LOUDOUN COUNTY COMBINED FIRE AND RESCUE SYSTEM

OVERALL SURVEY RESULTS

As conducted by the
County Administrator’s Combined Fire and Rescue System Stakeholders Group
June 7 – 14, 2013
### MAJOR DEMOGRAPHIC HIGHLIGHTS

<table>
<thead>
<tr>
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<th>N</th>
<th>PCT</th>
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</thead>
<tbody>
<tr>
<td>Total Respondents</td>
<td>868</td>
<td></td>
</tr>
<tr>
<td>Career or Volunteer(^1)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Career</td>
<td>449</td>
<td>37.1%</td>
</tr>
<tr>
<td>Volunteer</td>
<td>254</td>
<td>65.6%</td>
</tr>
<tr>
<td>Skipped Question</td>
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<td></td>
</tr>
<tr>
<td>Discipline: Fire, EMS or Admin</td>
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<td></td>
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<tr>
<td>Fire</td>
<td>369</td>
<td>57.8%</td>
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<tr>
<td>EMS</td>
<td>211</td>
<td>33.1%</td>
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<tr>
<td>Administrative</td>
<td>58</td>
<td>9.1%</td>
</tr>
<tr>
<td>Skipped question</td>
<td>230</td>
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</tbody>
</table>

\(^1\) The total percentage of respondents for the career/volunteer question exceeds 100% since respondents had the ability to choose both volunteer and career.
In your opinion, do you believe the current F&R Commission serves as an effective form of governance for the Combined F&R System?
The Combined F&R System governance structure should give equal importance to both Fire and EMS disciplines.

- 72.0% (603) Very important
- 25.1% (210) Important
- 1.4% (12) Unimportant
- 1.4% (12) Very Unimportant
The Combined F&R System governance structure should give equal importance to career and volunteer company members.

- Very important: 73.9% (616)
- Important: 20.4% (170)
- Unimportant: 3.4% (28)
- Very unimportant: 2.3% (19)
Volunteer fire and rescue company presidents should be a part of the Combined F&R System governance structure.
Volunteer fire chiefs should be a part of a Combined F&R System governance structure.

- Very important: 47.1% (387)
- Important: 35.0% (288)
- Unimportant: 11.1% (91)
- Very unimportant: 6.8% (56)
Volunteer rescue (EMS) chiefs should be a part of a Combined F&R System governance structure.
Loudoun County career fire and rescue personnel (administrative, fire and EMS) should be a part of a Combined F&R System governance structure.

- **Very important**: 56.1% (457)
- **Important**: 36.5% (297)
- **Unimportant**: 5.5% (45)
- **Very unimportant**: 1.8% (15)
An objective community member without ties to the Combined F&R System should be a part of the Combined F&R System governance structure.
An objective community member without ties to the Combined F&R System should be a part of the Combined F&R System governance structure.

- Very important: 27.0% (217)
- Important: 32.9% (265)
- Unimportant: 24.0% (193)
- Very unimportant: 16.1% (130)
Every volunteer company is responsible for their volunteer members compliance with all rules, regulations, policies and procedures for the Combined F&R System and that of their respective volunteer company.

- 66.6% (537) Very important
- 24.3% (196) Important
- 3.7% (30) Unimportant
- 5.3% (43) Very unimportant
The Department of Fire, Rescue, and Emergency Management (DFREM) is responsible for their employees (career members) compliance with all rules, regulations, policies and procedures for the Combined F&R System and that of the Department and county government.
With respect to Questions #10 and #11, there should be a minimum set of Combined F&R System rules, regulations, policies and procedures that all Combined F&R System members (career and volunteer members) should have to follow.

