

ROCKTON FIRE PROTECTION DISTRICT

Strategic Plan

2018 - 2023



Revised January 2018

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“Loyalty-Pride-Tradition”

Table of Contents

SECTION 1 – OVERVIEW & HISTORY	1
INTRODUCTION.....	1
MISSION STATEMENT.....	1
CORE VALUES	2
MAJOR FUNCTIONS PROVIDED BY THE DISTRICT.....	3
Fire and Emergency Medical Operations.....	3
Fire Prevention.....	3
Administration	3
HISTORY OF THE DISTRICT.....	4
Board Of Trustees	4
Fire Chiefs	5
Fires & Rescues	5
Fire Stations & Firemen's Hall	6
Response Times	6
Community Service	6
Associations	7
Higher Education.....	7
Insurance Service Office (ISO)	7
Organizational Chart	8
Part Time Employees.....	8
Personnel Roster	9
Contract Personnel	9
EMS & Fire Apparatus	9
SECTION 2 – STAFFING	10
ACTION PLAN – STAFFING.....	11
SECTION 3 – MEMBER RECRUITMENT AND RETENTION	13
ACTION PLAN– RECRUITMENT AND RETENTION	13
SECTION 4 – HEALTH AND SAFETY	13
ACTION PLAN – HEALTH AND SAFETY	13
SECTION 5 – TRAINING	14
ACTION PLAN TRAINING	15
SECTION 6 – APPARATUS / EQUIPMENT	16
ACTION PLAN – APPARATUS	16
SECTION 7 –STATION IMPROVEMENTS / MUSEUM	17
ACTION PLAN – APPARATUS FLOOR / MUSEUM PROJECT	17

Preamble

This plan is intended to act as a guide for both the Board of Trustees and Administration as they define the overall course they desire to chart for the District as they lead into the future.

The concepts set forth herein should be helpful to both groups when creating specific goals for the District, developing their annual scope of work, and formulating operating and capital budgets.

As a living document that is constantly evolving and responding to the changing needs of the Fire District, nothing in this plan should be considered as a “done deal”, irreversible, or to be undertaken without first going through the standard approval process.

By giving recognition to and adopting this plan, the Board is not agreeing to enact any of the items contained herein; all matters must still be brought before the Board for deliberation and vote. Any items requiring expenditure of funds are still subject to the regular budget process.

A Message from the Chief:



“This strategic plan is a tool to guide the District while striving to continue the goals of the organization. This plan must and will be reviewed to measure our accomplishments. We, as a team, will build on this plan for future development so that we remain proactive with high standards and superior fiscal management.”

Kirk Wilson, Chief

Section 1 – Overview & History

Introduction

This document sets forth, in a formalized fashion, the District's vision for the future, outlining challenges, as well as opportunities, to be addressed.

This plan was developed within the context of the fire district's mission statement and core values. This is a living document and the planning process shall be mindful that its recommendations should further the District accomplishing our mission in a fashion faithful to its core values. This document should be read with this principle in mind.

As a framework for devising the scope of the plan, the leadership (Chief and Board of Trustees) chose to focus on evaluating areas of service to the district's residents. This included programs currently in place as well as expansion of services that should be considered for the future.

The District leadership intends that this document shall be used as a guide to the future, to be followed where appropriate, and to be revised as necessary. The plan provides a direction into the future for the district while remaining flexible to allow for unforeseen changes that will inevitably be necessary as new issues present themselves. This plan addresses the highest priorities of the District for the coming years. This plan will be evaluated on an annual basis to keep up with our ever-changing community.

Mission Statement

The Rockton Fire Protection District is dedicated to protecting the lives and property of the people in the district from man-made and natural emergencies by providing a range of services that include, but are not limited to:

- Emergency Medical Services
- Fire Suppression and Rescue
- Fire Prevention
- Hazardous Materials Response
- Public Education

Decisions and actions of the members will be in a competent, professional, efficient, safe, and fiscally responsible manner while reaching into the future but never forgetting the past.

Core Values

Core values are essential and enduring tenets, a set of general guiding principles, not to be compromised for short-term expediency.

