

**The City of**

**SAN DIEGO**

The logo for the City of San Diego, featuring a stylized sun or wave graphic composed of three overlapping curved segments in yellow, white, and teal.

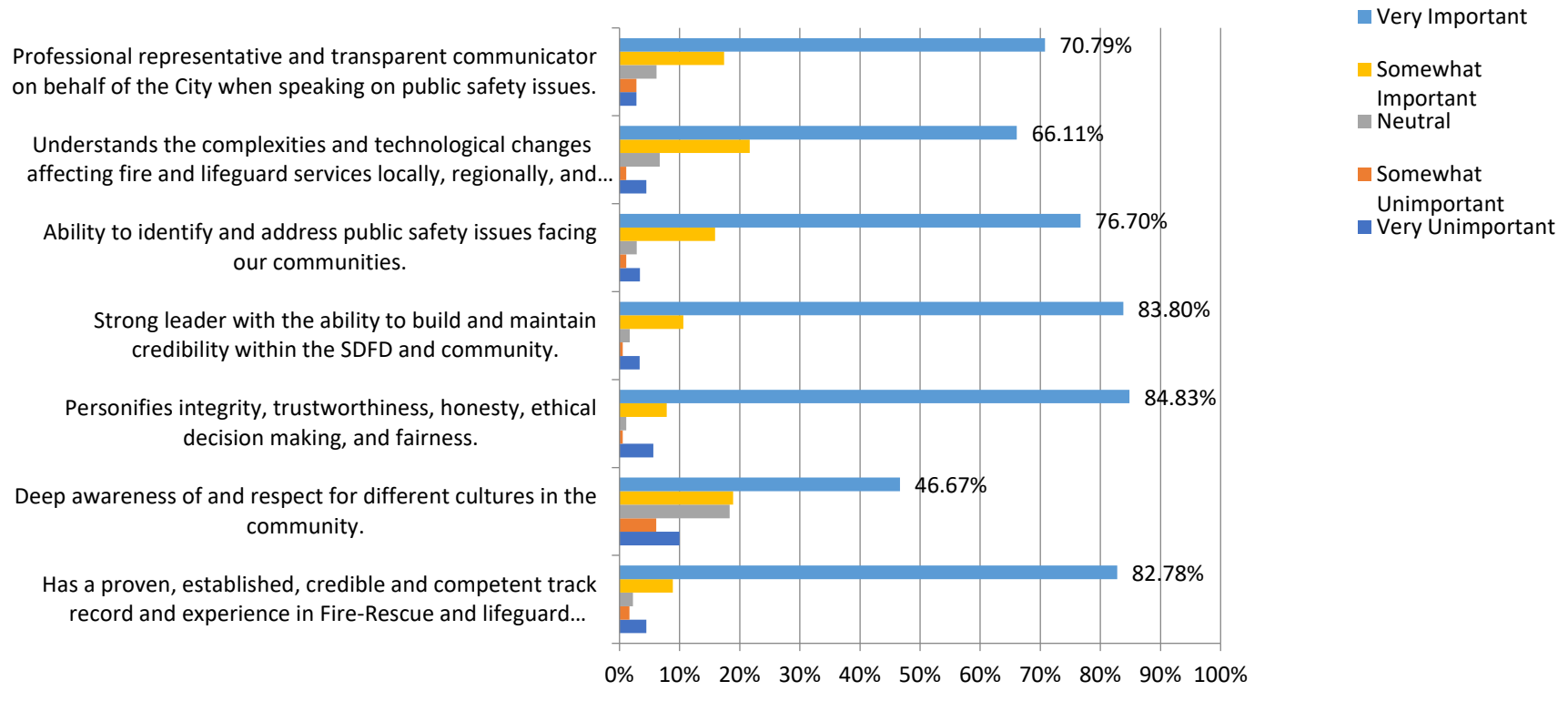