- **Very important**: 69.3% (556)
- **Important**: 24.6% (197)
- **Unimportant**: 4.1% (33)
- **Very unimportant**: 2.0% (16)
A command officer of the Combined F&R System (volunteer or career) may relieve from duty any Combined F&R System member who demonstrates serious misconduct until a full investigation can be conducted by the member’s home volunteer company (for volunteer members) or the Loudoun County DFREM (for career personnel).
Standard accounting principles including annual financial and budget reporting systems should be in place for management of all volunteer company finances.
Within the Combined F&R System, specify member type and select all that apply (optional)

- **Career**: 37.1% (254)
- **Volunteer**: 65.6% (449)
For Combined F&R System members (career and volunteer) are you currently, or have ever been in a leadership position within your Department (career) or volunteer company (volunteer)? (optional)

- Yes: 60.1% (421)
- No: 39.9% (279)
For volunteer members in Loudoun County only (i.e., non-FREM career personnel), do you live within the first due service area of the volunteer company in which you volunteer in Loudoun County? (optional)

- Yes: 60%
- No: 40.4% (191)
In your opinion, do you believe the current F&R Commission serves as an effective form of governance for the Combined F&R System?

- Yes: 37.9% (151)
- No: 62.1% (274)
Career / Volunteer

The Combined F&R System governance structure should give equal importance to both Fire and EMS disciplines.

- Very important: 28.5% (172)
- Important: 48.9% (296)
- Unimportant: 1.6% (10)
- Very Unimportant: 1.6% (10)

- Very important: 20.9% (133)
- Important: 76.9% (490)
- Unimportant: 1.8% (11)
- Very Unimportant: 1.3% (9)
Career / Volunteer

The Combined F&R System governance structure should give equal importance to career and volunteer company members.

- Very Important: 20.1% (30)
- Important: 19.1% (45)
- Unimportant: 8.8% (17)
- Very unimportant: 7.3% (17)

The Combined F&R System governance structure should give equal importance to career and volunteer company members.

- Very Important: 77.2% (345)
- Important: 13.5% (6)
- Unimportant: 1.3% (6)
- Very unimportant: 3.3% (6)
Volunteer fire and rescue company presidents should be a part of the Combined F&R System governance structure.

- Very important: 34.5% (154)
- Important: 36.4% (161)
- Unimportant: 8.8% (22)
- Very unimportant: 8.5% (40)

Volunteer fire and rescue company presidents should be a part of the Combined F&R System governance structure.

- Very important: 53.0% (237)
- Important: 36.4% (161)
- Unimportant: 8.8% (22)
- Very unimportant: 8.5% (40)
Career / Volunteer

Volunteer fire chiefs should be a part of a Combined F&R System governance structure.

- Very important: 67.6% (352)
- Important: 20.0% (112)
- Unimportant: 14.0% (76)
- Very unimportant: 3.3% (16)

Volunteer fire chiefs should be a part of a Combined F&R System governance structure.

- Very important: 26.0% (135)
- Important: 48.8% (252)
- Unimportant: 17.2% (93)
- Very unimportant: 6.0% (32)
Career / Volunteer

Volunteer rescue (EMS) chiefs should be a part of a Combined F&R System governance structure.

- Very important: 40.5% (150)
- Important: 28.6% (105)
- Unimportant: 25.1% (95)
- Very unimportant: 13.8% (54)

Volunteer rescue (EMS) chiefs should be a part of a Combined F&R System governance structure.

- Very important: 33.2% (147)
- Important: 20.5% (82)
- Unimportant: 4.1% (18)
- Very unimportant: 6.7% (29)
Career / Volunteer
An objective community member without ties to the Combined F&R System should be a part of the Combined F&R System governance structure.

- Very important: 26.3% (66)
- Important: 34.7% (87)
- Unimportant: 19.9% (56)
- Very unimportant: 19.1% (49)

An objective community member without ties to the Combined F&R System should be a part of the Combined F&R System governance structure.

- Very important: 26.8% (119)
- Important: 37.6% (167)
- Unimportant: 12.2% (54)
- Very unimportant: 23.4% (104)
Career / Volunteer

An effective Combined F&R System governance structure should include a system of checks and balances to ensure effective development and administration of policy.

- Very important: 32.6% (209)
- Important: 16.2% (141)
- Unimportant: 0.8% (7)
- Very unimportant: 0.4% (3)

An effective Combined F&R System governance structure should include a system of checks and balances to ensure effective development and administration of policy.

- Very important: 31.5% (140)
- Important: 0.7% (3)
- Unimportant: 0.7% (3)
- Very unimportant: 0.4% (11)
Career / Volunteer

Every volunteer company is responsible for their volunteer members compliance with all rules, regulations, policies and procedures for the Combined F&R System and that of their respective volunteer company.

