FIRE CHIEF WELCH VISION 2019

It is my expectation that members and employees of the Golden Fire Department (GFD) will continually strive for excellence in the following areas: SAFETY, Emergency Response, Fire Prevention and Public Education, Emergency Preparedness and Community Outreach, Training, Customer Service and our fire department Culture.

Our MOTTO

"Community Partners in Fire and Life Safety."

Our MISSION

To enhance the quality of life for the Golden Community through fire and injury prevention, education, and protection of life and property."

We will OPERATE

- Through TEAMWORK
- Ethically and with Integrity
- To position the GFD for the future

My MISSION is

- To encourage open lines of communications
- To encourage and motivate members/employees through positive reinforcement and praise

PRIORITIES

1. Safety
2. Operational effectiveness
3. Accountability
4. Improve member/employee morale
5. Improve relationships with the Golden Police Department
5. Convenience and community amenities
6. Support for our history, culture and education
7. A family and kid friendly town
8. Friendliness and appreciation of our neighbors
9. Our sense of community
10. Belonging/volunteerism

**SAFETY**

- Equipment
- Training and education
- Supervision

**OPERATIONAL EFFECTIVENESS**

- Staffing
- Retention
- Succession planning – acting opportunities, job shadowing
- Regional partnership development and training
- Data analysis / performance management

**MORALE**

- Strategic Planning – vision, core values, service statements
- Incentives – compensation, training/ed, recognition, station enhancements, fitness equipment, discounts/perks
- Effective two-way communication
- Enhanced public private partnerships

**ACCOUNTABILITY**

- Strategic Plan
- Fire Chief 100 Day and One Year Plan
- Smart Sheet tracking
- Performance Appraisals
- Performance Management