## ONLINE SURVEY RESPONSES

City of San Diego Fire Chief Characteristics Survey

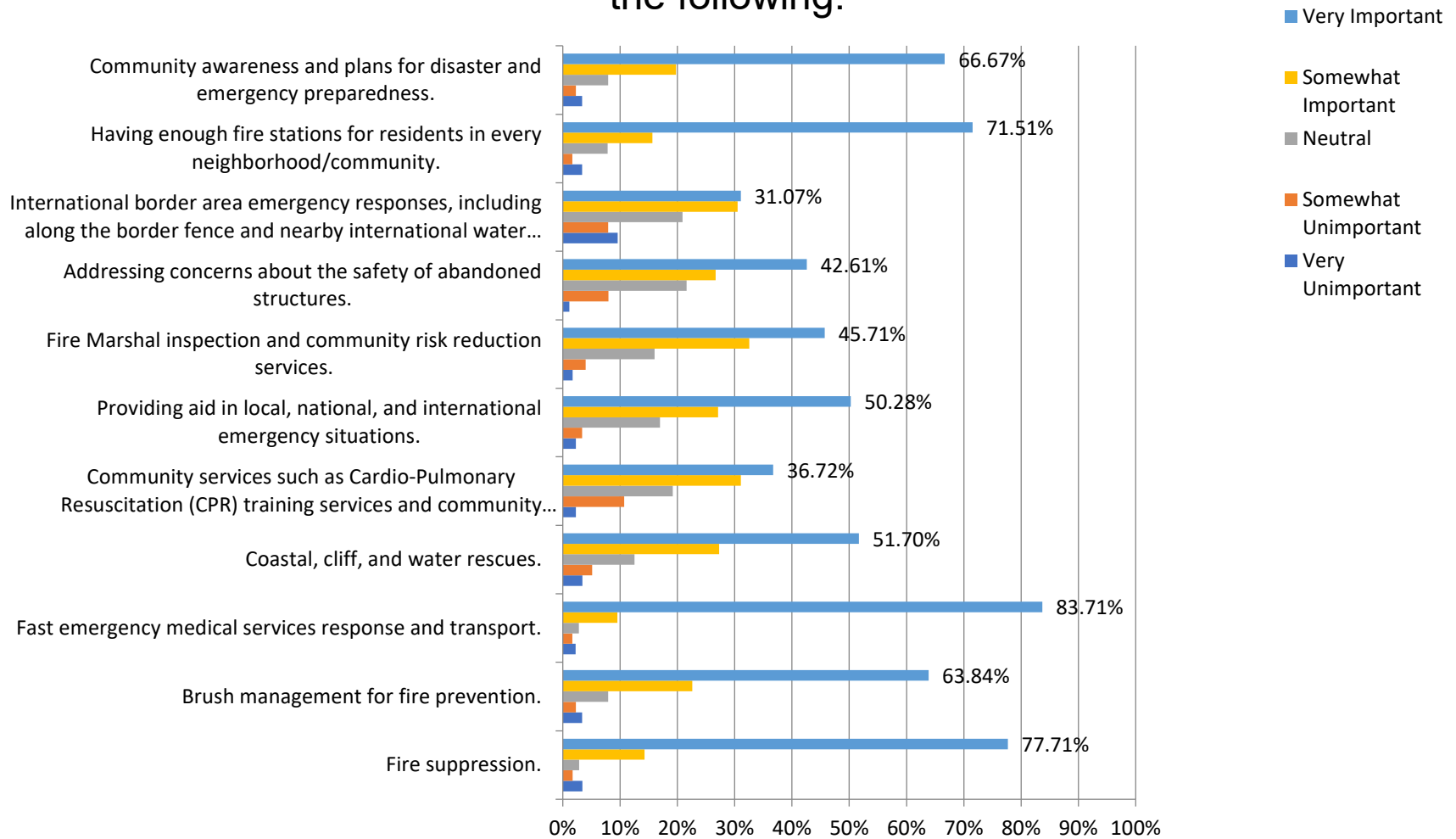
This survey was open for 5 weeks in March/April 2024 to obtain critical community feedback on the recruitment of the next San Diego Fire Chief. There were a total of 180 responses.

