



Strategic Plan

2006-2015

Year 1 Scorecard



In October of 2005, MTFR released our 10-year Strategic Plan for 2006 through 2015. This Strategic Plan is our first formal attempt to develop and present a road map for the future and represents an historic step forward in our planning for new challenges. In developing and publishing this Strategic Plan, Department leadership seeks to ensure that all MTFR members, as well as the Board of Trustees and community stakeholders, have a clear understanding of the Department's priorities and needs. The Plan provides us with a critical tool to guide our objectives and measure our progress.

I am proud to present to the members of MTFR, the Board of Trustees, and the community our Year 1 Scorecard. The scorecard charts the current status of the Plan's six goals and their 28 critical objectives. As you will see, there has been progress made on many of these. With everyone's help and support, the Department will continue to work towards completion of the Plan.

Key accomplishments during Year 1 include the following:

- Initiation of recruitment team and development of consistent and effective advertising program.
- Re-established third weekday full-time staff position.
- Contracted with an EVT-certified company to perform annual safety inspections of apparatus.
- Successfully passed an increase to our operating levy with overwhelming community support.
- Moved all operations onto the Greene County 800 MHz radio system.

The items above represent just a few of the many things accomplished during Year 1. As we embark on Year 2, the first to be fully-funded, we will make significant progress towards our goals, better preparing the Department to serve for years to come.

Colin S. Altman
Chief



Year 1 Strategic Plan Accomplishments

Goal 1: Identify and Address Departmental Personnel Needs

- Established a comprehensive officer promotion process, consisting of practical and written testing as well as oral interviews.
- Promoted Firefighter/EMTs Aimee Maychack and Mike Stohner to Sergeant, and Sergeant Ted Wasserman to Lieutenant. Consistent with the plan, they will be required to maintain cross-trained status.
- Doubled available training funds and increased by 200% the amount of outside training available to members.
- Sent Sergeants Maychack and Stohner and Lieutenant Wasserman to the Fire Department Instructors Conference in Indianapolis and Captain Dave Finster to a week-long incident command seminar at the State Fire School in Bowling Green.
- Started Recruiting Team to develop a consistent and effective volunteer recruitment program. The program includes yard signs, newspaper ads and broadcast media spots. By the end of Year 1, their efforts had netted eight new volunteers.
- Implemented new system of volunteer reimbursement that recognizes member certification and run activity.
- Increased the number of weekday full-time staff to three, providing for better coverage. Added regular, weekday part-time staff member to better address staffing shortfalls.
- Began development of paid-on-call system for volunteer paramedics that allows for greater advanced life support schedule coverage.

Goal 2: Improve the Apparatus Fleet

- Contracted with Fire Apparatus Repair and Service for annual safety inspections on apparatus
- Took delivery of Medic 82 on a Ford F-650 chassis, the replacement for our 2000 Navistar which was damaged in a head-on collision in 2005.



Goal 3: Enhance the Overall Physical Facilities of the Department

- Determined need for new Fire Station 81 (Yellow Springs).
- Began the process of identifying funding mechanisms as well as locating appropriate building sites.
- In conjunction with the Firefighter's Association, completed renovation of the bunk room at Fire Station 81, allowing members who work overnight shifts to spend the night at the station.
- Completed renovation of the Department's fitness center at Fire Station 82 (Clifton).

Goal 4: Strengthen MTFR's Fiscal Health

- In conjunction with the Firefighter's Association, ran a successful campaign to pass an additional 0.9 mil levy to fund the Strategic Plan. The levy passed by over 80%.
- Began investigating bond and long-term lease/purchase options for fire station replacement.

Goal 5: Improve the Department's Community Relations Activities

- Implemented an on-going series of advertisements in the Yellow Springs News targeting potential volunteers. Continued to participate in public events, such as Yellow Springs Street Fairs, Clifton Days, Blues Fest and Independence Day.
- Hosted Open Houses for National Emergency Medical Services Week in May and National Fire Prevention Week in October.
- Worked with community partners to place Automatic External Defibrillators (AEDs) at Tom's Market, the Antioch Gym and the Yellow Springs Senior Citizens Center.
- Continued to experience tremendous growth as an American Heart Association Training Center.



Firefighter/EMT Alban Holyoke conducts a tour of Medic 81 during the EMS Week Open House



Goal 6: Enhance Emergency Operations and Preparedness

- Began development of paid-on-call system for volunteer paramedics that allows for greater advanced life support schedule coverage.
- Purchased second LifePak 12 heart monitor/defibrillator, giving both medic units equal cardiac care capabilities.
- Trained eight members to the Rope Rescue Operations level. Additionally, we began recruiting rope team members from other area fire departments.
- With the assistance of a federal grant secured by Sugarcreek Township on behalf of the County, completed our move to Greene County's 800 MHz radio system.
- Equipped Brush 82 with medical equipment, oxygen and an AED to provide first response EMS service to the Clifton area.
- Significantly increased recruiting efforts throughout the Township to support emergency operations.
- Trained Chief Altman and Firefighter/EMT Lisa Tschippert as Peer Fitness Trainers through the American Council on Exercise.



*MTFR firefighters operating on the roof at a Christmas day fire in Cedarville.
(photo by Marlene MacVane)*