



STRATEGIC OBJECTIVES AND INITIATIVES

The Burnsville Fire Department is committed to delivering the highest quality of service through integrity, effective communication, collaboration and continuous improvement, and by upholding a positive work environment that values safety and wellbeing. Fulfilling this mission requires an ongoing investment which pays off directly in terms of lives and property saved, risks averted and problems addressed. Indirect benefits include the contribution of public safety to community vitality, and lower costs to the public from efficient delivery of services and sound risk management.

Given the day-to-day demands on the department, resources for pursuing strategic initiatives are inherently limited. Thus, the determination of what to do — or what to do first — and how to do it are core strategic considerations. These objectives and initiatives will guide our management decisions, organization structure and efficient use of city resources.

The Organizational Improvement Committee used the following principles for selecting and framing strategic initiatives. Every strategic initiative is to be:

- Oriented toward achieving the mission of Burnsville Fire
- Established at appropriate scope and scale for available resources
- Feasible based on measurable or clearly observable outcomes
- Supportive of a culture of high performance and mutual support
- Data-driven in its intent and in its implementation
- Supported by outside funding when possible

Each initiative will be further developed into project plans and assigned to teams with leadership accountable for implementation.

The Burnsville Fire Department will pursue the following strategic initiatives in the next two-to-three years.



Mental Health Care System Innovation



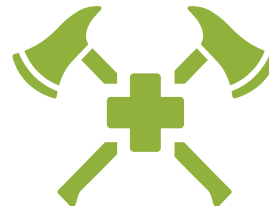
Enhanced On-Shift Staffing



Multifaceted Community Risk Reduction



Continuous Improvement of Operations



Enhancements to Firefighter Wellness Practices



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Mental Health Care System Innovation

Burnsville Fire will lead and partner with other agencies and entities to improve the way that patients are cared for after the department's emergency care. This is by far the most ambitious of the strategic initiatives and will require the development and enhancement of multiple institutional relationships for its realization. Given the current set of challenges, the potential benefit to the community is likewise enormous.



Continuous Improvement of Operations

Burnsville Fire will engage operational leaders at all levels to identify and implement small and larger changes that improve the effectiveness and efficiency of operations. Ideas include:

- Tactics and practices for more rapid response to fire calls in cross-staffed scenarios
- Improved integration of Community Risk Reduction and Operations personnel



Enhanced On-Shift Staffing

Burnsville Fire will strive to increase staffing even in light of the City's fiscal limitations, and be consistent with a shared commitment to cost containment.



Enhancements to Firefighter Wellness Practices

Burnsville Fire will continue to pursue its commitment to comprehensive firefighter wellness, including fitness and a focus on cardiac health, cancer risk reduction and mental health.



Multifaceted Community Risk Reduction

Burnsville Fire will investigate and pursue improvements likely to achieve measurable gains in community safety.

Areas for potential improvement include:

- Public health community risk reduction through creative interventions
- Fully developing online programs and resources for public education and community risk reduction
- Focusing education services on those likely to inadvertently start fires