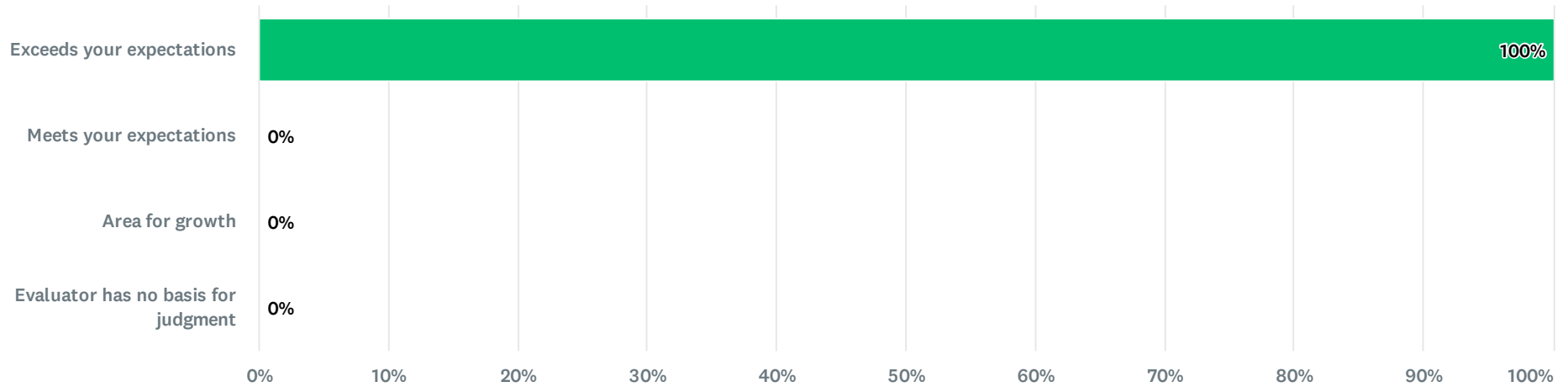


Q1 2 responses

**Sets an effective example of high personal standards and integrity, inspiring staff to do the same.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	100.00%	2
<span style="color: blue;">●</span> Meets your expectations	0%	0
<span style="color: yellow;">●</span> Area for growth	0%	0
<span style="color: teal;">●</span> Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>2</b>

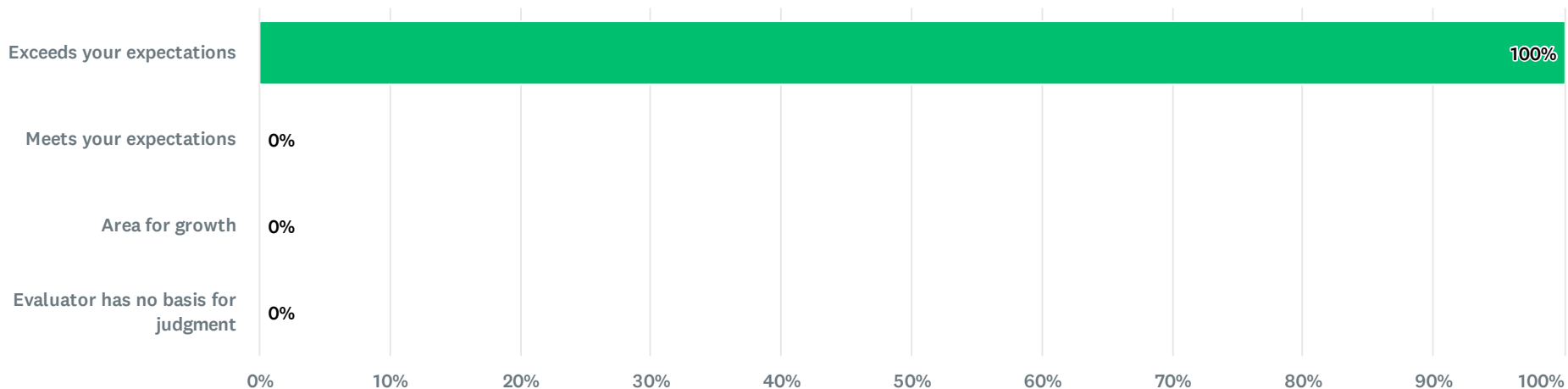
## Q2 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 1

#	RESPONSES	DATE
1	Your leadership is exemplary in setting the example for high personal standards and integrity. It's clear that you would not ask any employee to do anything that you wouldn't do yourself!	4/20/2026 3:05 PM

Q3 2 responses

**Functions as an effective leader of the organization; gaining trust, respect, and cooperation.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	100.00%	2
● Meets your expectations	0%	0
● Area for growth	0%	0
● Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>2</b>

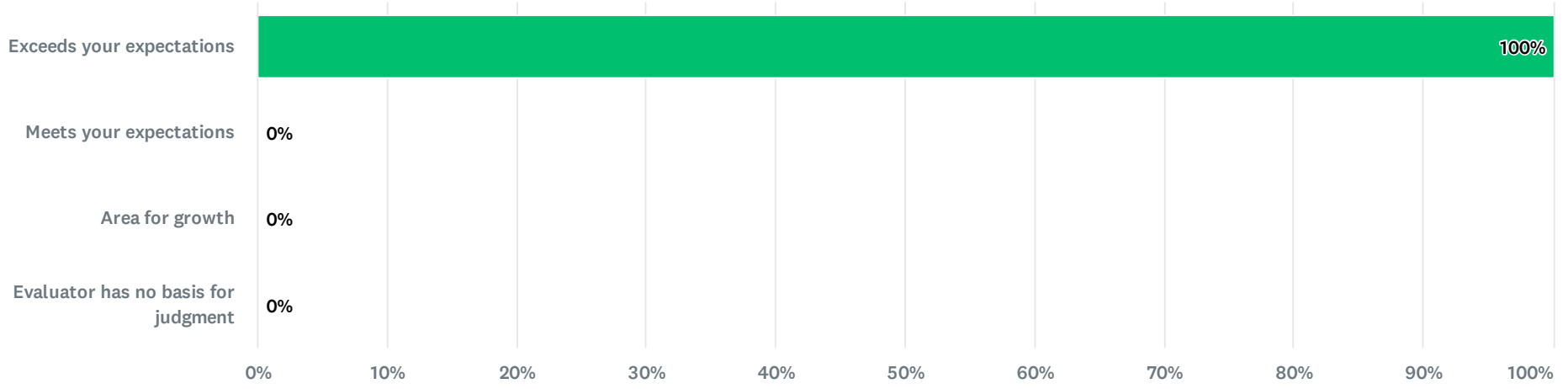
## Q4 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 1

#	RESPONSES	DATE
1	The prompt attention you exhibited in meeting every employee, visiting every fire station, the creation of the 180 day implementation plan that was shared with everyone including the public, as well as focusing on the transparency concerning the budget instilled a level of building trust, respect, and cooperation from the top to bottom of the organization was recognized and appreciated.	4/20/2026 3:05 PM

Q5 2 responses

**Practices timely and effective communication with all stakeholders and staff across the organization on emergency issues within the District.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	100.00%	2
<span style="color: blue;">●</span> Meets your expectations	0%	0
<span style="color: yellow;">●</span> Area for growth	0%	0
<span style="color: cyan;">●</span> Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>2</b>

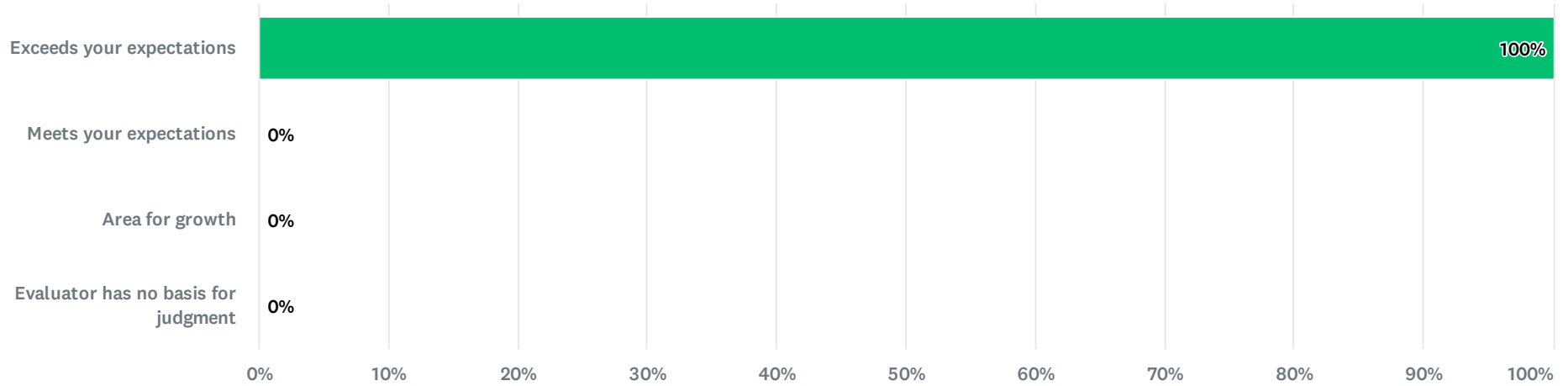
## Q6 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 1

#	RESPONSES	DATE
1	No matter how big or small your level of follow-up is exemplary. Thank you!	4/20/2026 3:05 PM

Q7 2 responses

**Effectively implements the Board's policy directions and philosophy.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	100.00%	2
<span style="color: blue;">●</span> Meets your expectations	0%	0
<span style="color: orange;">●</span> Area for growth	0%	0
<span style="color: teal;">●</span> Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>2</b>