## City of San Diego Police Chief - Online Survey Responses

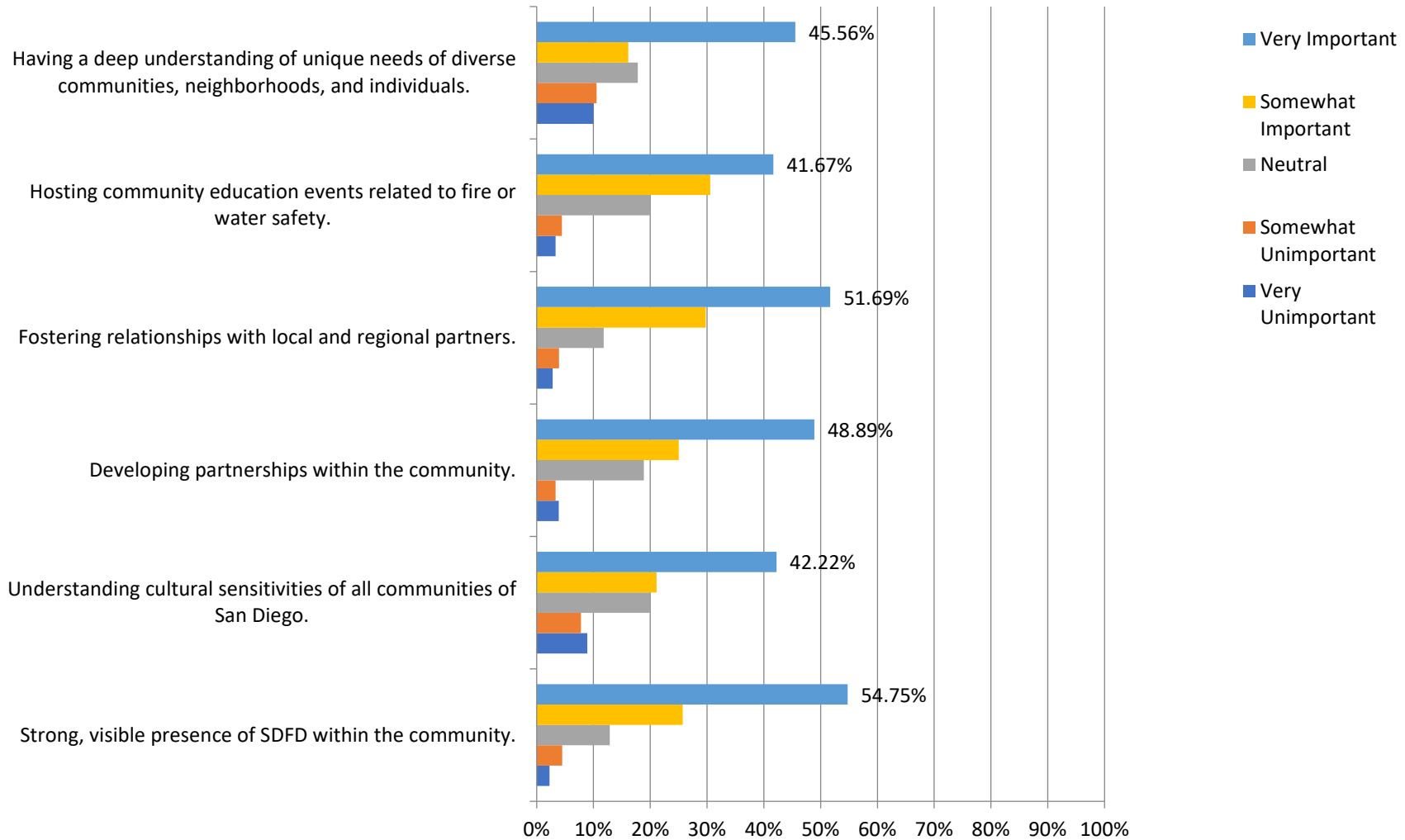
What are the most important characteristics and qualities that the next Chief of Fire-Rescue should have? Please indicate the level of importance for the following:



