



Proposed Fire Chief Candidate

Tory Green

City of Tacoma | Fire Department

City Council Study Session

April 9, 2019

CANDIDATE INFORMATION



- Tacoma native
- 26 years with Tacoma Fire Department
- Deputy Chief of Administration
- Former positions:
 - Assistant Chief of EMS and Training
 - Medical Services Officer
 - Firefighter/Paramedic
 - Firefighter/EMT

THE PATH FORWARD



- **Top Five Priorities**

- Establish a Healthy Culture
- Foster and Empower Internal Leadership
- Manage Increasing Call Volume
- Identify and Modify Sources of Overtime
- Address Aging Facilities

ESTABLISH A HEALTHY CULTURE



- **Goal:**

- Create a culture where employees feel safe and have full and open access to their leadership.

- **Strategies:**

- Improve Communication
- Provide broader and more direct access to executive leadership
- Create new opportunities for engagement
- Update and reinstitute classroom-based EEO training to the entire department annually

INTERNAL LEADERSHIP



- **Goal:**

- Ensure employees promoted to leadership roles at all levels are fully prepared for the position and capable of leading their subordinates.

- **Strategies:**

- Empower, mentor and support TFD Battalion Chiefs
- Create and implement an officer development program
- Continue existing mentoring program for fire officers



Questions?

