



TOWN OF BARRINGTON

NEW HAMPSHIRE

Office of Human Resources

Barrington Fire & Rescue Incoming Fire Chief Three-Year Anticipated Project Outline

January 7, 2025

Introduction

Barrington's incoming Fire Chief will be well supported as they work to maintain the community's strengths, address the challenges, and pursue Barrington's opportunities. Town and Fire Department leaders have prepared the following project outline to give prospective candidates an idea of what projects the next Fire Chief will need to work on over the next three years.

Year 1

1. Equipment & Apparatus Capital Improvement Program
 - a. Review and update as needed with focus on future needs of the Department.
 - b. [Current Apparatus Replacement Plan](#)
2. Staff Development, Recruitment, and Retention
 - a. Review and update recruitment and retention practices for full-time, part-time and on-call personnel.
 - b. Prepare and implement a staffing professional development and advancement plan.
3. Strategic Planning
 - a. Begin developing a strategic plan focusing on future staffing needs, department organization, and a future-proof model to ensure continued level of service provided to the community (including the exploration of regionalization).
4. Department Policy and Procedure Optimization and Modernization
 - a. Review and update current department operational policies and procedures, with a focus on areas of optimization and modernization.

Year 2

1. Public Safety Building Renovation/Expansion Project
 - a. Work with Police Department to refine the renovation/expansion proposal.
2. Strategic Planning
 - a. Explore opportunities for cooperation and regionalization with neighboring agencies.
 - b. Finalize draft strategic plan and present to the Select Board and community.

Year 3

1. Strategic Planning
 - a. Strategic plan implementation, including advancement of any changes to the department and/or services model.
2. Public Safety Building Renovation/Expansion Project
 - a. Focus on project approval and implementation.