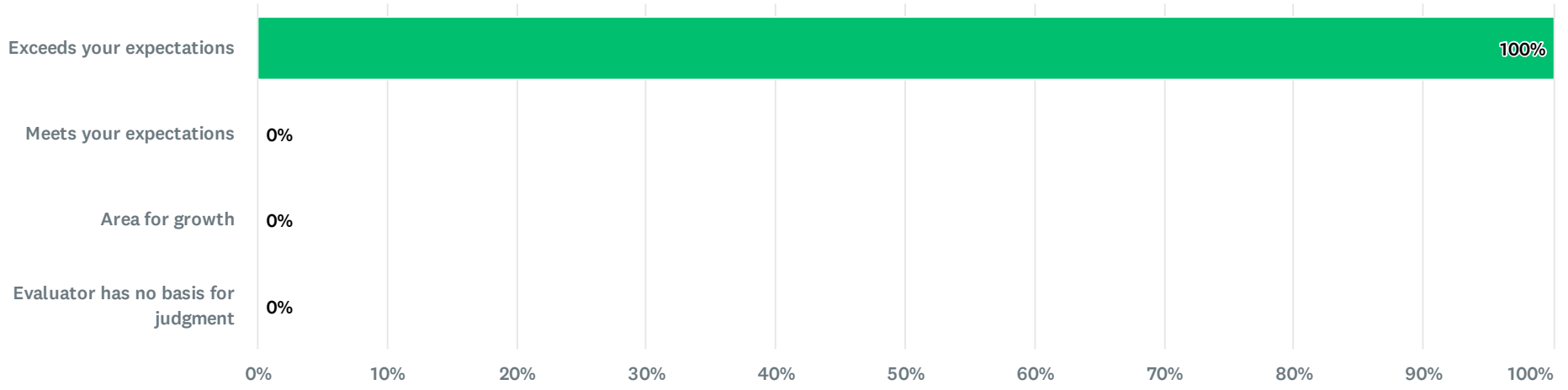
## Q8 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 1

#	RESPONSES	DATE
1	Your leadership experience is exemplified in always connecting with policy direction and reinforced with the board's philosophy that you tie to your performance goals that then permeates throughout the entire organization.	4/20/2026 3:05 PM

Q9 2 responses

**Works to be an effective liaison between Board members and staff; allowing staff the space needed to successfully execute the Board policies.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	100.00%	2
<span style="color: blue;">●</span> Meets your expectations	0%	0
<span style="color: yellow;">●</span> Area for growth	0%	0
<span style="color: teal;">●</span> Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>2</b>

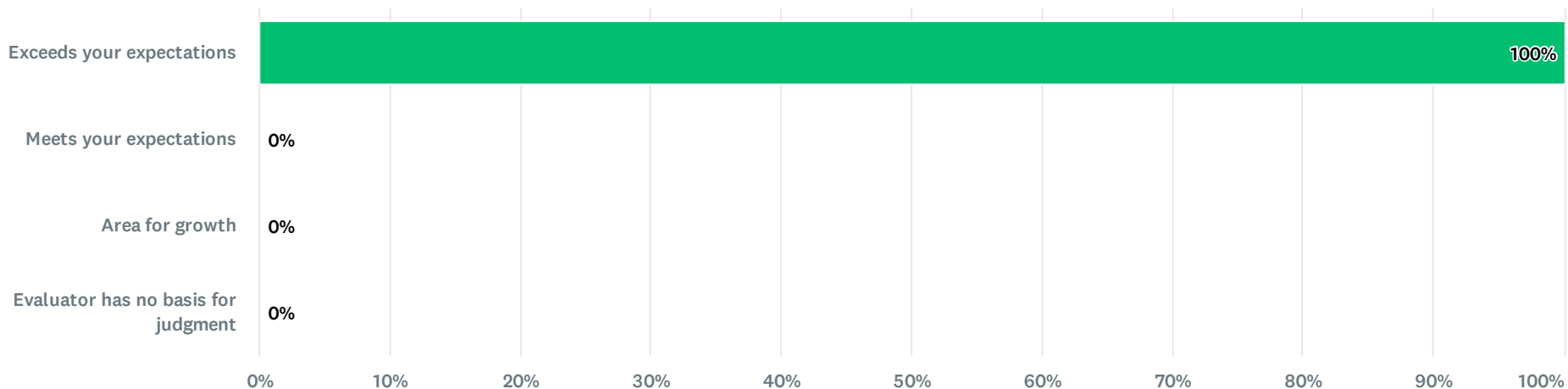
## Q10 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 1

#	RESPONSES	DATE
1	Great communicator, collaborator, and connector at all levels of the organization.	4/20/2026 3:05 PM

Q11 2 responses

**Communicates complete and accurate information to all Board members in a timely manner.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	100.00%	2
● Meets your expectations	0%	0
● Area for growth	0%	0
● Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>2</b>

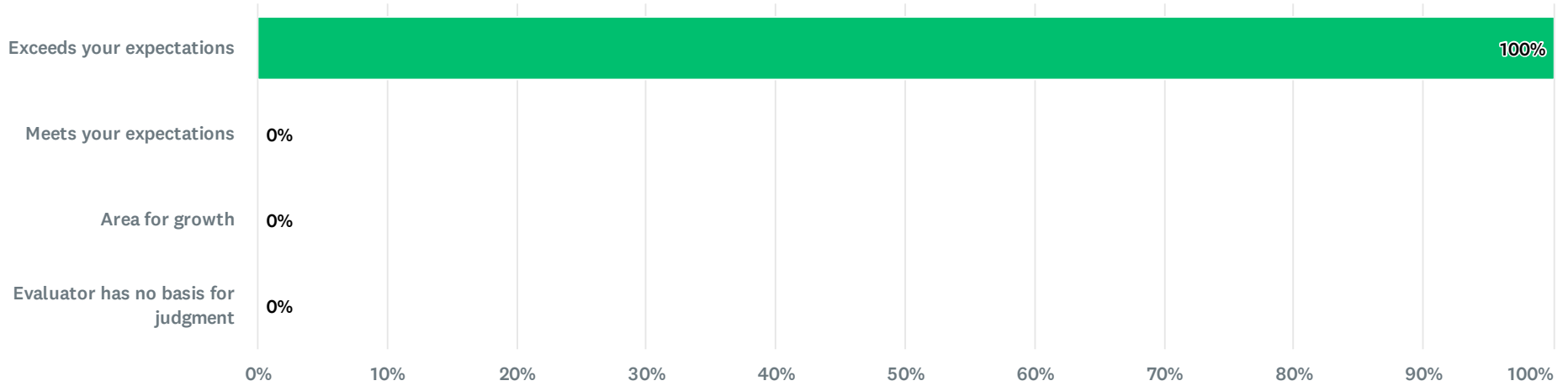
## Q12 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 1

#	RESPONSES	DATE
1	Great communicator with prompt attention to all matters with board members.	4/20/2026 3:05 PM

Q13 2 responses

**Responds well to requests, advice, and constructive criticism.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	100.00%	2
<span style="color: blue;">●</span> Meets your expectations	0%	0
<span style="color: orange;">●</span> Area for growth	0%	0
<span style="color: teal;">●</span> Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>2</b>

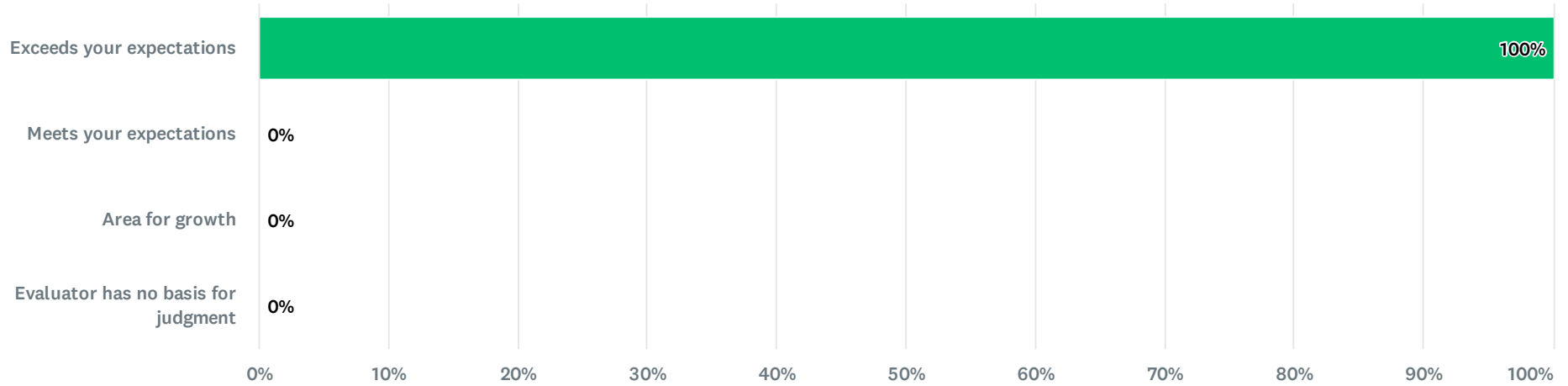
## Q14 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 1

#	RESPONSES	DATE
1	Extremely creative in approaching situations with a measured hand through a clear and well developed strategic plan.	4/20/2026 3:05 PM

Q15 2 responses

**Provides support to the Board's meeting process that allows for open, transparent decision making.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	100.00%	2
<span style="color: blue;">●</span> Meets your expectations	0%	0
<span style="color: orange;">●</span> Area for growth	0%	0
<span style="color: teal;">●</span> Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>2</b>

