

# OLATHE FIRE DEPT



Plan of Action

# 2021





# OLATHE FIRE DEPARTMENT

## 2021 PLAN OF ACTION

In 2021, the Olathe Fire Department will provide excellent service to our community through emergency response and risk-reduction activities. *Motivated by our mission, steadfast in our values, and determined to improve continuously*, we will address the following:

### 1. Ensure the OFD is Future-Ready.

**Continue to Innovate, Adapt and Plan. (Strategic Plan Objectives 1.1, 3.6, 4.1, 4.2, 5.4; CFAI Recommendation 8C.1):** Ensure OFD priorities support Olathe 2040 Strategic Plan. Open permanent Station 8 to meet service demands in SW Olathe. Open Olathe Fire Academy to improve training. Host recruit academy. Modernize existing stations to ensure they meet near-term needs. Reimagine public education programs with emphasis on digital delivery. Plan for internship program based on CRR pilot intern. Work with partners to increase staffing of MIH program.

**Ensure a Strong Future. (SP Obj. 1.1, 1.2):** Create OFD's 5-year Strategic Plan to guide future priorities. Complete Community Risk Assessment to include review of structures, demographics, etc. Evaluate services provided in Standard of Cover. Identify/reserve land for next 3 fire stations as service demand increases. Design Phase 2 of Olathe Fire Academy based on best practices and evidence-based research.

### 2. Offer exceptional service to the community.

**Focus on Continuous Improvement (SP Obj. 1.2, 1.4, 1.5, 2.1, 2.3, 3.1):** Celebrate 150 years of exceptional service to Olathe. Procure new records management system; plan for full implementation in 2022. Continue to assess and improve OFD's response to COVID pandemic. Review Emergency Operations Plan for updates needed due to pandemic. Evaluate new technology for storm sirens in outdoor places with large crowds. Add 2 Fire Investigator I's and provide ISO-required training to all investigators. Improve data collection/analysis on smoke alarms. Identify grants to augment smoke alarm program.

**Improve Emergency Medical Service (SP Obj. 1.3, 2.4, 3.3, 3.5):** Standardize EMS Sim Labs in County and build instructor cadre. Implement EMS credentialing program. Rollout Just Culture initiative to improve patient safety. Continue to send current employees to paramedic program.

### 3. Provide resources to promote quality service delivery.

**Ensure Support in Place (SP Obj. 1.2, 3.1, 3.4, 4.3):** Support implementation of Citywide HR software. Develop facility agreement with Med-Act. Reinvest this revenue in fire stations. Create patch exchange policy to address security considerations. Advocate for more funded behavioral health visits for public safety personnel. Update wellness program to communicate resources effectively. Align timeline/policy to ensure OW Public Safety graduates meet requirements for hire.

**Provide Tools for Capabilities (SP Obj. 1.4, 3.1, 6.2):** Distribute EMS PPE gear for improved protection. Place in service 1 new engine, 2 Type 6 engines, and 2 BC vehicles equipped with Watchguard capability. Purchase replacement engine. Ensure new apparatus are equipped with HAAS alert system. Determine SCBA maintenance plan to include plan for compressors. Identify needs and available resources for Fire Admin workspace reconfiguration.

### 4. Emphasize professional development and safety.

**Prepare our People (SP Obj. 3.4, 5.4):** Issue policies for Olathe Fire Academy to include live fire instruction and use by outside agencies (with revenue plan). Conduct night drills and mutual-aid training. Train all firefighters on wildland firefighting techniques. Support training/deployment to strengthen wildland capability.

**Strive for Excellence (SP Obj. 2.1, 3.6, 7.1; Rec 8A.1):** Use NFORS tool to support firefighter health and safety. Replace messaging boards to improve communication. Incorporate Extended DISC and StrengthFinders tools into development programs for all employees.

#### Example connections to the OLATHE 2040 Strategic Plan



#### Economy

Create facility-use agreement  
Reinvest revenue in stations  
Plan for revenue at Academy



#### Quality of Life

Community risk assessment  
Reimagine public education  
EMS credentialing  
Fire investigations capacity



#### Infrastructure

Open permanent Station 8  
Open Olathe Fire Academy  
Modernize existing stations  
Identify next 3 station sites



#### Exceptional Services

Celebrate 150 yrs. of service  
Create OFD Strategic Plan  
Transition records system  
Firefighter health & safety