



VISION

A responsive and sustainable fire-rescue service, effectively meeting community needs and valued by those we serve.



MISSION

Always learning, engaging and adapting to be response ready.



Finances



Our People and Workplace



Infrastructure



Emergency Prevention and Response



Community Relationships

STRATEGIC FOCUS

GOALS

OBJECTIVES

- › Prudent financial management incorporating long-term strategic thinking based on principles of transparency and accountability to all stakeholders to maintain public trust and show value for money.

› Improve stakeholder engagement in the budget development process.

› Communicate to rate-payers a clear rationale for tax increases.

› Seek alternative revenue sources to offset increasing costs.
- › Attract and retain a diverse, physically and mentally fit team that includes Career, Paid on Call and administrative members to provide value for our community.

› Review hiring and human resource policies and programs to focus on equity and diversity.

› Review and update compensation, recognition, training and support programs.

› Support, encourage and empower all employees to foster a positive and inclusive team environment.

› Develop a proactive mental health support program.
- › Infrastructure that supports an effective, reliable and resilient fire service to better address increasing risks and hazards.

› Build a new Firehall #1 on time and on budget.

› Expand emergency water supply options.

› Augment the long-term Capital Plan.
- › Deliver a fire-rescue service that prevents and responds to emergencies in a safe, effective and timely manner.

› Identify and implement effective options to improve response rates.

› Develop and implement a change management strategy to ensure consistent operations.

› Encourage community engagement, support and participation in fire prevention and life-safety activities.
- › Foster positive relationships to address community concerns and explore opportunities for collaboration.

› Build collaborative partnerships with other agencies serving Salt Spring Island.



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