In order to accomplish its mission with the highest degree of professionalism, integrity, efficiency and service to the community, the Rockton Fire Protection District has identified the following core values:

- **People** – the human individual is the most important resource of the district; this includes employees and volunteers who work for the district as well as those we serve and protect;
- **Respect** – the District openly accepts people as individuals, recognizing their fundamental worth, embracing them for all their qualities including differences of ideas and opinions, encouraging the expression of individuality and creativity;
- **Honesty** – the district promotes a culture of honesty and integrity, both internally (within the workplace environment) and externally (in its interaction with the public);
- **Loyalty** – the District instills in its people the spirit of individual support of one person toward another as well as organizational support of the individual; this is critical to maintaining emotional well-being in the high stress work environment of the modern firefighter; also, this support enables people to advance their careers and realize their highest potential of professional service;
- **Quality** – in all aspects of its endeavors the District promotes the value of quality: quality in performance of duties, quality in workmanship, quality in education, quality decision making and critical thinking skills, quality delivery of service to the public. The District requires a leadership commitment to a continuous quality improvement program.
- **Safety** – safety of our personnel while in the fire house, responding to a call, or delivering services to the community is of paramount importance; likewise, safety of those we serve is always at the forefront of decision making.
- **Pride** - is defined as a state of feeling of being proud, a reflection of credit upon oneself. Pride is feeling good after a job well done. It is a feeling of goose bumps as you recount your actions; by going somewhere nobody else can go. By making a rescue and saving a life. By being a part of a unit that successfully achieves its goal. Pride is wiping a tear from your eye and swallowing a lump in your throat, as you are hugged by a loved one thankful you have returned safe and sound. Pride is a glow in your kids as they brag about you being a firefighter. Pride is wearing your uniform, proud of your colors, proud of your co-workers. Being a member of "THE NOBLEST BREED".

- **Tradition** - is defined as the handing down of statements, beliefs, legends, customs, and information from generation to generation. A long established or inherited way of thinking or acting. Firefighters of the past stand by us today, passing on their legacy and dedication to us. Tradition is the maintenance and connection of values with our heroes, pacesetters, and examples set by our idols. It is our foundation.

Major Functions Provided by the District

Fire and Medical Operations:

It is our mission to provide efficient service of the highest quality and care to the citizens of the district and our visitors. Services are provided through response to fires, rescues, medical and other non-emergency responses as requested.

Fire Prevention:

It is our mission to provide proactive community risk reduction programs, reducing loss of life and property. To minimize socioeconomic impact on the community through public education, prevention programs, safety surveys, investigation and code enforcement as it pertains to the District's mission.

Administration:

To provide excellent customer service, efficient record keeping, and other support functions necessary to carry out the mission of the District.

History of the Rockton Fire Protection District

Rockton, Illinois is located in the North central section of the State three (3) miles from the Illinois/Wisconsin Stateline. Rockton was incorporated in 1835. Stephen Mack, a fur trader met and married Princess Hononegah. They settled on the South side of the Rock & Pecatonica Rivers, now known as Macktown. Today, there still stands the some of the original trading post.

Incorporated in 1835, the population of the Village of Rockton was less than 300. During the next 157 years the population grew at a very slow rate. Around 1993 the population began to explode to our current population estimated at over 7,500 within the Village limits. Today, the fire district covers and estimated 20,000 residents covering an area of 54 square miles.

The Rockton Village Fire Department was organized in 1908 after a disastrous Halloween fire in the 100 block of West Main Street on Halloween night in 1907 behind the Thompson-Baker grocery store. It has been noted that the fire could have been extinguished with a garden hose. However, the fire spread extremely fast and engulfed the South side of the street. This area was known as the "Stone Block". Fire departments from Beloit and Rockford were summoned to fight the fire due to the fact that Rockton had no fire department at this time. The Village of Rockton Fire Department was officially formed in September of 1908, and functioned until 1947. Equipment included only a 1937 International fire engine. Rockton's first Fire Chief was Clayton Stiles. He reported to the elected officials of the Village.

In 1947, a fire was reported in the 2000 block of West Rockton Road. The Village would not allow the fire department to respond to the fire, in turn, the building was destroyed. As a result of the action of the Village, there was action taken to form a fire district. This was achieved in 1947. The first president of the Board of Trustees was Carlton Williams. The first Fire Chief of the District was Merlin Wensel.

Board of Trustees & Past Presidents:

When the Rockton Fire Protection District was formed in 1947, a three (3) member board was established. Those board members were appointed by the County Board Chairperson and served at his/her will. By referendum vote in 1990, the board changed from three (3) to a five (5) member elected at large board. The district has operated separate from the Village of Rockton since 1947.