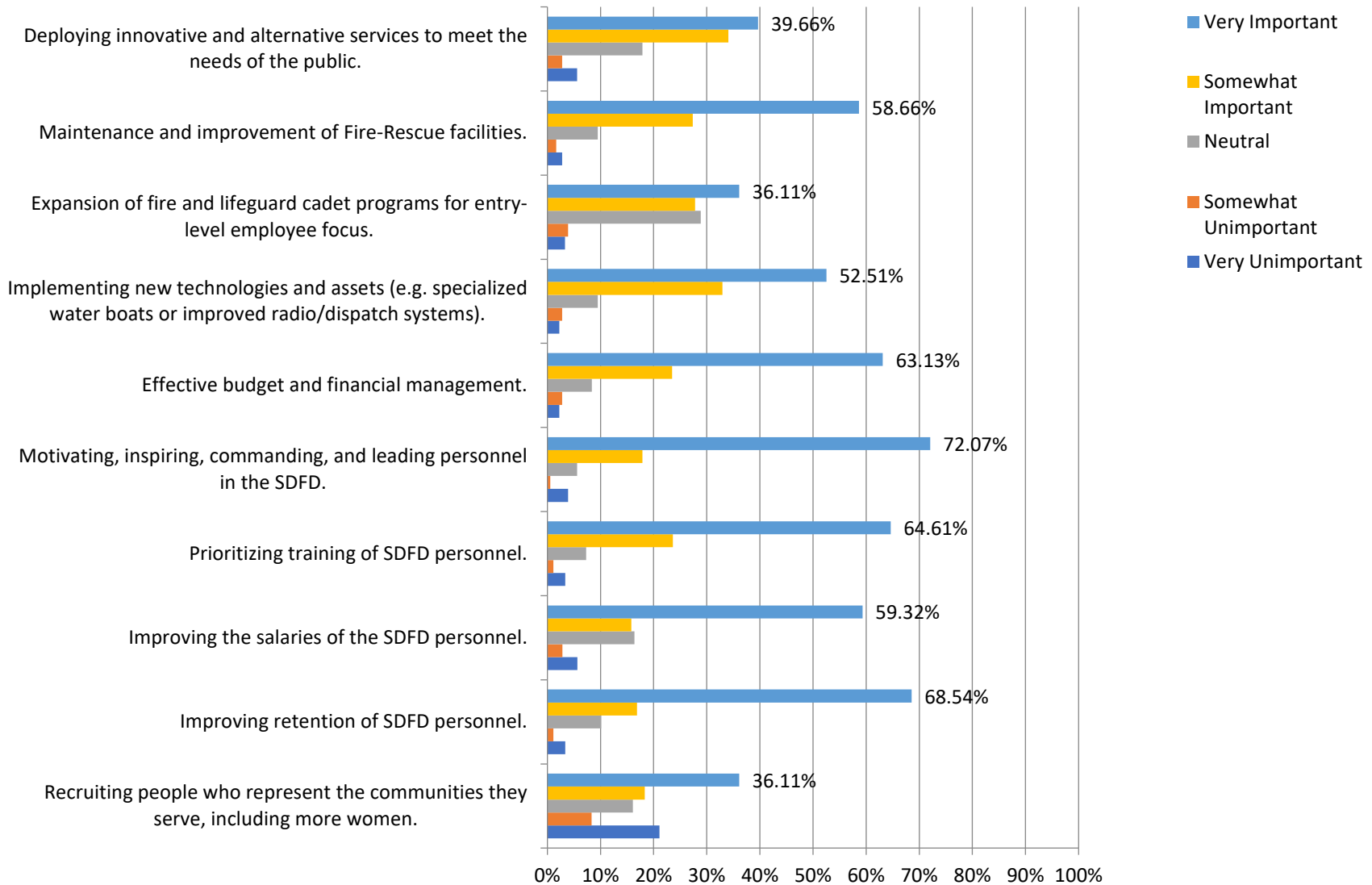
## In your community, what are your biggest priorities for the Fire-Rescue Department? Please indicate the level of importance for the following:



