



## Wausau Fire Department

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### PRESS RELEASE

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### Who's Up Next? – Wausau Fire Tackles Succession Planning

This week the Wausau Fire Department took a big step forward to increase the health, safety, and economic viability of our community. By initiating a succession planning process, the Department will be able to optimize taxpayers' investment in public safety, make Wausau a more attractive place to live, work, and play, and increase the public's confidence that the members who serve you will be fully qualified to handle emergencies as well as perform non-emergency services such as conducting inspections and presenting fire prevention programs. Enhancing the well-being of our employees will allow them to serve the community better, and to accelerate our ability to achieve the goals set out in the Department's new strategic plan.

To achieve these results, the Department has embarked on a succession planning process. The goal is to ensure there is a pool of qualified candidates who are ready, willing, and able to fill vacancies as they arise throughout the organization, especially in key positions and functions. As the pool of capable candidates grows, so does the education, knowledge, and proficiency of the Wausau Fire Department. This enhanced state of readiness will enable the Department to meet the public's high expectations of, and our commitment to, service excellence.

Assisting the Wausau Fire Department with this important initiative is Dr. Pat Lynch, a succession process expert who works with fire departments across the country. According to Dr. Lynch, "By developing and implementing a robust succession process, the Wausau Fire Department is enhancing its ability to increase the safety, health, and economic viability of the communities it serves. In addition, by setting the example for other agencies, it will help raise the level of public safety in communities across the country. With the full support of the community, the Mayor, the Common Council, and the Police and Fire Commission, the Department will help make Wausau a more attractive place for people to raise their families, for companies to do business, and for tourists to visit. It's exciting to be able to work with such a progressive, forward-looking agency whose employees all are so dedicated to providing excellent service."

The succession planning process is a collaborative effort that involves all Department employees as well as external stakeholders. "We are very excited to move forward in tackling this initiative," said Wausau Fire Chief Tracey Kujawa. "To enhance the safety and well-being of the communities we serve, it is imperative that our Department proactively builds our bench strength with an eye toward the future. Implementing a succession process will help ensure the stability and sustainability of our organization, allowing us to continue to deliver on our commitment to service excellence by raising the public safety bar in our community." The succession planning process is another example of Wausau Fire Department's commitment to excellence.

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