Fire District Board Presidents:

Carlton Williams	1947-1970
William Payne	1970-1981
Stanton Phelps	1980's
Robert Turner	1990
Gary Reffett	1990-1991
William Campbell	1991-2009
Dennis Stien	2009 - Present

Fire Chiefs:

Village of Rockton Fire Department

Clayton Stiles was the first Fire Chief on record.

Jack Lovelace "Wens" 1908–1947

Slim Boyendall

Harry Beck

Laurel Graves

Rockton Fire Protection District

Merlin Wensel	4-1945	4-1970
John May	(assisting)	1955
Robert Turner	1-1972	8-1978
Russ Patterson	8-1978	4-1979
Gary Reffett	4-1979	1-1980
Jim Gentz	6-1980	5 -1986
Tom Marks	6-1986	1-1988
Randy Olson	6-1988	1-1989
Mickey Rykowski	1-1989	12-1994
Ronald Weavel	12-1994	1-2009
Kirk Wilson	2-2009	Present

Fires & Rescues:

As with any fire department, the Rockton Fire Protection District has seen its share of major emergencies...be it a fire or major accident. The first major fire was in the 100 block of West Main Street. Others incidents include:

- United Methodist Church in 1926.
- Wagon Wheel Resort (besides the numerous minor fires from 1944), there had been over five (5) five-alarm fires fought before the complex was torn down in 2003.
- There were seven paper mill fires. One noted was the Rockton Paper Company in late October of 1909.
- There have been numerous residential fires along with many agricultural fires. Those notably remembered were the Shopping Bag Super Market and the Rockton Inn fire.

In addition, the Rockton Fire Protection District has responded to area departments for assistance. Since the establishment of (MABAS-Division 8) Mutual Aid Box Alarm System, the Rockton Fire Protection District is more active than ever before. There have been response as far away as Utica, IL in 2004 after a tornado struck the small community and to New Orleans, LA in 2005 to assist after Hurricane Katrina tore apart the entire gulf coast region.

During the history of the fire protection district, many people have contributed to our growth, not only by providing the services, but also to those who taught our staff so that

the educational growth of each person is of the highest level. We honor each person so not to miss anyone.

Fire Stations and Fireman's Hall:

Rockton's first fire station and hall was located in the 200 West Main Street, now known as Rockton Dental Care.

Rockton's second fire station was located at West Main and South Center Street. This station was constructed at a cost of \$58,000. In 1978, the fire station was sold to GTE, now known as Frontier.

The Rockton Fireman's Association for many years held one of the best fish dinners in the area every Friday. The Rockton Fireman's Association has been chartered since 1946. The history of the association, a concrete lintel stating "Rockton Fireman's Association 1947" was taken from the hall and is now located at the rear of station one.

In 1978, our current fire station was dedicated and opened for business at a cost of over \$350,000. Located at 201 North Blackhawk, its location has served the district very effectively.

In March 2011, the fire district finished a 1.6 million dollar addition to the current station adding a full training room to accommodate up to 50 persons, sleeping quarters for 6 members, a larger kitchen and day room, a turn out gear room, and an additional bay for apparatus.

Response Times:

Currently, average response times are good for both fire and EMS. However, as calls for service increase, we must have a plan in place for ensuring our community continues to receive high quality emergency services in a timely fashion.

Community Services:

Our community has been known to be a "fire safe community". Our educational programs have advanced since 1998 through the attendance at the National Fire academy. We have obtained a 35 foot trailer for the purpose of better education to the citizens and children of our district. This unit was delivered in 2005 via a grant from FEMA.

Today, the educational opportunities are great for those that so desire to advance further than Basic Firefighter certification through the Office of the State Fire Marshall. With Board of Trustee action, our staff have attended several certifications courses along with earning college degrees and nationally recognized programs through the National Fire Academy.

Today's Community Services Division has worked in conjunction with the Rockton Police to support the Community / Bike Safety Fair held downtown. We also support our

local Lions Club with their community Old Settlers Days event. Our Fire Prevention Week activities are greater than ever before.

Associations:

The Rockton Fire Protection District is a member of many fire and EMS associations on the local, State, National and International level.