- Very Important: 24.2% (61)
- Important: 52.0% (13)
- Unimportant: 11.1% (25)
- Very Unimportant: 11.4% (25)

- Very Important: 24.0% (107)
- Important: 72.8% (324)
- Unimportant: 1.8% (9)
- Very Unimportant: 1.3% (6)
Career / Volunteer

The Department of Fire, Rescue, and Emergency Management (DFREM) is responsible for their employees (career members) compliance with all rules, regulations, policies and procedures for the Combined F&R System and that of the Department and county government.

The Department of Fire, Rescue, and Emergency Management (DFREM) is responsible for their employees (career members) compliance with all rules, regulations, policies and procedures for the Combined F&R System and that of the Department and county government.
Career / Volunteer

A command officer of the Combined F&R System (volunteer or career) may relieve from duty any Combined F&R System member who demonstrates serious misconduct until a full investigation can be conducted by the member’s home volunteer company (for volunteer members) or the Loudoun County DFREM (for career personnel).

With respect to Questions #10 and #11, there should be a minimum set of Combined F&R System rules, regulations, policies and procedures that all Combined F&R System members (career and volunteer members) should have to follow.
A command officer of the Combined F&R System (volunteer or career) may relieve from duty any Combined F&R System member who demonstrates serious misconduct until a full investigation can be conducted by the member’s home volunteer company (for volunteer members) or the Loudoun County DFREM (for career personnel).
Career / Volunteer

Standard accounting principles including annual financial and budget reporting systems should be in place for management of all volunteer company finances.

- Very important: 32.9% (236)
- Important: 5.9% (40)
- Unimportant: 1.2% (9)
- Very unimportant: 6.0% (42)

- Very important: 28.7% (132)
- Important: 13.0% (22)
- Unimportant: 4.0% (20)
- Very unimportant: 6.0% (42)
Career / Volunteer
Career / Volunteer

For Combined F&R System members (career and volunteer) are you currently, or have ever been in a leadership position within your Department (career) or volunteer company (volunteer)? (optional)

- Yes: 39.5% (63)
- No: 60.4% (142)

For Combined F&R System members (career and volunteer) are you currently, or have ever been in a leadership position within your Department (career) or volunteer company (volunteer)? (optional)

- Yes: 39.5% (63)
- No: 60.1% (251)
Career / Volunteer

For volunteer members in Loudoun County only (i.e., non-FREM career personnel), do you live within the first due service area of the volunteer company in which you volunteer in Loudoun County? (optional)

- Yes: 62.9% (22)
- No: 37.1% (13)

For volunteer members in Loudoun County only (i.e., non-FREM career personnel), do you live within the first due service area of the volunteer company in which you volunteer in Loudoun County? (optional)

- Yes: 38.4% (16)
- No: 61.6% (263)
Career / Volunteer

Experience Distribution

6/19/2013
CFRSG Combined F&R System Survey - C/V
East / West

In your opinion, do you believe the current F&R Commission serves as an effective form of governance for the Combined F&R System?

- Yes: 52.9% (54)
- No: 47.1% (48)

In your opinion, do you believe the current F&R Commission serves as an effective form of governance for the Combined F&R System?

- Yes: 34.9% (35)
- No: 65.1% (177)
The Combined F&R System governance structure should give equal importance to both Fire and EMS disciplines.

- Very important: 75.3% (210)
- Important: 14% (40)
- Unimportant: 1.1% (3)
- Very Unimportant: 22.2% (62)

6/19/2013
CFRSG Combined F&R System Survey E/W
The Combined F&R System governance structure should give equal importance to career and volunteer company members.
East / West

Volunteer fire and rescue company presidents should be a part of the Combined F&R System governance structure.

- 51.1% (143)
- 37.1% (104)
- 3.2% (23)
- 3.6% (10)

Volunteer fire and rescue company presidents should be a part of the Combined F&R System governance structure.

- 57.1% (60)
- 31.4% (33)
- 7.6% (9)
- 3.8% (4)
East / West

Volunteer fire chiefs should be a part of a Combined F&R System governance structure.

Volunteer fire chiefs should be a part of a Combined F&R System governance structure.