## How would you like Fire-Rescue personnel (Firefighters or Lifeguards) to engage with your community? Please indicate the level of importance for the following:



## What are your priorities for the next Chief of Fire Rescue?



## Appendix

### [1] What are the most important characteristics and qualities that the next Chief of Fire-Rescue should have?

|  | Very Important |       | Somewhat Important |       | Neutral |       | Somewhat Unimportant |       | Very Unimportant |            | Total |
|--|----------------|-------|--------------------|-------|---------|-------|----------------------|-------|------------------|------------|-------|
|  | %              | Count | %                  | Count | %       | Count | %                    | Count | %                | Count      |       |
| 1. Has a proven, established, credible and competent track record and experience in Fire-Rescue and lifeguard service management.    | 83%            | 149   | 9%                 | 16    | 2%      | 4     | 2%                   | 3     | 4%               | 8          | 180   |
| 2. Deep awareness of and respect for different cultures in the community.  | 47%            | 84    | 19%                | 34    | 18%     | 33    | 6%                   | 11    | 10%              | 18         | 180   |
| 3. Personifies integrity, trustworthiness, honesty, ethical decision making, and fairness.   | 85%            | 151   | 8%                 | 14    | 1%      | 2     | 1%                   | 1     | 6%               | 10         | 178   |
| 4. Strong leader with the ability to build and maintain credibility within the SDFD and community.                                   | 84%            | 150   | 11%                | 19    | 2%      | 3     | 1%                   | 1     | 3%               | 6          | 179   |
| 5. Ability to identify and address public safety issues facing our communities.  | 77%            | 135   | 16%                | 28    | 3%      | 5     | 1%                   | 2     | 3%               | 6          | 176   |
| 6. Understands the complexities and technological changes affecting fire and lifeguard services locally, regionally, and nationally. | 66%            | 119   | 22%                | 39    | 7%      | 12    | 1%                   | 2     | 4%               | 8          | 180   |
| 7. Professional representative and transparent communicator on behalf of the City when speaking on public safety issues.             | 71%            | 126   | 17%                | 31    | 6%      | 11    | 3%                   | 5     | 3%               | 5          | 178   |
| <b>Answered</b>  |                |       |                    |       |         |       |                      |       |                  | <b>180</b> |       |
| <b>Skipped</b>   |                |       |                    |       |         |       |                      |       |                  | <b>0</b>   |       |

**[2] In your community, what are your biggest priorities for the Fire-Rescue Department? Please indicate the level of importance for the following:**

|  | Very Important |       | Somewhat Important |       | Neutral |       | Somewhat Unimportant |       | Very Unimportant |            | Total |
|--|----------------|-------|--------------------|-------|---------|-------|----------------------|-------|------------------|------------|-------|
|  | %              | Count | %                  | Count | %       | Count | %                    | Count | %                | Count      |       |
| 1. Fire suppression.   | 78%            | 136   | 14%                | 25    | 3%      | 5     | 2%                   | 3     | 3%               | 6          | 175   |
| 2. Brush management for fire prevention.   | 64%            | 113   | 23%                | 40    | 8%      | 14    | 2%                   | 4     | 3%               | 6          | 177   |
| 3. Fast emergency medical services response and transport.   | 84%            | 149   | 10%                | 17    | 3%      | 5     | 2%                   | 3     | 2%               | 4          | 178   |
| 4. Coastal, cliff, and water rescues.  | 52%            | 91    | 27%                | 48    | 13%     | 22    | 5%                   | 9     | 3%               | 6          | 176   |
| 5. Community services such as Cardio-Pulmonary Resuscitation (CPR) training services and community safety classes.       | 37%            | 65    | 31%                | 55    | 19%     | 34    | 11%                  | 19    | 2%               | 4          | 177   |
| 6. Providing aid in local, national, and international emergency situations.   | 50%            | 89    | 27%                | 48    | 17%     | 30    | 3%                   | 6     | 2%               | 4          | 177   |
| 7. Fire Marshal inspection and community risk reduction services.  | 46%            | 80    | 33%                | 57    | 16%     | 28    | 4%                   | 7     | 2%               | 3          | 175   |
| 8. Addressing concerns about the safety of abandoned structures.   | 43%            | 75    | 27%                | 47    | 22%     | 38    | 8%                   | 14    | 1%               | 2          | 176   |
| 9. International border area emergency responses, including along the border fence and nearby international water areas. | 31%            | 55    | 31%                | 54    | 21%     | 37    | 8%                   | 14    | 10%              | 17         | 177   |
| 10. Having enough fire stations for residents in every neighborhood/community.   | 72%            | 128   | 16%                | 28    | 8%      | 14    | 2%                   | 3     | 3%               | 6          | 179   |
| 11. Community awareness and plans for disaster and emergency preparedness.   | 67%            | 118   | 20%                | 35    | 8%      | 14    | 2%                   | 4     | 3%               | 6          | 177   |
| <b>Answered</b>  |                |       |                    |       |         |       |                      |       |                  | <b>179</b> |       |
| <b>Skipped</b>   |                |       |                    |       |         |       |                      |       |                  | <b>1</b>   |       |