Rockton Fire Chiefs who have served on the executive board of the Winnebago Fire Chiefs Association are: Kirk Wilson, 2008 – 2011 / Interim Vice President in 2012; Ron Weavel, 1996 & 97; Mickey Rykowski, 1993-1995; Merlin Wensel, 1954; and Robert Turner, 1959-1961.

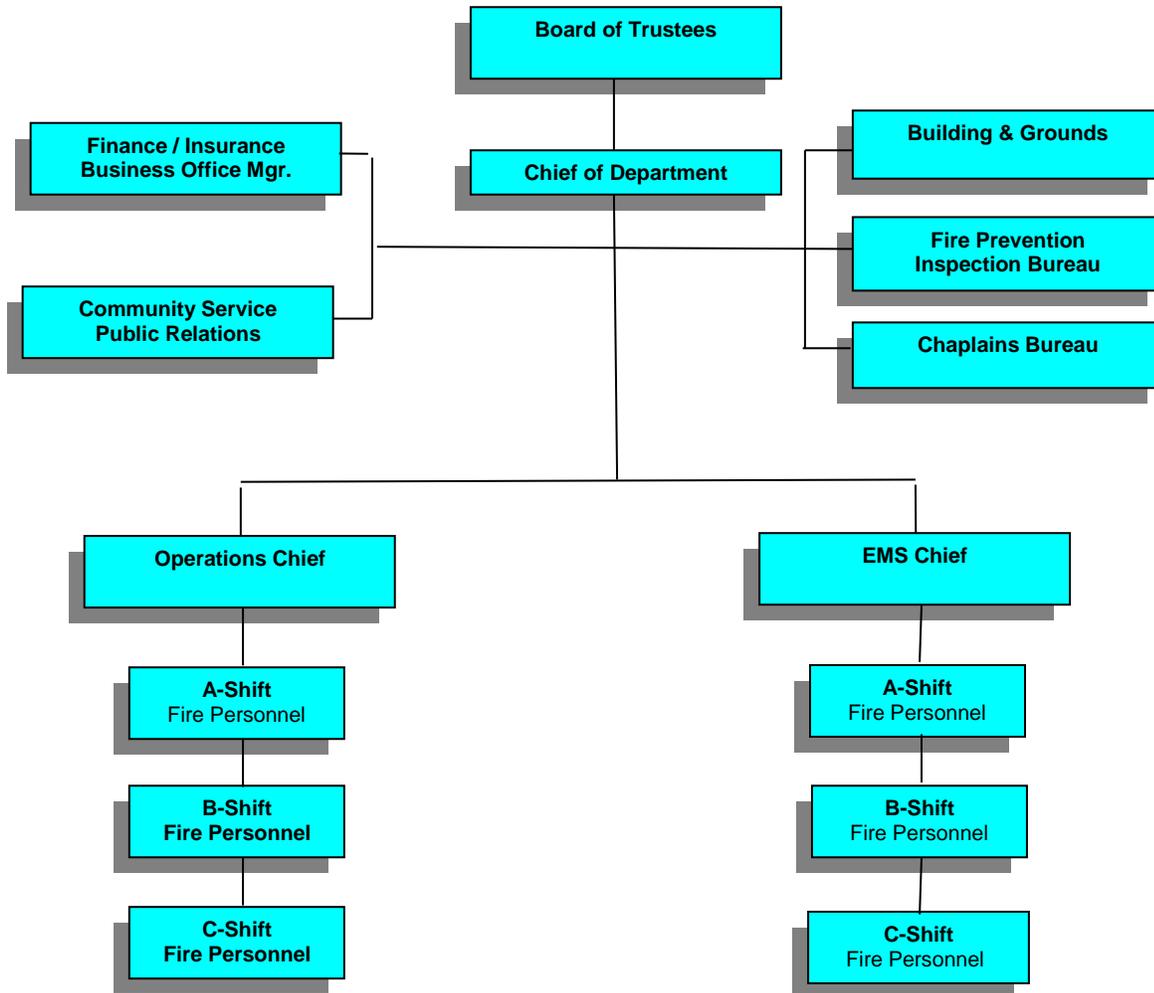
Higher Education:

Today, we are fortunate to have a large number of staff members who have attained degrees from nationally recognized educational institutions. In addition, several members have or are currently working toward their AAS degrees in Fire Science.

