



Olympia Fire Department Update

February 4th, 2025



Strategic Planning 2025-2029



A look back....

- *Employee Survey*
 - *Optimistic and willing to help*
 - *Want opportunity to contribute*
 - *Want to feel valued and appreciated*
- *Environmental Scan*
 - *Growth in Service Demand*
 - *Limited Performance Indicators*
 - *Outcome measurements*

Strategic Plan Development



Olympia Fire Department in front of City Hall, ca 1950s
Huntley Collection, Washington State Archives



Strategic Plan Development

Key takeaways...

- *Staffing Needs*
- *RFA outcome*
- *Organizational Structure*
- *Morale and Culture*





Strategic Plan Development

Where are we now?

- *Staffing*
- *Organizational structure*
- *New services*
- *Capital needs*
- *Financial challenges*





2024 Work...

- *29 Firefighter positions hired*
- *14 Promotions made*
- *Organizational Structure*
- *Strategic Planning Begun*

Strategic Plan Development





Where are we going?

- ***STRATEGIC PLANNING!!***
- ***Guiding Principles***
- ***Community Needs***
- ***Data driven***
- ***Plan, Plan, Plan***

Strategic Plan Development





Guiding Principles

Our Purpose “The WHY”

“Taking care of people, Always!”



Guiding Principles

Our Vision

“To be a trusted leader of a safe and thriving capitol city”

Our Values

Professionalism Compassion Integrity Stewardship



Guiding Principles

Our Mission

“To respond rapidly, with highly trained professionals to mitigate emergencies for our community. We are dedicated to reducing risk through prevention, fire and medical education, and disaster preparedness”



Strategic Plan Development

Strategic Goals

- Exceed community expectations in the delivery of services.
 - *Timely and effective response*
 - *Recruit and retain professionals*
 - *Ensure OFD is aligned with community needs and industry standards.*





Strategic Plan Development

Strategic Goals

- Invest in the development, well-being and voice of all team members.
 - *Provide professional growth*
 - *Reduce workplace injuries and illness*
 - *Improve overall wellness*
 - *Build a positive culture driven by shared values, recognition, and transparency.*





Strategic Plan Development

Strategic Goals

- Continuously improve resiliency and sustainability of the organization.
 - Assure all assets meet the needs to provide safe and effective services.
 - Ensure critical business functions are efficient and adequately supported.
 - Reduce community reliance on 911 emergency response services.





Strategic Plan Development

Strategic Goals

- Cultivate trusted relationships in our community and region.
 - Improve community knowledge and understanding of OFD and the current services provided.
 - Strengthen relationships with regional and community partners.





Strategic Plan Development

2025 Work Plan...

- OFD Branding
- Community Risk Assessment/
Standards of Cover
- Budget Analysis/Review





Strategic Plan Development

2025 Work Plan...

- Community Risk Reduction Plan
- Training/Succession Plan
- Capital Asset Plan





2025 Work Plan...

- CARES Growth and Development
- FIIRE Program at LNI
- Peer Support Program
- Regional Participation

Strategic Plan Development





Strategic Plan Development

Next Steps...

- Community Engagement
- Organizational Stability and Resilience
- Outcome measurements
- More Planning!!





Questions?