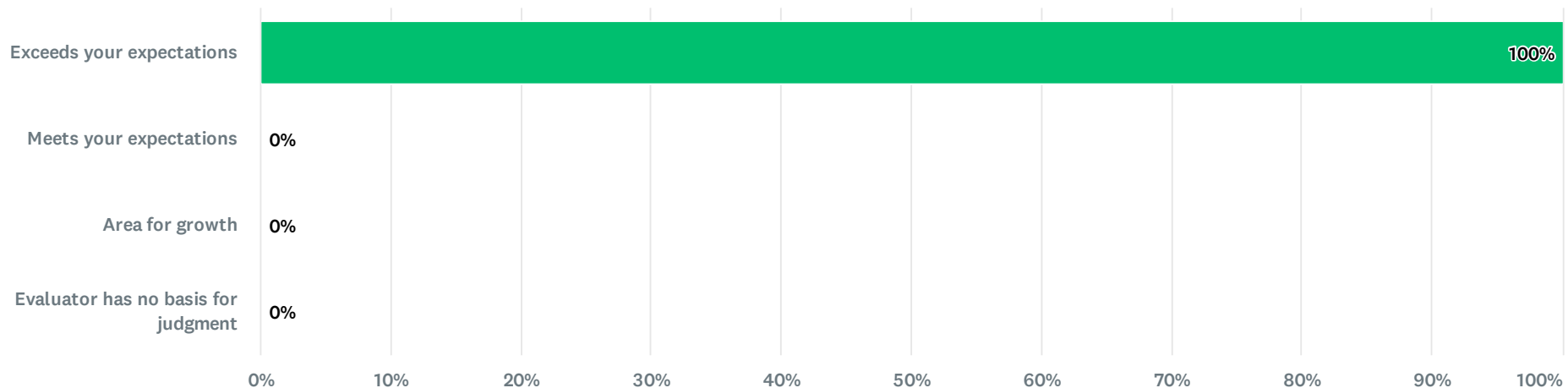
## Q16 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 1

#	RESPONSES	DATE
1	Your dedication to transparency is a top priority both internal and external with	4/20/2026 3:05 PM

Q17 2 responses

**Facilitates the Board's decision making without usurping authority.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	100.00%	2
<span style="color: blue;">●</span> Meets your expectations	0%	0
<span style="color: orange;">●</span> Area for growth	0%	0
<span style="color: teal;">●</span> Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>2</b>

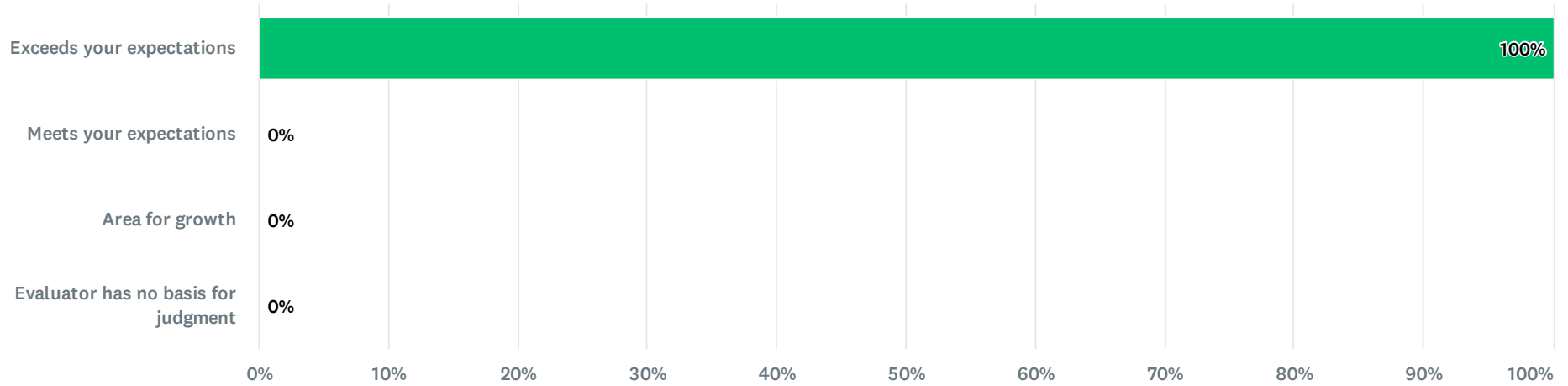
## Q18 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 1

#	RESPONSES	DATE
1	Chief Edwards leadership experience proves his understanding of protocol and the need to ensure that he solicits the appropriate authority at the appropriate times for the applicable situation.	4/20/2026 3:05 PM

Q19 2 responses

**Effectively communicated and began implementation of Strategic Plan initiatives.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	100.00%	2
● Meets your expectations	0%	0
● Area for growth	0%	0
● Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>2</b>

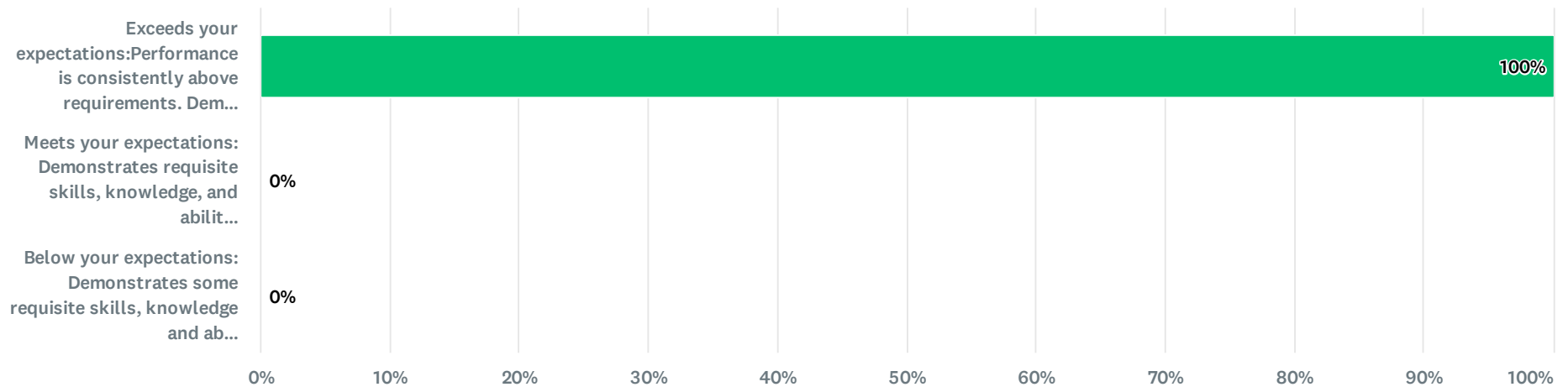
## Q20 Comments: Provide details of success and/or needed improvement.

Answered: 1 Skipped: 1

#	RESPONSES	DATE
1	Not only has Chief Edwards hit the ground running but keeps the board informed with any and all pertinent information related to initiatives directly and indirectly related to the Strategic Plan.	4/20/2026 3:05 PM

Q21 2 responses

Select the best statement for the overall evaluation of Fire Chief Richard Edwards.



Answer Choices	Percentage	Responses
<p><span style="color: green;">●</span> Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.</p>	100.00%	2
<p><span style="color: blue;">●</span> Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.</p>	0%	0
<p><span style="color: orange;">●</span> Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.</p>	0%	0
<b>Total</b>		<b>2</b>

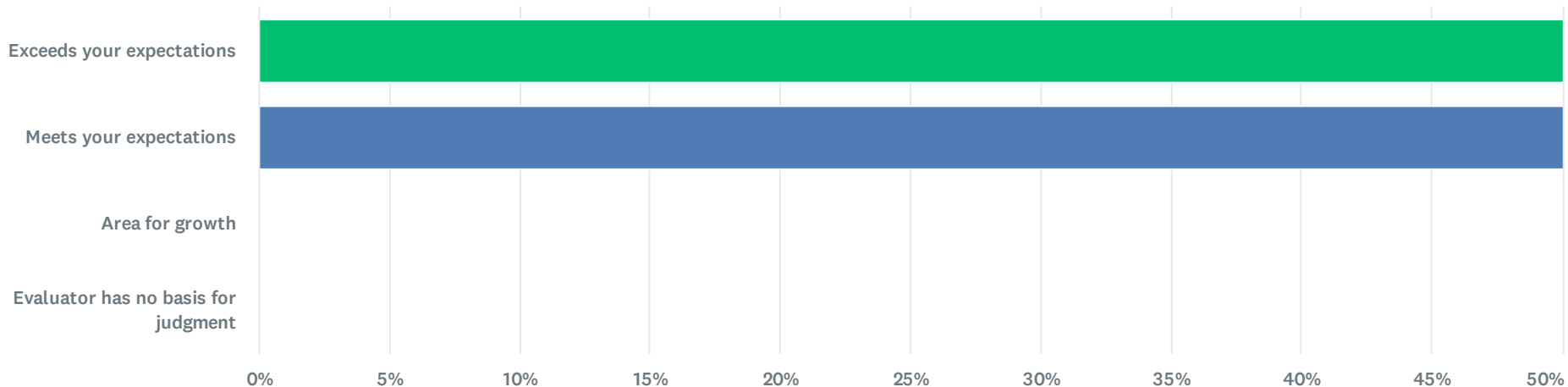
## Q22 Comments: Provide details of overall success and/or needed improvement.

