**Station \_\_\_\_\_Cultural and Performance Expectations**

**Our Culture**

**Our Why**

**Attitude**

**Professionalism**

**Mission**

**Customer Service**

**Skillset/ Training**

**Daily Training Expectations**

**Outside Training**

**Teaching Training**

**Proficiency Level**

**Accountability**

**Individual**

**Crew**

**Officers**

**Readiness**

**Respect (Crew/Shift/Department)**

**Crew Continuity**

**Call guidelines**

* **EMS**
  + - **MVA**
    - **Fires**

**What you can expect from me as an officer:**

**You may hear me refer to you as “my crew”. That is a statement of pride not in status. Make no mistake, I work for you. My job is to make your job easier, make you a better Firefighter or fire officer and prepare you for and help you achieve your future ambitions. You can also expect:**

**What I expect from you:**

**Remember:**

* **This isn’t just “a job”. People call us because they cannot help themselves and don’t know who else to call. If you cannot help them, whom can they call? The city pays us very well to do our job. Be worth your paycheck. Make every day count. Be the person you want responding to your family because you are responding to mine.**
* **Don’t wear a costume to work, wear a uniform.**
* **We have inherited a climate of public trust, high morale, status (tangible/monetary and intangible/good will). Protect it (like it is your job) when at work and on your time off.**
* I’m not here for **me**, I’m here for **we** and we are here for **them**.

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Commanders Intent**

* ***Always make a decision with the community and your team in mind. If you are doing it for we and for them, I will always back you decision.***
* ***Default to Intellectually aggressive fire ground actions not arbitrarily aggressive fire ground actions. A strategy or tactic that accomplishes occupying the place where potential victims could be while based on training, experience and data, will always be supported.***
* ***Your team is your family, success or failure and life or death, may depend on them. Even when you want to strangle your team, love them anyways.***
* ***Every single person regardless of time or rank has an opinion that matters, it your duty and responsibility to tell me when I am making or poor decision or failing the team. I only can in improve what I know to be not meeting expectations.***
* ***You are my people and I love you, and because of that I will hold you accountable to your absolute best self and capability.***

***Ryan Scellick- Captain***