



Strategic Plan 2014-2016



Travis County Emergency Services District #3
Oak Hill Fire Department
www.OakHillFire.org



Oak Hill Fire Department - ESD 3
Strategic Plan 2014-2016



**Oak Hill Fire Department
Central Mission**

“To preserve life and property”





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Oak Hill Fire Department Guiding Principles

PUBLIC SAFETY

Ensuring and protecting the public's safety is our primary concern. We will do everything in our power to separate hazardous and destructive threats from the people that rely on us and the property in our jurisdiction.

PUBLIC TRUST

The public's trust is vital to the successful operation of the Oak Hill Fire Department. We will conduct ourselves in such a way that deserves this trust.

PUBLIC SERVICE

It is important to the Oak Hill Fire Department that our department is viewed as providing more than just emergency response. While we will always maintain emergency readiness, it is our goal that we also provide an array of services that support the well-being of our community.



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I. Emergency Operations

Current State: The Oak Hill Fire Department has a sound foundation for responding to fire-related incidents, advanced emergency medical needs, and hazardous conditions of all types.

Goal: By 2016, the Oak Hill Fire Department will maintain emergency response capabilities by ensuring readiness and preparedness of response equipment and personnel by:

- A. Replacing two brush trucks**
Target: Fall 2014
- B. Replacing one command vehicle**
Target: Summer 2014
- C. Expanding departments participating in regional Automatic Aid.**
Target: Spring 2014
- D. Implementing a regional Incident Management Team to provide assistance during incidents expected to last longer than twelve hours or recovery timeframe lasting multiple days and beyond.**
Target: Summer 2015
- E. Expanding mutual aid response agreements with surrounding departments to increase the response force and fireground experience opportunities for our workforce.**
Target: Fall 2015



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II. Future Planning

Current State: The Oak Hill Fire Department has two well built and equipped fire stations with a fleet of state-of-the-art response apparatus.

Goal: By 2016, the Oak Hill Fire Department will respond to growing development and population demands by planning for large apparatus replacements and identifying potential solutions for future coverage in the westernmost portion of the District. This will be accomplished by:

- A. Evaluating the timing of Engine 301 replacement and determine most appropriate type of apparatus to purchase for projected response needs.
Target: Spring 2015
- B. Investigating and gathering data to determine future station and/or equipment locations in the westernmost portion of the District in conjunction with City of Austin annexation and other county entities.
Target: Summer 2015
- C. Considering the expansion of the District's financial reserves policy for potential purchase of property for future station and/or equipment locations.
Target: Spring 2015
- D. Evaluating current and projected coverage needs in the westernmost portion of the District and develop potential solutions to enhance coverage.
Target: Summer 2015



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III. Training

Current State: The Oak Hill Fire Department, through the Oak Hill Fire Academy, provides certification and continuing education for Fire and EMS Certification.

Goal: The Oak Hill Fire Department will continue to be a Regional Training Center for our surrounding departments and departments from outside our immediate area. The department will continue to be a place for other departments to train as we benefit by gaining different insights and experience by instructing those that come to our facility. Professional Development for our staff will increase their knowledge and training for what they do by way of higher education, specialty classes, and further advancing their current skill set. Our Training Division will stay up to date on the most current techniques, equipment, and trends in the fire service. We accomplish this by:

- A. **Maintaining all current training facilities and equipment.**
Target: Ongoing
- B. **Continuing to improve on our training props for Propane, Rope and Confined Space Rescue, specialty props, and interior props for burn building.**
Target: Summer 2015
- C. **Utilizing both inside and outside instructors to bring a more varied perspective for our professional development programs.**
Target: Ongoing
- D. **Completing the position specific certifications for all of our positions to meet the Auto-Aid Operational Guidelines.**
Target: Fall 2015



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IV. Fire Prevention / Preparedness

Current State: In partnership with other Central Texas agencies and departments, the Oak Hill Fire Department is recognized as a regional leader in community life safety initiatives.

Goal: The Oak Hill Fire Department will continue to be recognized as a regional leader in developing partnerships for community life safety initiatives by:

- A. Continuing to educate homeowners and builders about the value of residential sprinkler systems and promote them when possible through subdivision plan reviews.
Target: Ongoing**
- B. Ensuring completion of pre-incident plans and hydrant inspections throughout the District to maintain ISO rating.
Target: Semi-Annually**
- C. Enhancing community outreach to residents with knowledge about the value of Department programs and capabilities.
Target: Semi-Annually**
- D. Preparing for large-scale emergencies through deployments under the Texas Intrastate Fire Mutual Aid System (TIFMAS) and participation in a regional Incident Management Team.
Target: Fall 2015**
- E. Continuing reviews of building plans and inspections of commercial buildings.
Target: Ongoing**



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V. Human Resources

Current State: The Oak Hill Fire Department has a well-trained workforce that has a stable and rewarding career in firefighting. Annexation poses a threat to such a career and safety remains a significant concern during high risk emergency operations.

Goal: The workforce employed by the Oak Hill Fire Department will continue to feel secure in the fact that ESD #3 provides for their safety and well-being. This will be accomplished by:

- A. Minimum four-person staffing has long been an accomplishment of the District. This staffing level will continue to be maintained as a budgetary priority.
Target: Ongoing**
- B. A review of competitive pay and benefits to maintain relevance with neighboring ESDs and to minimize excessive turnover.
Target: Spring of each year**
- C. Exploring and pursuing any options for becoming part of a larger organization for the purpose of protecting Oak Hill Firefighter employment.
Target: 2014**



Source: Municipal Advisory Council of Texas (mactexas.com)

VI. Financial Management

Current State: The Oak Hill Fire Department has garnered tremendous voter approval to fund enhanced fire protection through ad valorem tax as well as sales tax.

Goal: Department management and the Board of Commissioners will provide persistent oversight of financial planning so that constituents of the ESD feel they are receiving an ever-increasing return on their investment. This will be accomplished by:

- A. **Annual Competitive Review of Pay and Benefits.**
Target: Spring of each year
- B. **In-depth research on potential revenue restrictions and cost increases associated with annexation activity within the District as well as revenue growth associated with significant development within the District.**
Target: Spring 2015
- C. **Developing long term allocated cash reserves for contingency expansion and/or relocation of existing facilities.**
Target: Fall 2015