**[3] How would you like Fire-Rescue personnel (Firefighters or Lifeguards) to engage with your community? Please indicate the level of importance for the following:**

|  | Very Important |       | Somewhat Important |       | Neutral |       | Somewhat Unimportant |       | Very Unimportant |                 | Total      |
|--|----------------|-------|--------------------|-------|---------|-------|----------------------|-------|------------------|-----------------|------------|
|  | %              | Count | %                  | Count | %       | Count | %                    | Count | %                | Count           |            |
| 1. Strong, visible presence of SDFD within the community.  | 55%            | 98    | 26%                | 46    | 13%     | 23    | 4%                   | 8     | 2%               | 4               | 179        |
| 2. Understanding cultural sensitivities of all communities of San Diego.                               | 42%            | 76    | 21%                | 38    | 20%     | 36    | 8%                   | 14    | 9%               | 16              | 180        |
| 3. Developing partnerships within the community.   | 49%            | 88    | 25%                | 45    | 19%     | 34    | 3%                   | 6     | 4%               | 7               | 180        |
| 4. Fostering relationships with local and regional partners.   | 52%            | 92    | 30%                | 53    | 12%     | 21    | 4%                   | 7     | 3%               | 5               | 178        |
| 5. Hosting community education events related to fire or water safety.                                 | 42%            | 75    | 31%                | 55    | 20%     | 36    | 4%                   | 8     | 3%               | 6               | 180        |
| 6. Having a deep understanding of unique needs of diverse communities, neighborhoods, and individuals. | 46%            | 82    | 16%                | 29    | 18%     | 32    | 11%                  | 19    | 10%              | 18              | 180        |
|  |                |       |                    |       |         |       |                      |       |                  | <b>Answered</b> | <b>180</b> |
|  |                |       |                    |       |         |       |                      |       |                  | <b>Skipped</b>  | <b>0</b>   |