- Very important: 79.7% (198)
- Important: 24.6% (65)
- Unimportant: 3.2% (8)
- Very unimportant: 1.6% (4)

- Very important: 26.5% (30)
- Important: 20.8% (24)
- Unimportant: 4.8% (5)
- Very unimportant: 2.3% (3)
Volunteer rescue (EMS) chiefs should be a part of a Combined F&R System governance structure.
East / West

Loudoun County career fire and rescue personnel (administrative, fire and EMS) should be a part of a Combined F&R System governance structure.

Pie charts showing distribution of responses to the question.
East / West

An objective community member without ties to the Combined F&R System should be a part of the Combined F&R System governance structure.

- Very important: 26.8% (27)
- Important: 30.9% (30)
- Unimportant: 10.6% (11)
- Very unimportant: 12.3% (13)

An objective community member without ties to the Combined F&R System should be a part of the Combined F&R System governance structure.

- Very important: 29.0% (29)
- Important: 34.6% (35)
- Unimportant: 24.2% (25)
- Very unimportant: 12.3% (13)
An effective Combined F&R System governance structure should include a system of checks and balances to ensure effective development and administration of policy.

- Very Important: 66.7% (195)
- Important: 31.5% (90)
- Unimportant: 0.7% (2)
- Very unimportant: 1.1% (3)

An effective Combined F&R System governance structure should include a system of checks and balances to ensure effective development and administration of policy.

- Very Important: 66.3% (69)
- Important: 32.7% (34)
- Unimportant: 1.5% (1)
Every volunteer company is responsible for their volunteer members compliance with all rules, regulations, policies and procedures for the Combined F&R System and that of their respective volunteer company.
The Department of Fire, Rescue, and Emergency Management (DFREM) is responsible for their employees' (career members') compliance with all rules, regulations, policies, and procedures for the Combined F&R System and that of the Department and county government.
East / West

With respect to Questions #10 and #11, there should be a minimum set of Combined F&R System rules, regulations, policies and procedures that all Combined F&R System members (career and volunteer members) should have to follow.

- Very important: 34.9% (47)
- Important: 50% (64)
- Unimportant: 5.0% (6)
- Very unimportant: 22% (29)

- Very important: 30.5% (32)
- Important: 67% (74)
- Unimportant: 6.7% (7)
- Very unimportant: 23% (25)
East / West

A command officer of the Combined F&R System (volunteer or career) may relieve from duty any Combined F&R System member who demonstrates serious misconduct until a full investigation can be conducted by the member’s home volunteer company (for volunteer members) or the Loudoun County DFRM (for career personnel).

6/19/2013

CFRSG Combined F&R System Survey E/W
East / West

Standard accounting principles including annual financial and budget reporting systems should be in place for management of all volunteer company finances.

- Very important: 61.0% (64)
- Important: 31.3% (33)
- Unimportant: 3.6% (10)
- Very unimportant: 1.1% (3)

Standard accounting principles including annual financial and budget reporting systems should be in place for management of all volunteer company finances.

- Very important: 36.2% (37)
- Important: 31.3% (33)
- Unimportant: 3.6% (10)
- Very unimportant: 1.1% (3)
East / West

Primary Discipline (optional)

Fire 53.0% (143)
EMS 5.7% (17)
Administrative 8.9% (29)

Primary Discipline (optional)

Fire 50.5% (51)
EMS 8.9% (9)
Administrative 40.6% (43)
East / West

For Combined F&R System members (career and volunteer) are you currently, or have ever been in a leadership position within your Department (career) or volunteer company (volunteer)? (optional)

- Yes: 38.9% (102)
- No: 61.1% (160)

For Combined F&R System members (career and volunteer) are you currently, or have ever been in a leadership position within your Department (career) or volunteer company (volunteer)? (optional)

- Yes: 42.9% (65)
- No: 57.1% (49)
East / West

For volunteer members in Loudoun County only (i.e., non-FREM career personnel), do you live within the first due service area of the volunteer company in which you volunteer in Loudoun County? (optional)

- Yes: 41.0% (109)
- No: 59.0% (157)

For volunteer members in Loudoun County only (i.e., non-FREM career personnel), do you live within the first due service area of the volunteer company in which you volunteer in Loudoun County? (optional)

- Yes: 37.8% (105)
- No: 62.2% (151)