Insurance Services Office (ISO):

ISO is an agency that rates a community's fire defenses on a scale from 1-to-10. One is the best and 10 is the lowest rating. From 1982 until 2000 Rockton's ISO rating was a (6) six in the Village and a nine (9) in the rural areas (without hydrants). The 2014 ISO survey awarded us a classification of four (4) in the Village, and a four Y (4Y) in the rural areas.

Rockton Fire Protection District Organizational Structure



Part Time Employees:

The district currently employs five part-time personnel:

Position Title	Number of Personnel
District Fire Chief	1
Firefighter / Paramedics	3
Business Office Manager	1

Personnel Roster:

The district has a roster of approximately 60 personnel. Prior to an individual being appointed as a member by the Board of Trustees, prospective candidates undergo an intensive recruit training curriculum which teaches them basic firefighter skill sets and prepares them for taking the State of Illinois Basic Firefighter Test. Many of the members are also certified as Emergency Medical Technicians at either the Basic or Paramedic level. Continuing and advanced educational opportunities are offered and the members are encouraged to pursue training in fields of interest that appeal to them. Many have advanced certifications in specialized fire, rescue and EMS fields of expertise.

Contract Personnel:

Since 1994, the district uses contract EMS personnel from a third party to provide ambulance staffing. This has been necessary since there has not been consistent paid-on-call membership certified at the Paramedic level to provide staffing during daytime hours. The arrangement is for the contract service to provide 1 24 hour Paramedic 7 days per week and a second Paramedic is provided Monday through Friday, 6am to 6pm.

Fire and EMS Apparatus:

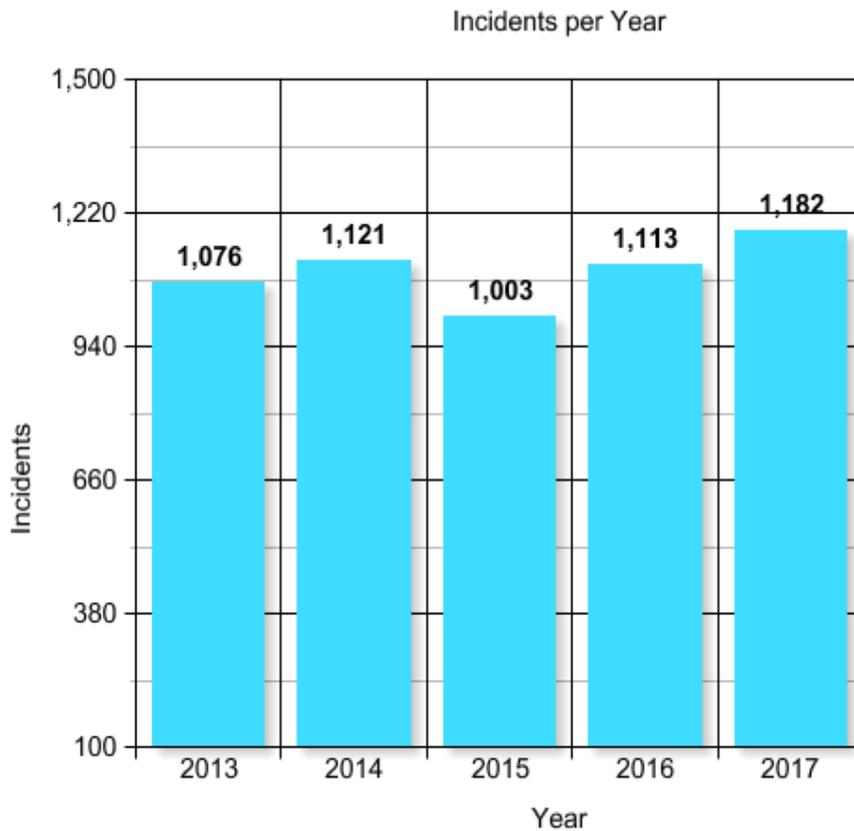
Apparatus represents a major capital investment for the District. The Board's philosophy has been to keep a modern, late model fleet of equipment, realizing that the higher up front cost of this approach is more than offset by lower maintenance costs and increased reliability. This approach has served the district well by providing personnel quality, functional equipment with which to efficiently perform their tasks. Current apparatus owned by the district is summarized below.