Answered: 2 Skipped: 0

#	RESPONSES	DATE
1	<p>Chief Edwards has consistently demonstrated that highly effective leadership and extensive experience truly make a difference. He has adapted quickly, focusing on building a strong and collaborative team while prioritizing fiscal responsibility. His balanced approach ensures that both the internal needs of the organization and the external priorities of our community remain front and center. Looking ahead, the challenges we face will require creativity, tenacity, dedication, and exemplary leadership to navigate issues with both short-term impacts and long-term consequences. I am confident that Chief Edwards possesses the skill and commitment necessary to guide us through those complexities.</p>	4/20/2026 3:18 PM
2	<p>It's been a joy to work with Chief Edwards this last year. He is fully committed to moving the needle on our major regional priorities (regional CAD and dispatch, stabilization of the TM budget, and building a fire station in D2). He has worked hard to build relationships and trust to support these goals. He respects the will of the board and is always working to ensure that we know what's going on and that he receives direction from us to move the organization forward. He is a strong leader who really cares about the TM team and is doing everything he can to learn how he can best support and continue to recruit our all star team. He's a joy to work with and this region is stronger because of him.</p>	4/15/2026 3:28 PM

Q1 10 responses

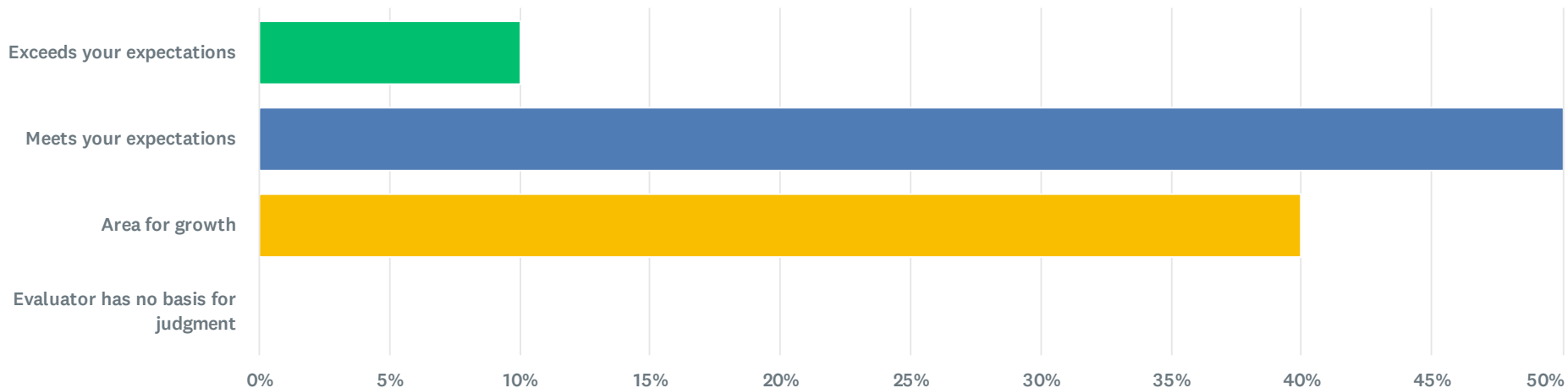
**Sets an effective example of high personal standards and integrity, inspiring staff to do the same.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	50.00%	5
● Meets your expectations	50.00%	5
● Area for growth	0%	0
● Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>10</b>

Q2 10 responses

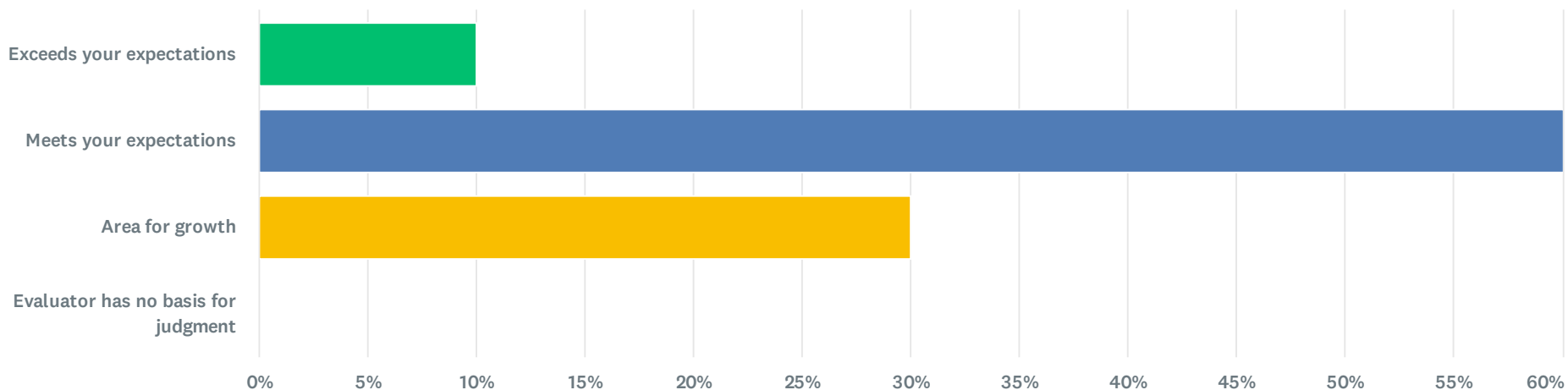
**Functions as an effective leader of the organization; gaining trust, respect, and cooperation.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	10.00%	1
<span style="color: blue;">●</span> Meets your expectations	50.00%	5
<span style="color: orange;">●</span> Area for growth	40.00%	4
<span style="color: teal;">●</span> Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>10</b>

Q3 10 responses

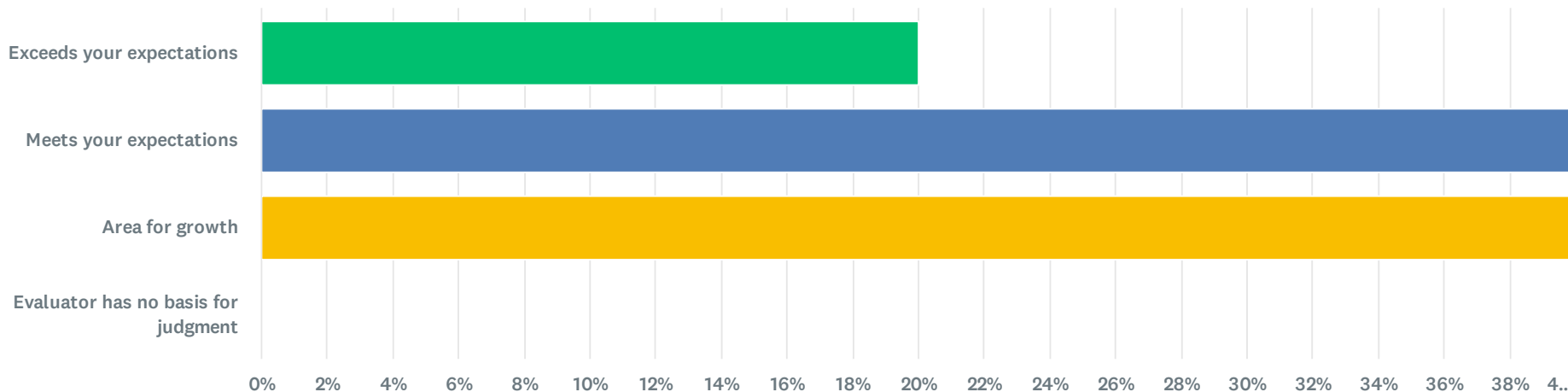
**Practices timely and effective communication with all stakeholders and staff across the organization on emergency issues within the District.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	10.00%	1
● Meets your expectations	60.00%	6
● Area for growth	30.00%	3
● Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>10</b>

Q4 10 responses

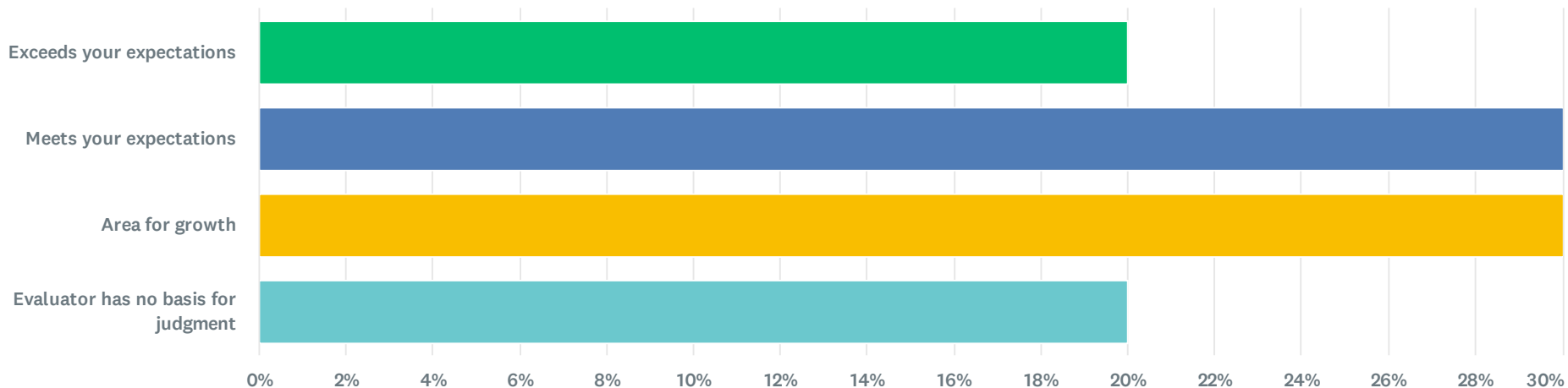
### Values staff and recognizes them for their contributions.



