

ASWOT 12/9/21

Strengths

EMS capabilities
Well funded
Good training
Public affection
Resources/Equipment
Good infrastructure
Location
Working relationships
Technology
Relations with other government entities
Local hospital
Support from Village Board
Good recruits
Professionalism

Weaknesses

ISD Inspections
Pension Optics
Injuries (long-term)
Fire Risk Analysis (maintenance)
SOG with auto aid units
SOG Process (committee, document locations)
Updated box cards
Lack of fires & other high risk/low frequency events = lack of hands on experience
Community nurse/social services/mental health
Loss of knowledge
Negativity/pride and ownership
Involvement (teams, community, PubEd)
Health and wellness
Police department collaboration
Succession planning
Communications
Sense of entitlement
Village-wide EMA embracement

Opportunities

Many new hires – set expectations (“will do” list) – part of new manual
All employee “to do” list (possibly by rank)
Create a culture of leadership and involvement
Make stations more FD, less municipal building
Work with fire academies to start instilling values from the beginning
Put “service” back in the fire service
Embrace other events in town held by other organizations
ROI (to the community)
Need the community to “stick with us” when times are tough
More diversity

Expand candidate pool
Succession Program for Leaders
Officer Meetings (recap of varying experiences)
Meetings with mutual aid BCs
Training tower - opportunity to become more of a regional player in training efforts
Pension training (annual)
Provide annual on-site physicals to members (also a CPSE recommendation)
Improve EMA involvement
Drone use
PD/FD liaisons
Family support/mental health (virtual programs)

Threats

ASHE Incidents
Political instability (all levels, including local)
Covid-19
Mental health
Economic instability
PD/FD operational challenges/disparities
Cyber threats
Airport/tank farm/Oasis
CRA threats (buildings)
Turnover
Highway/roadway incidents
Electric cars
Lithium batteries
Public perception
Excessive downtime

Anomalies/Uniqueness

Work schedule
 24-48
 Downtime (24 hours less call and training time)
 Data centers (25)
Busse Woods
LGBTQ+ staff
Stand-by equipment
PTSD (cumulative)
Cancer rates
Emergency response (lights & sirens)
Service-type calls (not a medical emergency)
No balance billing for ambulance services

General Thoughts

Keeping an open mind to change

Hold people accountable

Justify holiday pay for documentable illness/injury

Sick leave use

Technology use/phones/interpersonal skills

Soft skill/bedside manner development

BC 24-hour radio monitoring