



South Carolina  
Department of Labor, Licensing and Regulation

South Carolina Fire Academy

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**MEMORANDUM**

**TO: Fire and Emergency Service Personnel**  
**FROM: Shane Ray, S.C. Fire Academy Superintendent** *AR*  
**RE: Strategic Planning Process**  
**DATE: January 6, 2012**

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As a result of the numerous fire service technological changes, staff changes, and internal assessment processes, the South Carolina Division of Fire and Life Safety (F&LS) is embarking on a strategic planning process. The need for this assessment process can easily be seen around us mirrored in the rate of change in our society. It is our desire to create a vision for F&LS that will allow us to manage and embrace the challenges we face. By creating a positive future, we not only manage change, we cause it.

Change and assessment of our Division can be challenging to manage. However, the fire service thrives on challenges and managing changing environments. To accomplish this task, we need your help.

For this process to be complete and successful, your input is important, valued, and needed. As such, we would like to inform you of our process and invite your participation.

The following dates that have been set aside for direct fire service input.

- **February 4 and 5, 2012**

*Fire Instructor's Improvement Conference* – During the morning of February 5, attendees will be asked to provide feedback on the presentation of the planning process and the impact and expectations of our Division.

- **February 23 and 25, 2012**

*Open Fire Service Feedback Meetings* – These two days are scheduled to be inclusive to shift work, day shift, and volunteer fire service personnel. The same session will occur on both days (no need to schedule to attend both) to allow more opportunity to participate. Sessions will be held 10 a.m. - 2 p.m. Lunch will be served in the cafeteria both days.

After my travels around South Carolina and meeting many of you, I am excited about this process and the opportunity we have to make a difference. Thank you for the opportunity to serve the citizens and fire service of this great state. I wish you a safe and prosperous 2012.