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	20.00%	2
<span style="color: blue;">●</span> Meets your expectations	40.00%	4
<span style="color: orange;">●</span> Area for growth	40.00%	4
<span style="color: teal;">●</span> Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>10</b>

Q5 10 responses

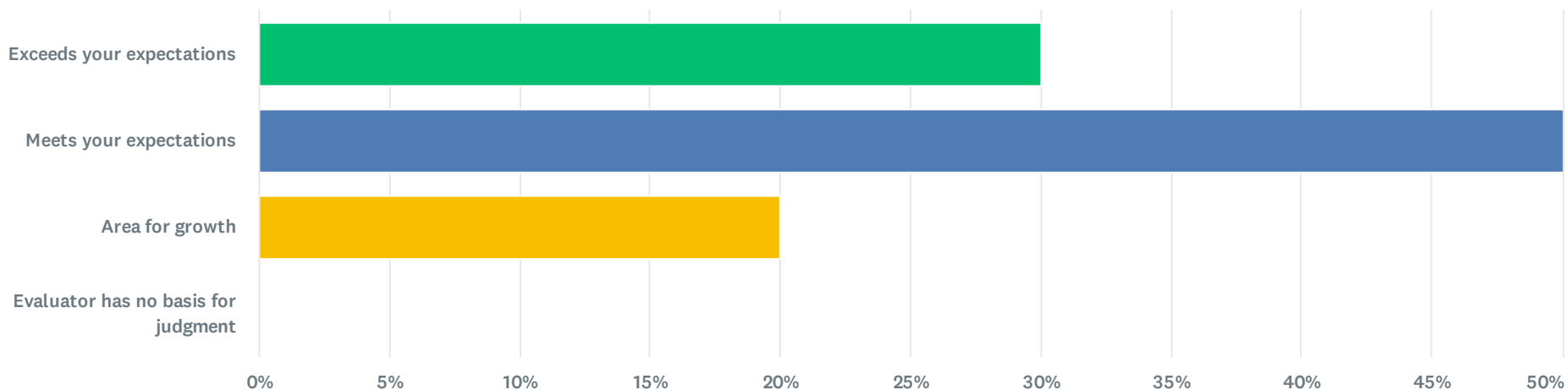
**Develops a talented team and challenges them to perform to their highest level.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	20.00%	2
● Meets your expectations	30.00%	3
● Area for growth	30.00%	3
● Evaluator has no basis for judgment	20.00%	2
<b>Total</b>		<b>10</b>

Q6 10 responses

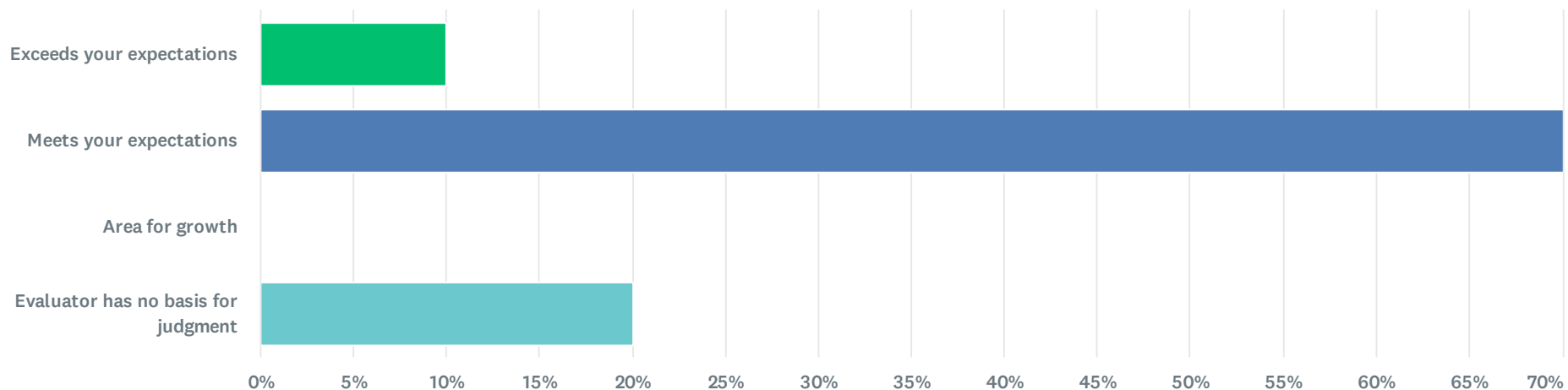
**Listens attentively and effectively which includes encouraging feedback and using that feedback in decision making.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	30.00%	3
● Meets your expectations	50.00%	5
● Area for growth	20.00%	2
● Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>10</b>

Q7 10 responses

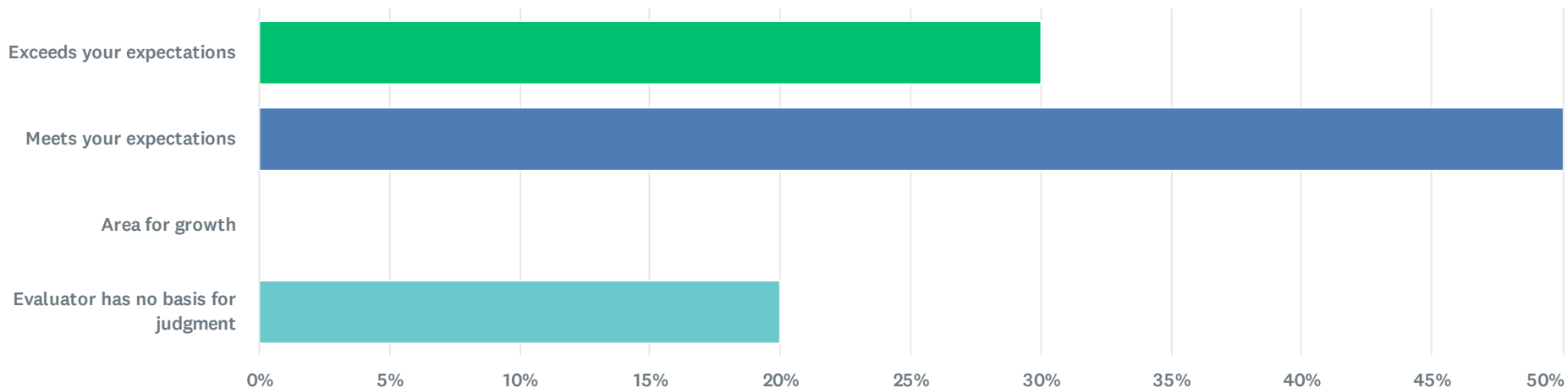
**Works to be an effective liaison between Board members and staff; allowing staff the space needed to successfully execute the Board policies.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	10.00%	1
● Meets your expectations	70.00%	7
● Area for growth	0%	0
● Evaluator has no basis for judgment	20.00%	2
<b>Total</b>		<b>10</b>

Q8 10 responses

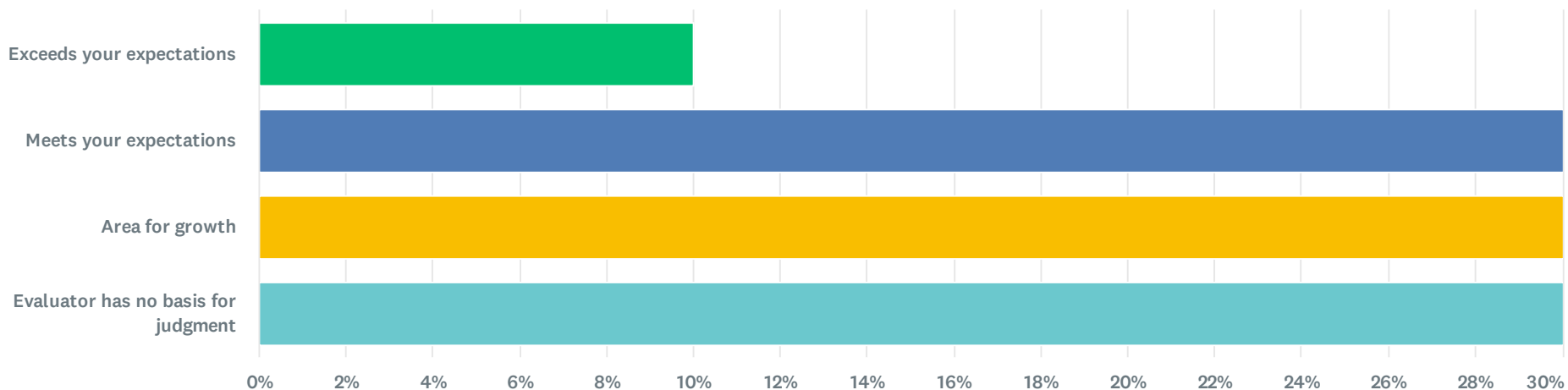
**Provides support to the Board’s meeting process that allows for open, transparent decision making.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	30.00%	3
● Meets your expectations	50.00%	5
● Area for growth	0%	0
● Evaluator has no basis for judgment	20.00%	2
<b>Total</b>		<b>10</b>

Q9 10 responses

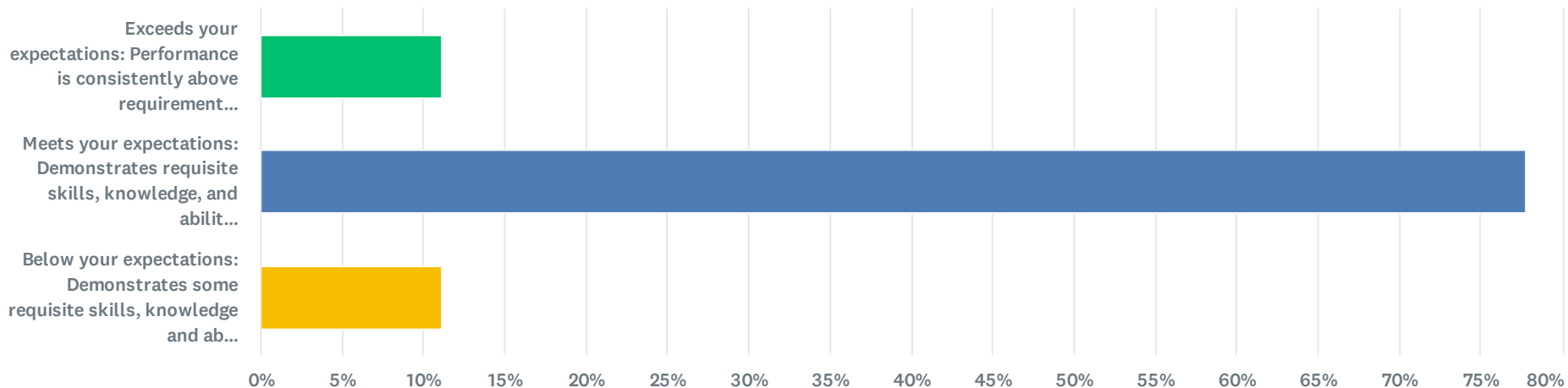
**Provided clear direction to address Strategic Plan initiatives.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	10.00%	1
● Meets your expectations	30.00%	3
● Area for growth	30.00%	3
● Evaluator has no basis for judgment	30.00%	3
<b>Total</b>		<b>10</b>

Q10 9 responses

Select the best statement for the overall evaluation of Fire Chief Richard Edwards.



