



### 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