**[4] What are your priorities for the next Chief of Fire Rescue?**

|  | Very Important |     | Somewhat Important |    | Neutral |    | Somewhat Unimportant |    | Very Unimportant |                 | Total      |
|--|----------------|-----|--------------------|----|---------|----|----------------------|----|------------------|-----------------|------------|
| 1. Recruiting people who represent the communities they serve, including more women.                           | 36%            | 65  | 18%                | 33 | 16%     | 29 | 8%                   | 15 | 21%              | 38              | 180        |
| 2. Improving retention of SDFD personnel.  | 69%            | 122 | 17%                | 30 | 10%     | 18 | 1%                   | 2  | 3%               | 6               | 178        |
| 3. Improving the salaries of the SDFD personnel.   | 59%            | 105 | 16%                | 28 | 16%     | 29 | 3%                   | 5  | 6%               | 10              | 177        |
| 4. Prioritizing training of SDFD personnel.  | 65%            | 115 | 24%                | 42 | 7%      | 13 | 1%                   | 2  | 3%               | 6               | 178        |
| 5. Motivating, inspiring, commanding, and leading personnel in the SDFD.                                       | 72%            | 129 | 18%                | 32 | 6%      | 10 | 1%                   | 1  | 4%               | 7               | 179        |
| 6. Effective budget and financial management.  | 63%            | 113 | 23%                | 42 | 8%      | 15 | 3%                   | 5  | 2%               | 4               | 179        |
| 7. Implementing new technologies and assets (e.g. specialized water boats or improved radio/dispatch systems). | 53%            | 94  | 33%                | 59 | 10%     | 17 | 3%                   | 5  | 2%               | 4               | 179        |
| 8. Expansion of fire and lifeguard cadet programs for entry-level employee focus.                              | 36%            | 65  | 28%                | 50 | 29%     | 52 | 4%                   | 7  | 3%               | 6               | 180        |
| 9. Maintenance and improvement of Fire-Rescue facilities.  | 59%            | 105 | 27%                | 49 | 10%     | 17 | 2%                   | 3  | 3%               | 5               | 179        |
| 10. Deploying innovative and alternative services to meet the needs of the public.                             | 40%            | 71  | 3%                 | 5  | 18%     | 32 | 3%                   | 5  | 6%               | 10              | 179        |
|  |                |     |                    |    |         |    |                      |    |                  | <b>Answered</b> | <b>180</b> |
|  |                |     |                    |    |         |    |                      |    |                  | <b>Skipped</b>  | <b>0</b>   |

## Demographic Information

| <b>Please select the City Council District that you reside in. (You can find your City Council District here):</b> |                 |            |
|--|-----------------|------------|
| Answer Choices   | Responses       |            |
| Council District 1   | 9.71%           | 17         |
| Council District 2   | 8.57%           | 15         |
| Council District 3   | 6.29%           | 11         |
| Council District 4   | 9.71%           | 17         |
| Council District 5   | 5.14%           | 9          |
| Council District 6   | 5.71%           | 10         |
| Council District 7   | 10.29%          | 18         |
| Council District 8   | 1.71%           | 3          |
| Council District 9   | 6.86%           | 12         |
| Decline to share   | 8.57%           | 15         |
| I don't know my City Council District  | 9.71%           | 17         |
| I live outside the City of San Diego   | 17.71%          | 31         |
|  | <b>Answered</b> | <b>175</b> |
|  | <b>Skipped</b>  | <b>5</b>   |

| <b>Age Group</b> |                 |            |
|------------------|-----------------|------------|
| Answer Choices   | Responses       |            |
| Under 18         | 0.57%           | 1          |
| 19-25            | 2.29%           | 4          |
| 26-40            | 22.86%          | 40         |
| 41-50            | 26.86%          | 47         |
| 51-62            | 24.00%          | 42         |
| 63+              | 23.43%          | 41         |
|                  | <b>Answered</b> | <b>175</b> |
|                  | <b>Skipped</b>  | <b>5</b>   |

| <b>Gender</b>    |                 |            |
|------------------|-----------------|------------|
| Answer Choices   | Responses       |            |
| Female           | 31.64%          | 56         |
| Male             | 49.72%          | 88         |
| Non-binary       | 2.82%           | 5          |
| Decline to state | 15.82%          | 28         |
|                  | <b>Answered</b> | <b>177</b> |
|                  | <b>Skipped</b>  | <b>3</b>   |

| <b>Which race or ethnicity best describes you?</b> |                 |            |
|--|-----------------|------------|
| Answer Choices                                     | Responses       |            |
| White  | 38.42%          | 68         |
| Hispanic and/or Latina/o                           | 6.78%           | 12         |
| Black or African American                          | 11.30%          | 20         |
| American Indian or Alaska Native                   | 1.13%           | 2          |
| Asian  | 5.08%           | 9          |
| Native Hawaiian or Other Pacific Islander          | 1.13%           | 2          |
| More than one race                                 | 10.73%          | 19         |
| Decline to state                                   | 25.42%          | 45         |
|  | <b>Answered</b> | <b>177</b> |
|  | <b>Skipped</b>  | <b>3</b>   |