Answer Choices	Percentage	Responses
<p>● Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.</p>	11.11%	1
<p>● Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.</p>	77.78%	7
<p>● Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.</p>	11.11%	1
<b>Total</b>		<b>9</b>

## Q11 Comments: Provide details of overall success and/or needed improvement.

Answered: 5 Skipped: 5

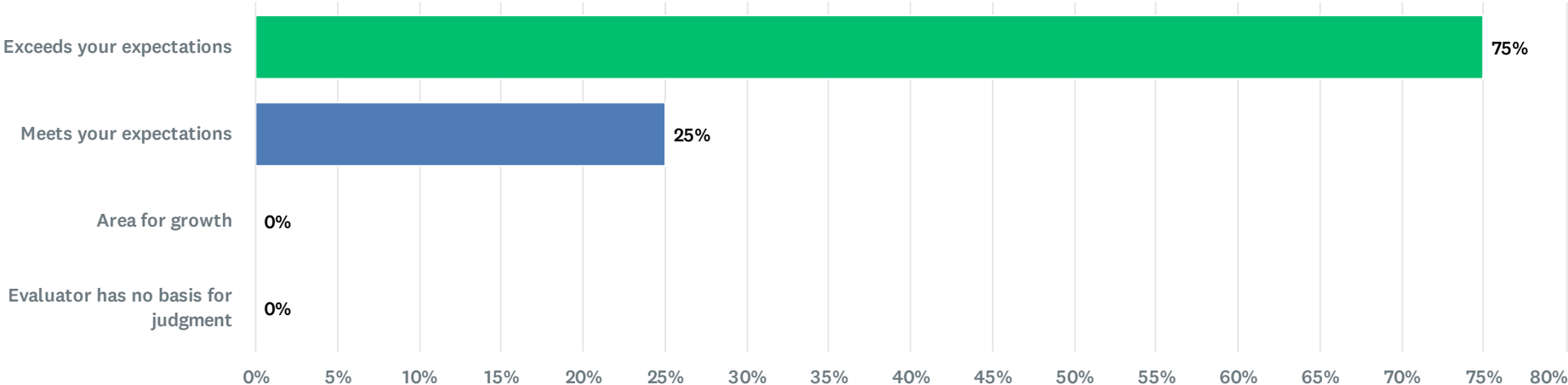
#	RESPONSES	DATE
1	<p>Chief Edwards has shown tremendous knowledge and understanding of all levels of the fire service. There is some "lag" displayed by him when trying to explain the "why" it is done a certain way in the region. However, I would expect that response from anyone coming from outside the area. There are a lot of things messed up in this region that just do not make sense. Recently he has been reacting quicker to these details which show that he is now expecting these "left field" throws. That I appreciate. I believe he has the ability to develop a strong team to support him. I don't know if he has had the opportunity to indulge in these pursuits or if he is selecting others from around the organization. I definitely get the sense of being left out were before I thought I was very involved. There must be an obvious reason that I do not see. We really haven't dove into pursuing the strategic initiatives that were established prior to his arrival, nor whether or not we are abandoning that plan, which is ok as well. I just would like to know if we will ever get back on track with those, or even address the safety gap analysis, unless I missed that meeting. I understand his goals, but maybe not necessarily seeing his vision for the District's future as of yet. He does expect a lot out of his people, and so far in administration has been holding people accountable which is a good thing. I just wish when there was an error made by the employee that there was more of an opportunity to learn how to do it correctly. Instead, I fear that this may be another leader that corrects employees for failure, but doesn't give the direction to the employee on how to prevent failure in the future other than "don't do that". Overall I am pleased with his performance so far and observe that he has the respect of the majority of the workforce. I am hoping to see if he can truly change the culture of the organization from that of selfish lack of character to one of devoted service to both the public and the succession of its employees.</p>	4/20/2026 3:21 PM
2	<p>1 - Sets Professional Example - Excels - Seems to be leading by example quite well. Consistently working outside work hours, engages in off duty community and agency events, consistently in uniform. Generally excelling in this area. 2 - Effective Leader of Organization - Marked as area for improvement. Perceived high level of effort regarding operational all hazard staff in this area. This area is lacking with other areas of the District regarding solid engagement, learning, and awareness of functions. 5 - Develops Talented Team - No rating given. Have not seen any specific beneficial development of team at the upper ranks and administrative staff; but to be fair, it is early in Chief's tenure here. 6 - Listens Attentively and Effectively - Mixed area here. Appears to do well in station visits regarding this element, but is lacking or doesn't occur within other Divisions or Administration. Rated as meets in this area given lack of time to show otherwise. 9 - Strategic Plan Initiatives - Rated as area for growth. Relayed effectively the 180 day plan, but the agency has not visited or touched overarching strategic plan elements in the last year, nor has there been official direction whether the District is continuing with it, or if it is officially done or on pause.</p>	4/15/2026 5:36 PM
3	<p>Chief Edwards shows a strong desire to create positive relationships with the line staff. He is charismatic and places a high priority on concerns and opinions of our station personnel. However, this communication and prioritization does not translate to the Chief Officer group equally. It can be difficult to provide input or feedback that is acknowledged or acted upon, even from those with the subject matter expertise. Chief Edwards strives to be popular with the union personnel, and often avoids difficult conversations with those staff, instead requiring his other Chief Officers to assume the antagonistic roles. Differing opinions are not met with much consideration, and risk putting you in an unfortunate position. The contract for Chief Edwards appears to be a primary focus, and oftentimes seems to prevent full advocacy for the citizens and department as a whole.</p>	4/15/2026 1:30 PM

Fire Chief Richard Edwards 2025-2026 Performance Feedback Survey Completed by Division Chiefs and Battalion Chiefs

4	<p>Chief Edwards has been a breath of fresh air and is something that this Department needed. From his ability to lead the organization by holding personnel to the standards that we have set forth, to being transparent in the process, we finally have a rudder guiding the ship.</p>	4/15/2026 12:47 PM
5	<p>I believe Chief Edwards entered the organization during a challenging period, particularly regarding our financial situation. He has made commendable progress in building rapport with the Union's E Board and prioritizing direct engagement with line personnel. His expectation that Staff Officers spend more time in the stations has also supported communication and trust at all levels. I recognize that the Chief cannot be everywhere, and over the past year he has prioritized relationships he considers most critical. Strengthening trust with the Board of Fire Commissioners is essential, especially given their role in his continued employment. Likewise, maintaining a strong connection with the Union's E Board is necessary due to their influence with the Board. He also understood the need to meet employees directly and allow their voices to be heard, which he has accomplished. However, these priorities have required difficult choices, and as a result, significant gaps remain in his relationships with many of the individuals responsible for the organization's daily work. While the Chief outlined his three strategic goals early on, there has since been noticeable misalignment in how and why certain decisions are being made. Respecting the chain of command is important, and I support that, but leadership also requires investing personal time to ensure Officers are aligned with the vision. Without that investment, we will continue to see fragmented messaging, reduced trust, and weakened communication. Meaningful organizational change must be communicated directly by the Chief. The improvements he is pursuing are valuable, but he needs to personally articulate the direction, the rationale, and the expectations. Alignment cannot be built on hope. My hope is that once Chief Edwards secures his long term role with TMFPD, he will have the capacity to focus on the broader team he relies on to carry out his vision. Our personnel need a leader who clearly defines the path forward and actively engages the people who will help achieve it.</p>	4/15/2026 10:25 AM

Q1 4 responses

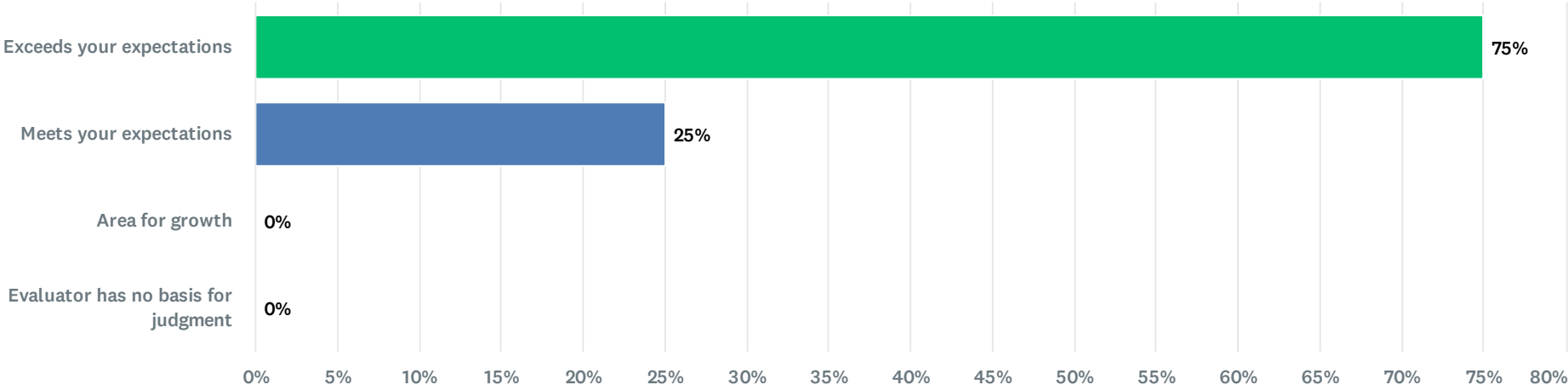
**Sets an effective example of high personal standards and integrity, inspiring staff to do the same.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	75.00%	3
● Meets your expectations	25.00%	1
● Area for growth	0%	0
● Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>4</b>