Description	Unit #	Manufacturer (Chassis / Body)	Model Year
Ambulance	1C22	Ford / Horton	2016
Ambulance	1C32	Ford / Horton	2014
Engine	1401	Spartan / Rosenbauer	2007
Engine	1402	Rosenbauer	2015
Engine	1404	Spartan / 3D	1989
Truck (Ladder)	1451	HME / Smeal	1995
Heavy Rescue	1441	KME	2004
Tender	1478	International / US Tanker	1999
Tender	1479	International / Rosenbauer	2014
Grass Truck	1461	Chevrolet	2000
Grass Truck	1466	GMC	2012
Rescue Boat	1445	G3 / John Boat	2009
Command Car	Car 1	Chevy Tahoe	2017
Command Car	Car 2	Chevy Tahoe	2017

Section 2 – Staffing

Over the past several years, the district has experienced an increase in the number of calls for emergency services (see Table 4.). This, coupled with ever increasing non-emergency activities, has caused the district to constantly re-evaluate staffing levels ensuring the emergency and non-emergency needs of the district are safely met.

Table 4. Total Calls per Year



Received from Firehouse Data

Goal: To professionally staff the district at a level that will enable it to deliver consistent services to citizens in an effective, efficient, timely, and safe manner.

The Rockton Fire Protection District is comprised of an outstanding group of people dedicated to providing emergency services to the community. While the bulk of manpower for fire suppression is, and will remain, the responsibility of the paid-on-call (POC) personnel, there is an increasing need to address additional part time and paid-on-premises (POP) staffing. POC personnel are experiencing increasing demands on their professional and personal lives and many are not able to consistently respond to incidents during the day, night, and weekend hours.

The trend has been that Monday through Friday, 06:00 to 18:00, the availability of POC personnel is reduced to a point where it is uncertain whether there will be sufficient personnel responding to an incident while adequately staffing additional support apparatus to respond in an effective and safe manner.

Currently, Monday through Friday during the hours between 06:00 until 18:00, the district provides an initial response of 3 firefighting personnel to staff an engine, 2 personnel to staff an ambulance, and the Fire Chief.

On weeknights from 6pm-6am and during daytime and night-time weekend hours, the engine is not staffed. POC members respond from home to the fire station to staff equipment.

The Rockton Fire Protection District is a combination part time / paid-on-call organization. Our need in the future may be to expand staffing to adequately meet the needs and expectations of the community while providing quality fire and EMS services. The following recommendation can be met by expanding to a staffing model using part time, paid-on- premises and paid-on-call personnel.

Action Plan – Staffing

Target	Action	Anticipated Cost
Ongoing	Evaluate adequate staffing levels and adjust as necessary. Evaluate future night engine staffing from 6pm / 6am – 365. Evaluate future day engine staffing (Saturdays & Sundays).	TBD

Section 3 – Member Personnel Recruitment and Retention

Goal: To staff and retain a talented, committed, and diverse membership for the Rockton Fire Protection District in an effort to continue the strong legacy of service to the community and sustain the organization for the future through tradition and progress.

The Rockton Fire Protection District has a proud history of being a professional paid-on-call fire department. With the demands on personnel increasing over the years it has become extremely difficult at times to retain paid-on-call personnel needed to serve the public. The Rockton Fire Protection District views our public perception as a very important indicator of the department's long-term success. When the members of the department and the community perceive that the Rockton Fire Protection District is well managed and provides outstanding services, then it becomes our job to make sure their perception is the reality.

Retention and Recruitment Root Problems	
Source: Federal Emergency Management Agency, United States Fire Administration.	
Source Problems	Contributing Factors
Time Demands	<ul style="list-style-type: none"> • Two income families and working multiple jobs • Increased training time demands • Higher emergency call volume • Additional demands within the department
Training Requirements	<ul style="list-style-type: none"> • Higher training standards and new federal requirements • More time demands • Greater public expectations of fire department's response capabilities • Additional training demands to provide broader range of services • Re-certification demands
Increasing Call Volume	<ul style="list-style-type: none"> • Fire department assuming wider response roles • Increasing EMS call volume • Greater reliance by public on fire department services
Recruitment	<ul style="list-style-type: none"> • Continue to evaluate recruitment goals to ensure the department retains the appropriate number of personnel to meet the needs of the community.

