



PONDEROSA FIRE DISTRICT

11951 W. Shadow Mountain Drive
Bellemont, AZ 86015
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STRATEGIC PLANNING COMMITTEE MEETING

Wednesday, February 2, 2022 6:00 p.m. – 8:00 p.m.

Attendees:

Mark Christian, Board Chairman
Lee Antonides, Fire Chief
Mike Allen, PFD Captain
Mark Murphey, PFD Volunteer

Thomas Humphrey, Board Clerk
Morgan Owen, Office Manager
Josh Rodriguez, PFD Captain
Dirch Foreman, PFD Volunteer

I. Assignment Follow-Up

- a. Historical Background
- b. Feedback on Mission, Vision, and Values
- c. Feedback on previous Strategic Plan

II. SWOT Analysis that will be added to the Strategic Plan

SWOT ANALYSIS:

<p>Strengths:</p> <ul style="list-style-type: none"> -SCBA's -24/7 Coverage, two person shifts -Board Support -Better communication with other agencies and the community -Good foundation at Station 82 -Revenue opportunities through co-op assignments with the State -Improved training of staff -Experienced Fire Chief and Assistant Chief -Administrative Staff -Marquees at both stations -Up-to-date website 	<p>Weaknesses:</p> <ul style="list-style-type: none"> -Lack of a working strategic plan -Apparatus -Lack of volunteers and firefighters -Lack of time that volunteers must give -Better communication with Kaibab Forest Service and Coconino Forest Service -Consistent issues with Lifeline -Lack of community support -Station 81 lacks infrastructure -Resistance to change -Misinformation or lack of information -Lack of experience -Abandoning goals
<p>Opportunities:</p> <ul style="list-style-type: none"> -Flagstaff Dispatch -District Expansion -Providing information: newsletter and social media. -NAU Forestry Program and Coconino Community Colleges programs for recruitment of volunteers 	<p>Threats:</p> <ul style="list-style-type: none"> -Misinformation -Lack of community support -Lack of a working strategic plan -Unable to recruit volunteers -Employee turnover

-Strategic Planning Committee -Greater Flagstaff Regional Training -Volunteer recruitment from the community	
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III. Conduct a new community survey.

Set up a survey monkey

Create a drop box at each station

I am a property owner in Parks or Bellemont (select one)

My preferred method of communication is (check all that apply): email, website, mailing, marquee

I support ensuring 24/7 emergency response from my fire department

I understand my fire department is funded through a portion of my property taxes.

How would you rate your fire departments service?

How can your fire department improve services?

Are you aware of the fire departments infrastructure needs?

Do you support infrastructure needs?

Are you aware of the fire departments apparatus needs?

Do you support apparatus needs?

Are you aware of the fire departments personnel needs?

Do you support personnel needs?

IV. Discuss goals and strategies on how to accomplish the top needs:

NEEDS:

Top Operational Needs for the District without solutions: -Apparatus Replacement: Type 1, Type 6, Type 3, Command Rigs -Station 82 Remodel	Top Labor Needs for the District without solutions: -Pay increases for firefighters -Better health benefits -Expand volunteer and reserve pool -Hourly wages for reserves -Adapt step program for longevity and incentive to stay
Top Operational Needs for the District with solutions: -Two Monitor/Defibrillators – grant submission -Dual Band Radios – grant submission -Increase income revenue – annexations, grants, sale of properties, wildland deployments, etc.	Top Labor Needs for the District with solutions: -Hire 3 more firefighters – SAFER grant

V. Current Staff Projects for Strategic Planning:

- a. Mapping out the district boundaries in accordance with both stations.
- b. Working with county assessor for population for Parks and Belmont District residents.
- c. Appraisals for both stations.
- d. Maintenance requirements and upcoming needs on all apparatus.
- e. Infrastructure needs for both stations.
- f. Research on the lack of qualified and certified volunteers and the need for minimum qualifications.
- g. Total number of calls per District area for the past 5 years.
- h. NFPA standards for adequate staffing per apparatus.
- i. Obtaining projected revenue numbers from the County Treasurer's office.

VI. Assignments for next meeting

VII. Questions, comments, concerns