Q2 4 responses

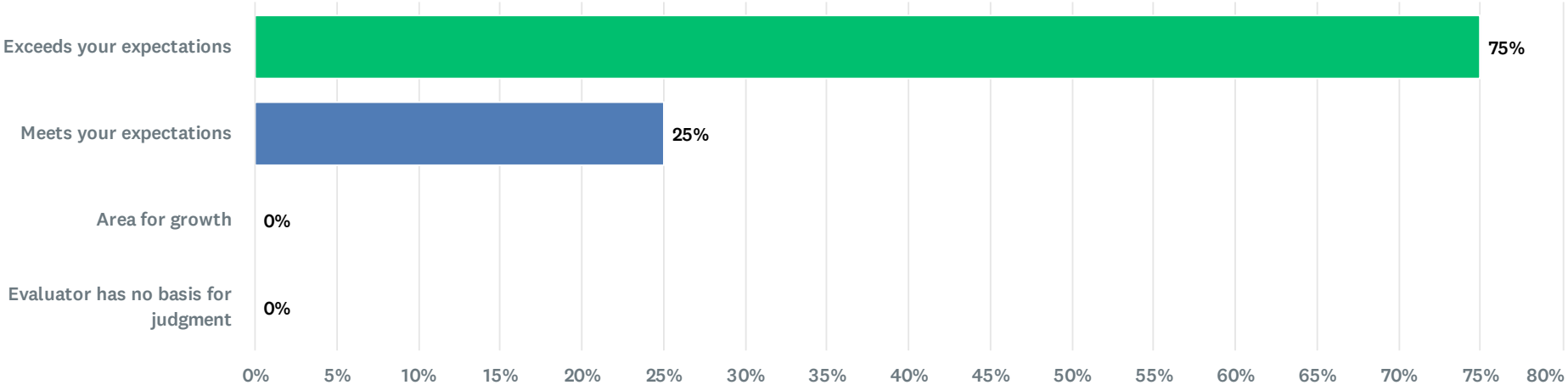
Functions as an effective leader of the organization; gaining trust, respect, and cooperation.



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	75.00%	3
<span style="color: blue;">●</span> Meets your expectations	25.00%	1
<span style="color: orange;">●</span> Area for growth	0%	0
<span style="color: teal;">●</span> Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>4</b>

Q3 4 responses

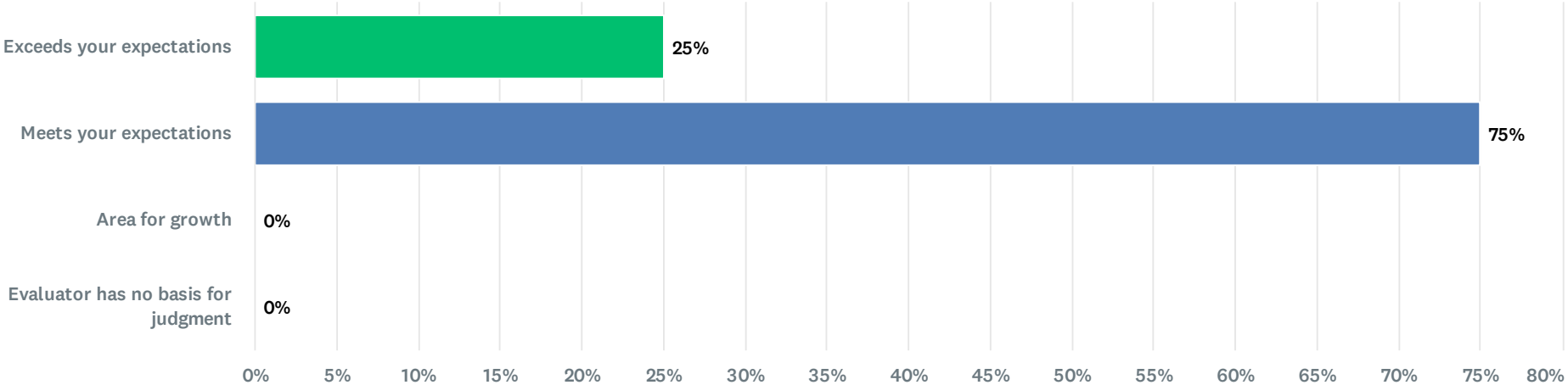
**Practices timely and effective communication with all stakeholders and staff across the organization on emergency issues within the District.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	75.00%	3
<span style="color: blue;">●</span> Meets your expectations	25.00%	1
<span style="color: yellow;">●</span> Area for growth	0%	0
<span style="color: cyan;">●</span> Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>4</b>

Q4 4 responses

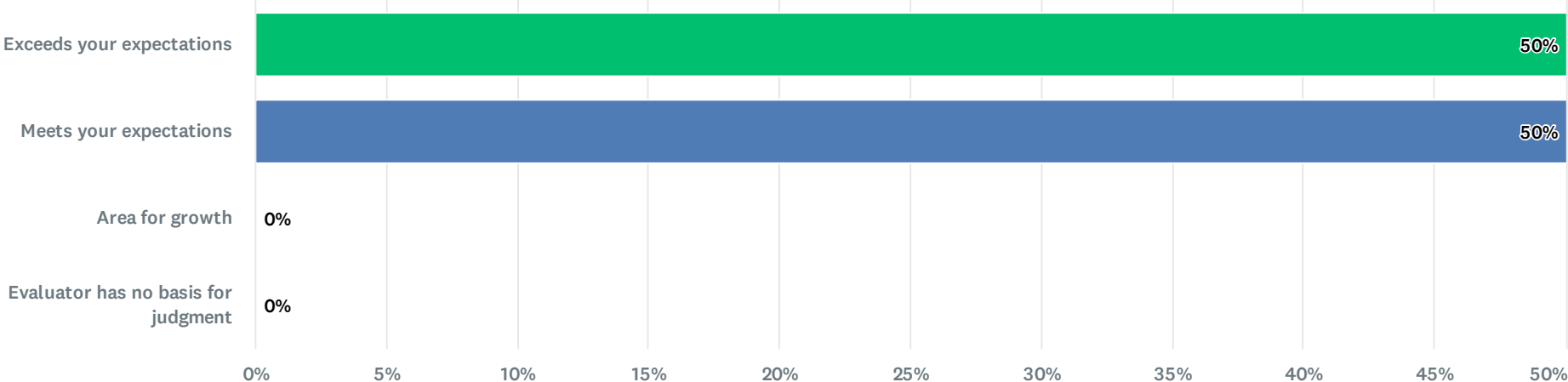
**Values staff and recognizes them for their contributions.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	25.00%	1
● Meets your expectations	75.00%	3
● Area for growth	0%	0
● Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>4</b>

Q5 4 responses

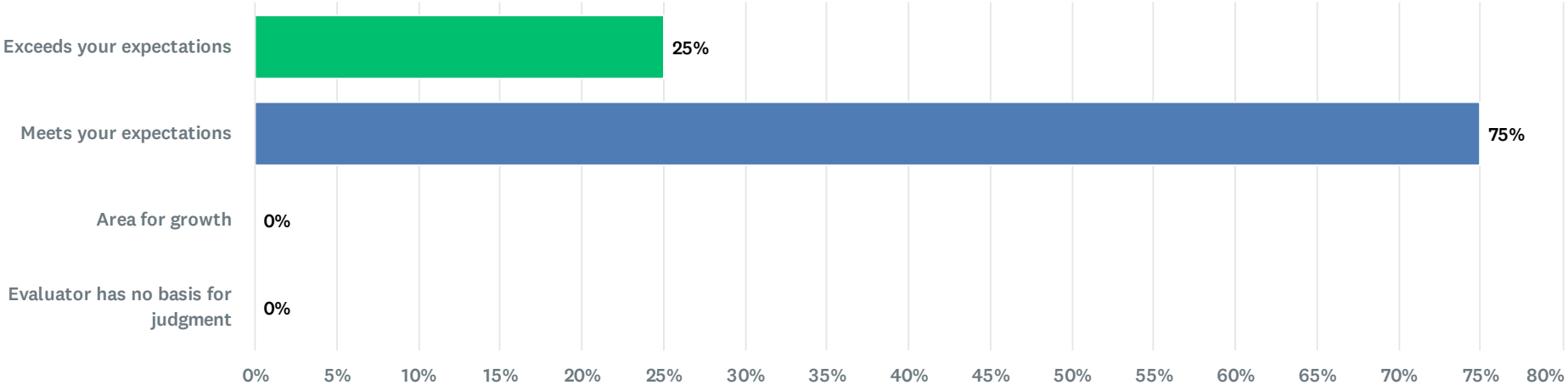
**Develops a talented team and challenges them to perform to their highest level.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	50.00%	2
● Meets your expectations	50.00%	2
● Area for growth	0%	0
● Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>4</b>

Q6 4 responses

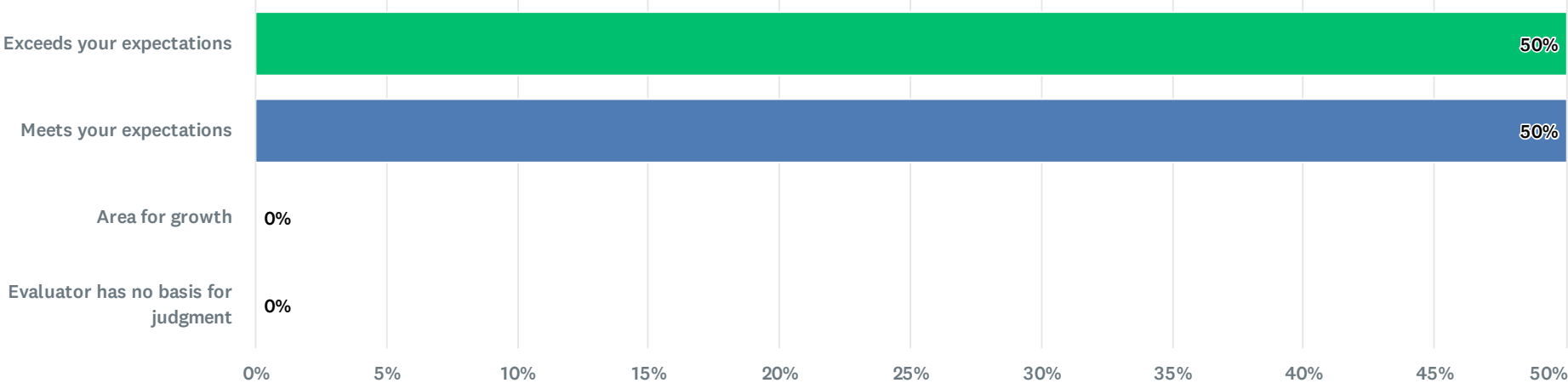
**Listens attentively and effectively which includes encouraging feedback and using that feedback in decision making.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	25.00%	1
<span style="color: blue;">●</span> Meets your expectations	75.00%	3
<span style="color: yellow;">●</span> Area for growth	0%	0
<span style="color: cyan;">●</span> Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>4</b>

