Fire and Rescue Department
Climate Assessment

Fire Chief Richard R. Bowers
Organizational Climate Review

I. Opening Remarks
II. Action Plan
III. Opportunities for Improvement
IV. Achievements
V. Next Steps
VI. Questions
Opening Remarks

• Opportunity to effect positive change in the Fire & Rescue Department
• Ensure an environment, climate, and culture that is welcoming, positive, healthy, nurturing and safe for all
• Ensure equitable opportunities
• Deliberative, collaborative process and effort
• Action, engagement, leadership, dialogue, education, training, and effective communication
• Executive Review Committee
Action Plan

Workgroups Created to Address 5 Core Themes:

- Dedication
- Leadership
- Bullying/Harassment/Discrimination/Retaliation
- Conflict Management
- Hiring/Promotions
Action Plan

• Developed Diverse Workgroups
  • All Ranks
  • Uniformed & Civilian Staff
  • Employee Groups
  • External Agencies

• Interagency Collaboration and Support
  • Multi-Agency Involvement (DHR, CAO, OHREP, OD&T, Civil Service, Etc.)
  • Department of Justice

• Executive Review Committee
  • Workgroup Presentations
Action Plan - Workgroups

Assistant Chiefs provide oversight, guidance and facilitation to:

- Behavioral Health
- Dedication & Service Delivery
- EMS Initiatives
- Hiring and Retention
- Human Relations & Conflict Resolution
- Investigative Policies & Procedures
- Leadership and Professional Development Training
- Promotional Initiatives
- Volunteer Initiatives
- Women’s Initiatives
Opportunities for Improvement

- Recruitment & Hiring
- Retention
- Promotions
- Training
- Policy Updates
- Grievance Process
- Behavioral Health
- Data Collection
Achievements

• Provided the Fairfax County Internal Audit Office’s Hotline to all FRD members
• Developed Strategic Plan & Core Values
• Expanded Job Share & Flexible Staffing
• Renewed Officer Training
• Assured Adherence of FRD Policy to County Policy
  • Compare and Update Administrative Standard Operating Procedures - Ongoing
  • Eliminate SOP’s that were Redundant to County Policies
• Streamlined
  • Hiring Application Process
  • Promotional Application Process
• Evaluated Facilities & Vendor Contracts for Inclusivity
• Emphasized & Invested in Behavioral Health
Achievements

- Assigned ALS Providers to All Apparatus
- Enhanced Internal Communications & Expectations
  - Weekly Fire Chief Message
  - Climate Assessment Report, Assessment Plan, & Links to County Policy:
    - Posted to Firenet
    - Discussed During:
      - Focused Discussions w/Senior Management
      - Fire Chief Station Discussions
      - All-Station & Staff Teleconferences
      - Brown Bag Lunches
      - Fire Chief Drop-In Visits
Next Steps

• Evaluate & Prioritize Recommendations
  • Immediate
  • Mid-Term
  • Long-Term

• Determine Budgetary Impact & Feasibility

• Finalize Recommendations with the Executive Review Committee

• Establish an Implementation Team
Questions