

ANCHORAGE FIRE DEPARTMENT
STRATEGIC PLAN

Serving our community before, during, and after an emergency

GOALS

OUR DEPARTMENT
Improve the effectiveness, resilience, and vitality of the organization

OUR COMMUNITY
Improve outcomes for those we serve through preparation and enhanced service delivery

OUR PEOPLE
Provide for a safe, healthy, and fulfilled workforce

STRATEGIES

Examine the department brand and improve marketing to reflect our role in the community
Integrate inclusion, equity, and diversity to strengthen belonging and representation
Incorporate data-driven decision making as a central approach to management
Scale support services to ensure appropriate support for all services and operations
Review deployment to enhance operations and improve outcomes

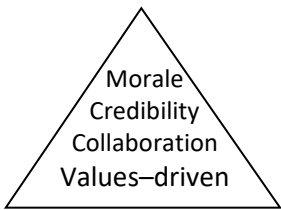
Examine areawide services to best meet community need
Provide for community risk reduction and information for a more resilient and informed community
Address the wildland-urban interface problem
Implement an active shooter & hostile event response system
Promote residential fire sprinklers
Implement mobile integrated health programs to reduce demand for emergency medical services
Analyze the delivery of fire protection services

Consolidate health initiatives into a comprehensive wellness program
Address issues of crew continuity, mentorship, and morale
Reimagine the training center into a premier education, training, and professional development institution
Reduce pre-retirement separations

2022-23 INITIATIVES
Implement a comprehensive communications plan
Implement a recruitment strategy to remove barriers and include year-round recruiting
Develop a performance dashboard

2022-23 INITIATIVES
Analyze utilization and rebalance ALS and BLS
Update Community Wildfire Protection Plan & conduct exercises
Conduct special teams needs assessment and redeploy for improved effectiveness
Establish a capital improvement fund
Implement a program for citizen CPR engagement
Active shooter & hostile event training & policies

2022-23 INITIATIVES
Implement an employee resilience program
Address crew rotations and related issues



STRATEGIC FOCUS

CORE VALUES

