

# FLFD Strategic Planning Session #4

11/11/2017

# Agenda

- Call to Order (Nelson)
- HR Issues - minimum wage and sick time impacts on our staffing model and budget (Chief Rodriguez)
- Finalization of 5-year financial plan and 10-year financial outlook (Cummiskey)
- Policies, SOGs, and Bylaws
- Specific goals to be documented in the 5 Year Plan update
- Plans for finalizing and releasing the annual update to the Strategic Plan, and associated one page summary
- Review Action Items (Nelson)
- Adjourn

# Minimum Wage and Sick Time

- Are there new minimum wage and sick time impacts on our staffing model and budget?
- Still working to set up a teleconference with attorney
- No inputs yet from other districts with POC personnel, or from Kay Green

# 5 Year Financial Plan

- Finalization of 5-year financial plan and 10-year financial outlook
- Review draft Excel details

# Policies, SOGs, and Bylaws

- Chief and Dennis Massion to review current status and develop a plan for updates
- Also need a plan for training all personnel to some minimum level
- Heavy reuse of SOGs and Policies from other districts is encouraged
  - Can we also reuse some basic training materials?
- May need some new policies:
  - Expense reporting and reimbursement
  - Social media? Conduct unbecoming?
- Bylaws updates:
  - Capital audit every 2 years
  - Allocation of contingency funds

# 5-Year Goals

- 2016 Goals
  - Begin construction on a new fire station no later than July 2017.
  - Repurpose our existing fire station by July 2018 per Building Committee recommendations.
  - Upgrade our rolling stock as planned in our latest STRAP (Strategic Plan).
  - Leverage community resources to improve non-tax revenues via the Auxiliary, grants, on-going donations and corporate/other benefactors by showing increases year over year.
  - Decrease our Mil rate by \$.25 by the 2019/2020 fiscal year to \$3.00.

# Plan to Complete and Release

- Chairman Nelson to draft updated sections and distribute by email for review and comment
  - Some sections may be assigned to other board members
- Final document to be officially approved and released in Q1 2018

# Action Items