



# FORT MYERS BEACH FIRE DEPARTMENT

100 VOORHIS STREET · FORT MYERS BEACH, FLORIDA 33931  
MAILING ADDRESS: POST OFFICE BOX 2880 · FORT MYERS BEACH, FLORIDA 33932

## 2018/2019 Priorities

*Excerpts from the FMBFD Strategic Plan*

---

### **Financial & Revenue Strategy to Sustain Current & Future Progression**

- Board of Fire Commissioners: Spearhead and provide organization with funding resources to achieve current operations and progression.
- Fire Chief: Provide sustainment and progression guidance, and data, for informed Commissioner decision making, maintain high efficiency financial systems, and provide subject matter expertise and vision through progression planning.
- **Current Items:** Increasing services requires increased funds, as does maintaining services. The organization must identify larger infrastructure funding options for Fire Station replacement within current needs, and long-term.

### **Recruit, Train, and Maintain High Quality Workforce, Achieving & Maintaining Operational Efficiency**

- Board of Fire Commissioners: Set and fund compensation standard that achieves desired output, and provide funding and support functions to achieve required support staffing and resources, to achieve high quality performance.
- Fire Chief: Identify compensation standard data and resources required to achieve goal, implement resources with efficiency producing output, and achieve high quality communication system throughout organization.
- **Current Items:** Substantial progress has been made in employee compensation meeting area comparable, however, maintaining this and setting a goal wage category (meet average, top tier of comparable, talent desired, etc.) will require additional commitment, as well as a continued assessment of support staff workload relative to high output desire. (i.e. What goes into the organization and staff must match what is desired in production/output)

## **Provide, Receive, and Maintain Quality Leadership At All Levels**

- Board of Fire Commissioners: Lead by example and set leadership standard for which is desired by Chief Executive, provide for and maintain quality executive health and leadership through awareness and executive collaboration.
- Fire Chief: Constantly provide leadership resources and demonstration throughout organization, maintain focus on staff health, and confirm resources and needs are communicated to Commissioner group.

## **Reduce Community Risk**

- Board of Fire Commissioners: Provide the needed resources, staffing and funding mechanisms to support quality life safety and prevention services, while championing and engaging the community regarding the essential nature of funding mechanisms.
- Fire Chief: Determine systems and measurements to confirm quality risk reduction efforts, to include data and solutions for Commissioner group decision making.

## **Stakeholder Participation, Engagement, and Feedback**

- Board of Fire Commissioners: Provide ongoing methods to obtain community feedback for assessment by staff, inform community and gain support of organizational initiatives and required resources.
- Fire Chief: Provide Commissioners with quality data to support ongoing engagement and feedback campaigns, assess feedback with subject matter expertise, continually provide Commissioner group with needs analysis.