



Public Safety Meeting

Meeting Date: 2/24/2026

Augusta Fire Department Three-Year Strategic Plan (2026–2029)

Department:	Fire
Presenter:	Antonio Burden, Fire Chief
Caption:	Motion to approve and adopt the Augusta Fire Department Three-Year Strategic Plan for 2026–2029.
Background:	<p>The Augusta Fire Department has completed the development of its Three-Year Strategic Plan for 2026–2029. The Strategic Plan was created using a Systems Thinking Approach and included engagement from the Executive Leadership Team, Command Staff, and key internal and external stakeholders.</p> <p>The plan establishes the Department’s Vision, Mission, and Core Values and outlines three primary strategies designed to guide departmental direction over the next three years. It also identifies Key Success Measures to evaluate effectiveness, efficiency, and impact.</p> <p>This Strategic Plan will serve as the foundation for organizational alignment, accreditation efforts, and continual improvement initiatives while reinforcing the Department’s commitment to protecting lives and strengthening communities.</p>
Analysis:	<p>The Strategic Plan provides a structured roadmap for achieving the Department’s long-term vision:</p> <p>“Leading Augusta toward a safe future with integrity, innovation and a shared commitment to protecting lives and strengthening communities”</p> <p>The plan identifies three core strategies:</p> <ul style="list-style-type: none">• Strategy A: Ensure the department is unified, organized, and purpose driven.• Strategy B: Strengthening community engagement to achieve long-term, measurable outcomes and positive relationships.• Strategy C: Enhance the quality of life and prevent avoidable life-altering events by providing skilled and trained professionals to all stakeholders <p>Each strategy includes high-level action items and measurable success indicators, allowing the Department to track progress in areas such as</p>

customer satisfaction, recruitment and retention, policy compliance, apparatus uptime, facility upgrades, and accreditation attainment.

Adoption of this plan formalizes the Department's strategic direction and ensures alignment with community expectations, operational standards, and long-term sustainability.

Financial Impact: N/A

Alternatives:

1. Approve the Strategic Plan as presented.
2. Request revisions and defer approval.
3. Decline to adopt the Strategic Plan.

Recommendation: To approve the Motion to approve and adopt the Augusta Fire Department Three-Year Strategic Plan for 2026-2029.

Funds are available in the following accounts: N/A

REVIEWED AND APPROVED BY: Antonio Burden, Fire Chief