Action Plan– Recruitment and Retention

Target	Action	Anticipated Cost
Annual	Continue to evaluate recruitment goals to ensure the department retains the appropriate number of personnel to meet the needs of the community.	\$0.00
Annual	Continue to evaluate the RFPD Recruit Program ensuring all new recruits receive the training needed to carry out their mission.	\$0.00
Annual	Implement programs to host annual open houses and attend community related functions.	\$1,000.00
Annual	Continue to implement programs to recognize and reward members for their dedication to service and duty.	\$3,000.00
Annual	Continue a marketing program in an effort to attract new recruits. (Social Media)	\$1,000.00

Section 4 – Health and Safety

Goal: To protect the health and safety of department members through effective training, education, programs, and management. Continue the development of policies and procedures that prevent injuries, illness, and maximize overall health.

Health and safety are of primary concern to all department members. Health and safety are affected by many factors including training, equipment, facilities, operating procedures, staffing, medical supervision, government regulations, environment, lifestyle, nutrition, as well as attitude, awareness, and perception.

The ability to serve as a firefighter is a privilege. Being able help others during a time of personal tragedy is the reward. Firefighters do what many are not able to do and what many others are not willing to do. The Rockton Fire Protection District is committed to maintaining the safety and well being of all department members.

Action Plan – Health and Safety

Target	Action	Anticipated Cost
Annual	Continue mandatory TB testing and Hepatitis vaccinations.	\$1,500
Annual	Develop programs that provide regular fire safety, life safety and general safety messages to the community.	\$3,500
Annual	Driver training re-certification for all personnel who are Drivers/ Operators.	\$1,000
Annual	Provide respiratory fitness testing annually to encourage and support physical fitness, health, wellness and safety.	\$1,500

Section 5 – Training

Training SWOT Analysis	
<p>STRENGTHS</p> <ul style="list-style-type: none"> • Opportunities for grants to assist in off-setting expenses • Knowledge/experience of training officers • Computer access and availability • Public perception of fire districts skills and abilities is good • Quality personnel 	<p>WEAKNESSES</p> <ul style="list-style-type: none"> • Lack of participation/attendance at training • Training in leadership development, driver operations, and special operations minimal to none • Greater demand in training creates larger impact on POC personnel • Limited training facilities/props/equipment • Lack of available space/acreage at current station location • Lack of adequate training documentation • Lack of master training plan
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • Increased training-outside/inside • New training facilities/props/equipment • Creation of resource library to aid in comprehensive/organized trainings • Utilization of forms already created by OSFM/NFPA for tracking training activities • Utilization of drill plans/exercises from various established sources • Emerging technologies 	<p>THREATS</p> <ul style="list-style-type: none"> • Ongoing budget restrictions • NFPA regulations • Ever increasing costs of equipment, etc. • Paid-on-call member turnover • Injury/death due to “skill degradation” • Increased demand for services • Age of community increasing

Ongoing fire training is essential for our successful execution of our mission. It is also mandated by various organizations. Our organization’s training should be as often as necessary to ensure that members can perform their assigned duties in a safe and competent manner.

We must identify areas of need and develop training programs to assist our members to become more proficient in leadership abilities and advancement, emergency service delivery and customer service.

Goal: To allow for the necessary development and maintenance of fire fighting skills, a modern training facility should be considered within the district boundaries.

In the past, the district identified the need for a training facility where fire suppression, EMS, technical rescue, extrication, hazardous materials, and classroom sessions may be conducted. Concentration will include but not be limited to such tasks as: hose advancement, interior firefighting skills, ventilation, multiple company operations and ladder training. Further training can include apparatus placement and hydrant connection. We continue to evaluate the need and in the future create a plan to generate specifications for a training facility. One of the consequences associated with

the lack of a fire training facility and the low outbreaks of fires within our community is the loss of necessary skills and likewise the lack of ability to use them when a fire or specialized incident occurs. The previously stated realization does not occur due to lack of initial training, but because of a phenomenon referred to as “skill degradation.” This phenomenon occurs due to reduction in the ability to perform skills that are not frequently practiced. Without any adequate reinforcement of periodic drills, especially in the area of interior attacks, skills often deteriorate over time. Future planning shall include a building such as that offered by American Fire Training Systems. A training facility would aid in the development and maintenance of fire fighting skills, fire fighting rescue, and other skills needed.

