Alignment with General Goals and Principals

**Goal 2:** A Safe and Healthy Community in Which to Live, Work, and Visit

**Goal 3:** A Strong, Professionally Managed County Organization

**Goal 4:** A Community that is Economically Vital and Sustainable

**Goal 7:** A Community that Fosters the Safety and Well-Being of Individuals, Families, and Children
Fire Department Focus Areas

#1  Education
#2  Personnel
#3  Population Growth
Focus Area: **Education**

**Strategic Actions**

1. Total # of people we reach each year in all programs.

2. List of programs we currently do

3. List of programs we can’t get to
Focus Area: Personnel

Strategic Actions

#1 Tiered Retirement. Paramedic Challenges
Focus Area: Personnel

Strategic Actions

#1 Tiered Retirement. Paramedic Challenges

#2 Housing Costs
Santa Barbara County Fire Department Safety Members Home Locations

69%

31%

Outside Santa Barbara Co.

Within Santa Barbara Co.
Focus Area: Personnel

Strategic Actions

#1 Tiered Retirement. Paramedic Challenges
#2 Housing Costs. 31% live outside of County
#3 Joint Training Center with Sheriff
Focus Area: **Personnel**

Strategic Actions

#1 Tiered Retirement. Paramedic Challenges
#2 Housing Costs. 31 % live outside of County
#3 Joint Training Center with Sheriff
#4 Loss of Experience, Recruitment
Santa Barbara County Fire Department
Safety Members

Number of Employees

Years of Service

2003
1997

25-33
15-25
5-15
Under 5
Focus Area: Personnel

Strategic Actions

#1 Tiered Retirement. Paramedic Challenges
#2 Housing Costs. 31% live outside of County
#3 Joint Training Center with Sheriff
#4 Loss of Experience, Recruitment
#5 NFPA 1710 Staffing Requirements/Services
Focus Area: Population Growth

Strategic Actions

1990-Present