

FY26-28 STRATEGIC PLAN

MISSION

The Grand Rapids Fire Department values all people by saving lives, protecting property, and responding to the needs of our entire community.

VALUES

Honesty
Integrity
Loyalty
Teamwork
Excellence

VISION

Become the safest mid-sized city in the country by developing our members to provide industry leading fire and rescue services.



RESPONSE

Owner: Chief Johnson
Support: BC Clark



Increase response capabilities to meet the evolving needs of our community by achieving the 90% critical performance metric compliance

Identify shortcomings/gaps in response performance

Identify how to maximize response performance

Monitor and forecast effects of response model adjustments

TRAINING

Owner: Chief Race
Support: Captain Kernodle



Provide the appropriate skills and education to ensure all ranks can address existing and evolving challenges

Continuous Improvement of training delivery

Full utilization of the new training center

Ensure training resources meet our training needs

PREVENTION

Owner: Fire Marshal Smith
Support: Captain LaGrone



Provide risk reduction to the community by embracing education, engineering, enforcement, economic incentive, and emergency response

Rebrand Fire Prevention Division to Community risk reduction (CRR)

Improve Communications with Internal/External Stakeholders

Establish Regional CRR Training Curriculum

WELLNESS

Owner: Chief Braman
Support: Chief Noorman



Cultivating a healthier department through mental and physical wellness

Optimize station alerting, equipment, and mental health services

Improve Department Wide Wellness

Review & summarize FY26 & FY27 initiatives to plan for the future

SUPPORT SERVICES

Owner: Chief Borreson
Support: Chief Braman



Ensure systems & processes meet the needs of the organization

Evaluate facilities & asset management plans

Improve Information flow (Bi-directional)

Optimize and communicate with human resources and purchasing departments

DESIRED OUTCOMES

FISCAL 2026 STRATEGIES

FISCAL 2027 STRATEGIES

FISCAL 2028 STRATEGIES