



Mission, Vision

Mission

With our partners, the Appleton Fire Department protects the community with exceptional service.

Defines the fundamental purpose of an organization, succinctly describing why it exists

Vision

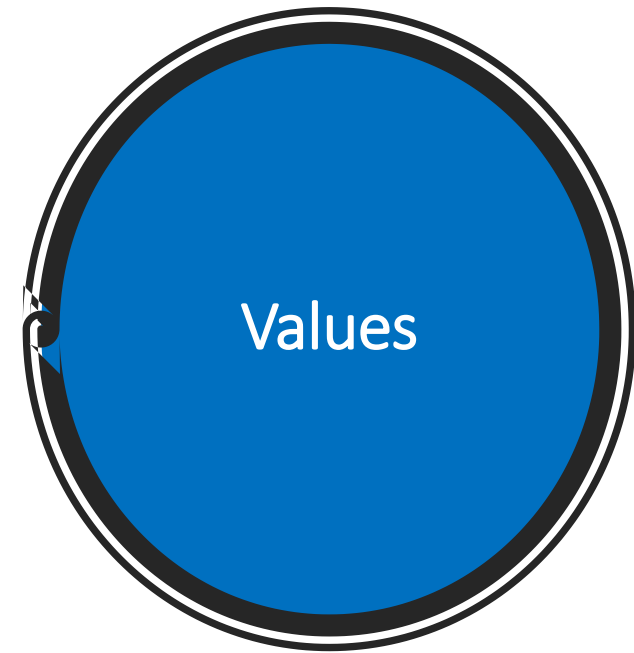
Pursuing excellence and enhancing the quality of life in Appleton and our regional community.

Outlines what the organization wants to be in 3 to 5 years? A well-written vision statement should describe a future state of what an organization wants to achieve over time. It should excite and motivate your employees about your organization and the progress to be made in the near future.



Values

P.R.I.D.E.



Partnership

We are partners in a changing, regional community



Respect

We respect ourselves, each other, the department, the community, the fire service, our traditions, and our vision



Integrity

We are true to our values at all times



Diversity

We embrace diversity in thought, strategy and staff.



Excellence

We strive for excellence in everything we do

- As a Fire Department, what do we value?
- What do we look for from leadership and staff?
- What are the top characteristics of the “ideal staff and leader?”



2021-2025 Strategic Plan

Mission

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Vision:

Pursuing excellence and enhancing the quality of life in Appleton and our regional community.

Core Values

P.R.I.D.E.

Partnership: We are partners in a changing, regional community

Respect: We respect ourselves, each other, the department, the community, the fire service, our traditions and our vision.

Integrity: We are true to our values at all times.

Diversity: We embrace diversity in thought and strategy and staff.

Excellence: We strive for excellence in everything we do.

I. IMPROVE OUTCOMES TO OUR CITIZENS & CUSTOMERS

I.A. IMPROVE RESPONSE TIMES

Lead: Ryan Weyers and Derek Henson

Future State: We are able to respond to 90% of emergency calls within 4 minutes.

1. Determine Standard of Cover
2. Evaluate and Plan for Station Relocation

3. Evaluate Staffing Levels

I.B. PROVIDE THE COMMUNITY WITH AN EXCEPTIONAL PRE-HOSPITAL EXPERIENCE

Lead: Jeremy Hansen and Jeff Felauer

Future State: The Appleton Fire Department has the training, staffing, and resources to provide the highest level of pre-hospital medical care to the community.

1. Recruit and Develop Experienced Emergency Medical Staff
2. Analyze & Measure Medical Services Hotspots and Response Times

3. Develop Regional Partnerships and Plan for the Pre-Hospital Experience

I.C. STRENGTHEN OUR PUBLIC EDUCATION AND COMMUNITY OUTREACH

Lead: Derek Henson

Future State: The Appleton Fire Department provides a formal, comprehensive, and age-appropriate curriculum for public education and community outreach.

1. Develop Age-Appropriate Public Education Curriculum

2. Strengthen Prevention / Inspections Commercial Efforts

I.D. ENCOURAGE AND EVALUATE REGIONAL PARTNERSHIPS

Lead: BC of Resource Development and Special Ops

Future State: Training and services are provided on a common-sense regional basis

1. AFD Takes the Lead in Regional Training Partnerships – Train Together
2. Evaluate Standards of Cover/Accreditation on a Regional Basis

II. IMPROVE OUR TECHNOLOGY CAPABILITIES

PROVIDE TECHNOLOGY AND RESPONSIVE SUPPORT THAT MEETS THE NEEDS OF THE ORGANIZATION

Lead: Sharon Brochtrup and Shannon Young Future State: The technology at the fire department is reliable and fosters an efficient, effective work environment

- A. Acquire, Replace, and Maintain Our Existing Technology

- B. Create Efficiencies Through Technology

III. MAINTAIN THE CITY OF APPLETON FIRE DEPARTMENT AS A PREFERRED WORKPLACE

Lead: Ryan Weyers, Shannon Young and Jeff Felauer

Future State: We continue to have an organizational culture that attracts high quality, diverse employees and allows them to reach their full potential

- A. Remain Competitive in Attraction, Recruitment, and Retention
- B. Improve Our Diversity and Inclusion

- C. Improve Staff Rewards and Recognition

IV. DEVELOP OUR STAFF AND LEADERS

Lead: Ethan Kroll and BC of Resource development and Special Ops Future State: We have an organizational culture that attracts high quality employees and allows employees to reach their full potential

- A. Enhance Opportunities for Professional Growth and Development
- B. Develop Our Future Leaders

- C. Foster Professionalism, Strengthen Accountability and Ownership
- D. Strengthen Our Resilience and Adaptability