The future training facility should incorporate learning resources including textbooks, training aids, simulators, and audio/visual and multimedia presentation hardware. These resources will stimulate the educational process, thereby increasing the competency and effectiveness of the students.

Goal: *Develop and Implement a comprehensive record keeping system to ensure records are as accurate and up to date as possible.*

The district shall continue to review our current record keeping system that identifies individual fire department personnel participation and compliance with mandated and elective training requirements. This will allow the Rockton Fire Protection District to have complete and accurate records for every member of the organization and to monitor their activity and progress. This will also aid in improvement of the ISO rating, benefiting the taxpayers of the district.

Action Plan – Training

Target	Action	Anticipated Cost
On-going	Fire Officer I program offered to Deputy Chiefs, Captains & Lieutenants. Offer Fire Officer II and Chief Fire Officer Certifications.	\$8,000
On-going	Assess current hardware and software needs.	\$1,000
	Review current driver/operator certifications and training for baselines. Create standards and guidelines for driver program.	\$1,000
	Continuous Quality Improvement / review of record keeping process.	\$3,000
	Schedule specialized training.	\$3,000
On-going	Review and perform training inventory. Create projected list.	\$0
	Perform formal review of programs and modify as indicated to meet needs of the district.	\$0
2018-2019	Continue to assess the need for a future training facility.	\$0

Section 6 – Apparatus / Equipment

Recent practice of the district has been to modernize its fleet, replacing older firefighting equipment with new, state of the art tools. While costs due to acquisitions are elevated due to a more frequent replacement schedule, overall operational cost of the fleet has been minimized by operating late model, modern equipment requiring minimal repair. More importantly, having modern equipment has lead to minimal down time and has made personnel more effective in performing their jobs by giving them the newest and best tools to work with.

Goal: To replace apparatus in an orderly, timely, cost effective manner to meet the requirements of the district.

Action Plan – Apparatus

The following table shows a recommended replacement schedule for major apparatus operated by the district. This schedule will need to be adjusted over time depending on obsolescence caused by multiple factors, including apparatus utilization, operational wear and tear, vehicle durability, NFPA requirements and upgrades necessitated by technology advances.

Vehicle	1401	1402	1404	1441	1445	1451	1461
Purchased	2007	2015	1989	2005	2009	1996	2000
Lifespan (yrs)	25	25	30	25	20	25	20
Next Purchase	2032	2040	No Replacement	2030	2029	2026	2020
Estimated Replacement \$	1,100,000	1,800,000	\$0.00	1,200,000	\$45,378	1,975,000	\$57,964

Vehicle	1466	1478	1479	1C22	1C32	Car 1	Car 2
Purchased	2012	2000	2014	2016	2014	2017	2017
Lifespan (yrs)	20	25	25	7	7	6	6
Next Purchase	2032	2025	2039	2023	2021	2023	2023
Estimated Replacement \$	\$87,675	\$451,060	\$600,000	\$257,619	\$236,868	\$65,239	\$65,239

Section 7 –Station Improvements / Fire District Museum:

Goal: To replace apparatus floor surface.

As time goes on, the condition of the Apparatus Floor will need attention. The floor was resurfaced in 2010 during the addition to the station. A lower grade coating was used and did not last as first anticipated and promised by the manufacturer. The flooring surface has not met our expectations and will need to be replaced soon.

Goal: Continue to reflect the fire district history with the construction of a museum on the south side of the station. Incorporate the “Station Bell” into the project as well.

Over the last six years, the South side of the station has been utilized for storage. On occasion, the association would utilize the space for their annual pancake breakfast. This space has value to the district and should be utilized. The district officers and the Chief have developed a plan to renovate this space into a museum. Doing so will provide an informational and learning experience to district residents and will show new members our roots. It is important to know where our organization started and its successes throughout the years. New members can be educated where our community fire department started and see the progress and growth of our organization.

The “Station Bell” was a part of the District when the station was first constructed in 1978. The weight of the bell was a concern so it was removed from the roof and placed in storage. When the I-75 road project is complete, we anticipate placing the bell on the South lawn along with a lighted brick structure to support the bell.

Action Plan – Station Improvements / Museum

Target	Action	Anticipated Cost
2018-19	Resurface apparatus floor with a more durable product.	\$65,000.00
2019-20	Station Bell Project.	\$8,000.00
2020-21	Remodel South side of station / museum project	\$120,000.00