Q7 4 responses

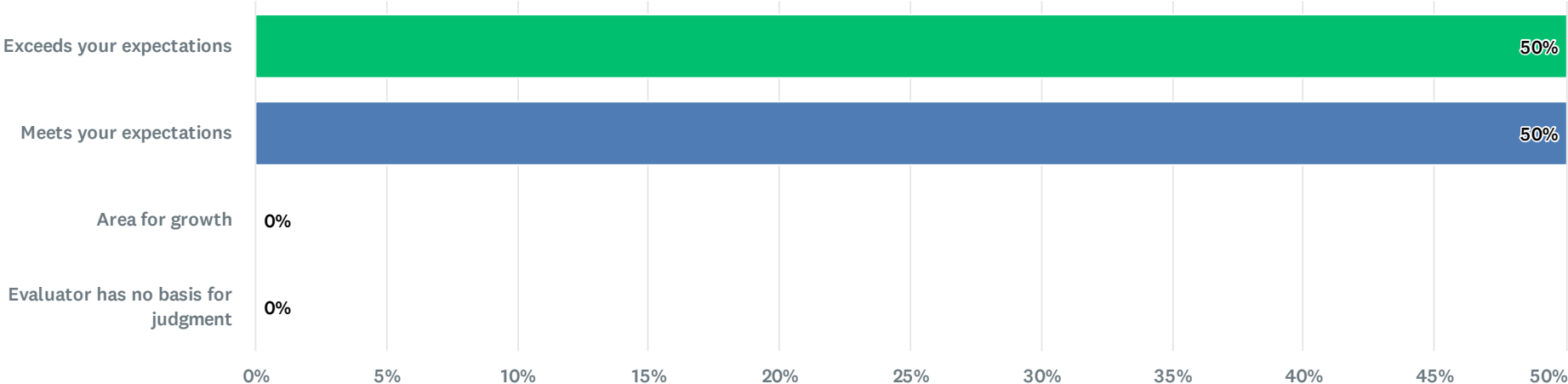
**Works to be an effective liaison between Board members and staff; allowing staff the space needed to successfully execute the Board policies.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	50.00%	2
● Meets your expectations	50.00%	2
● Area for growth	0%	0
● Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>4</b>

Q8 4 responses

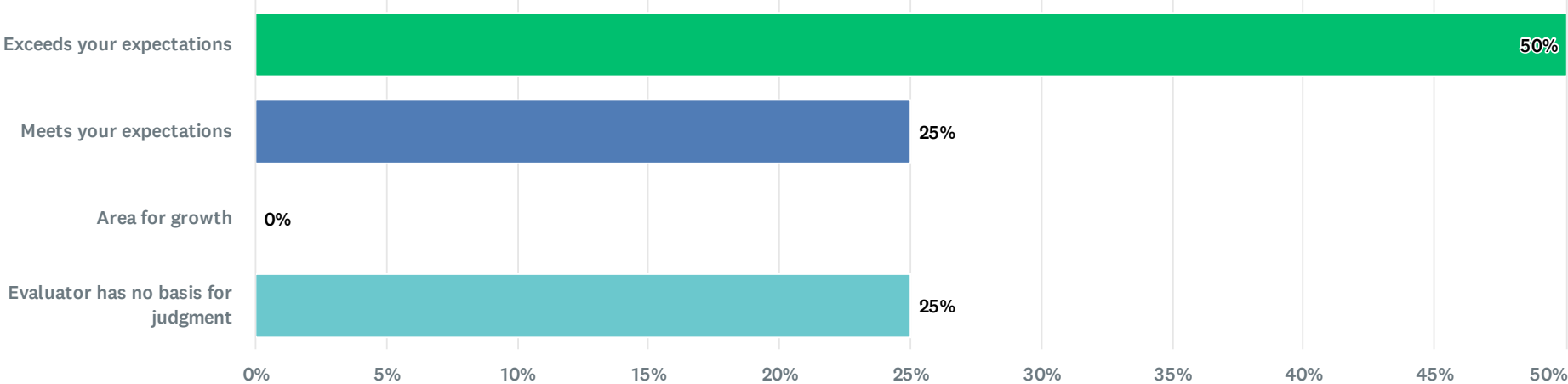
**Provides support to the Board’s meeting process that allows for open, transparent decision making.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	50.00%	2
● Meets your expectations	50.00%	2
● Area for growth	0%	0
● Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>4</b>

Q9 4 responses

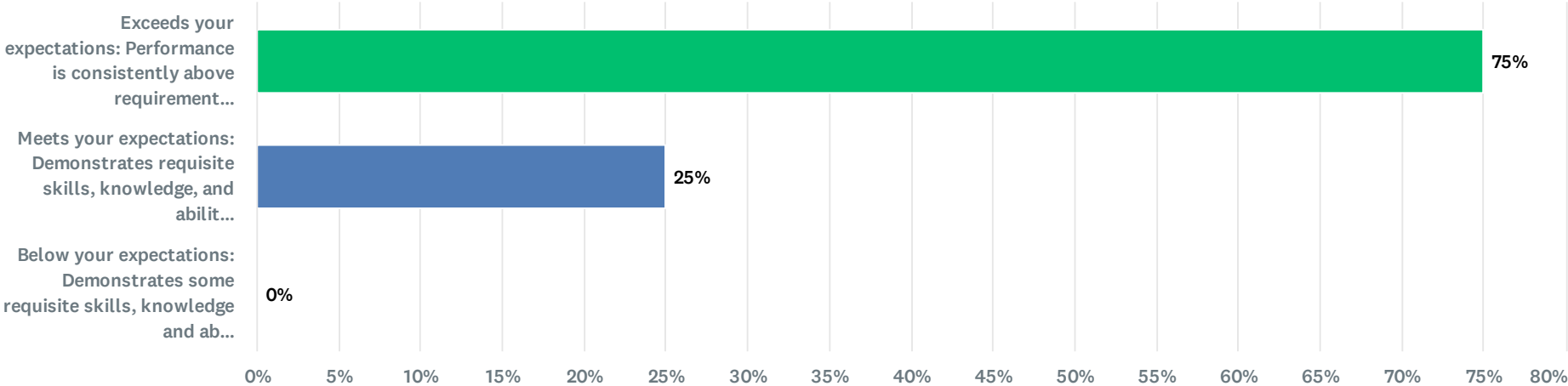
**Provided clear direction to address Strategic Plan initiatives.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	50.00%	2
● Meets your expectations	25.00%	1
● Area for growth	0%	0
● Evaluator has no basis for judgment	25.00%	1
<b>Total</b>		<b>4</b>

Q10 4 responses

Select the best statement for the overall evaluation of Fire Chief Richard Edwards.



Answer Choices	Percentage	Responses
<p><span style="color: green;">●</span> Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.</p>	75.00%	3
<p><span style="color: blue;">●</span> Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.</p>	25.00%	1
<p><span style="color: yellow;">●</span> Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.</p>	0%	0
<b>Total</b>		<b>4</b>

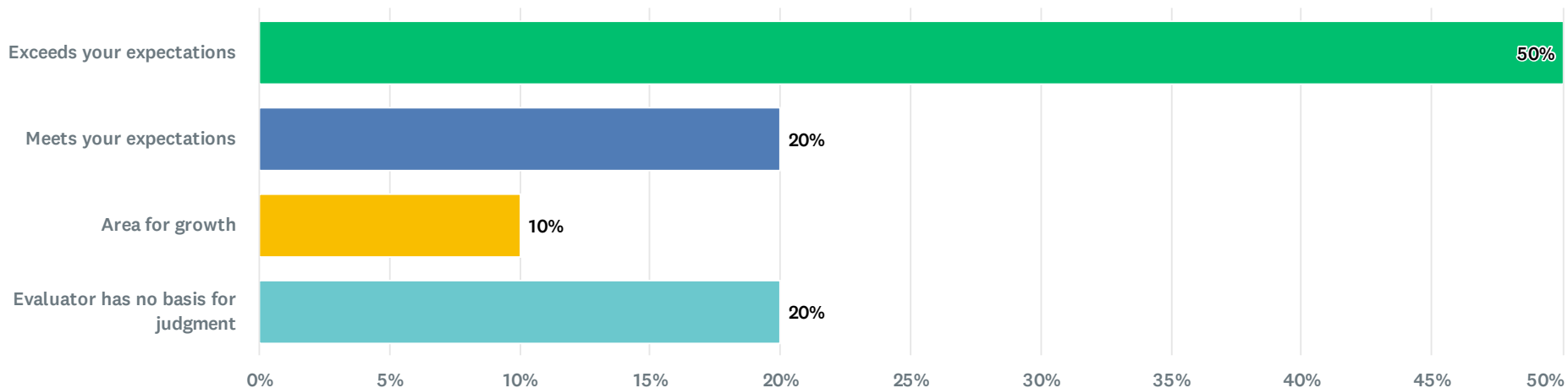
## Q11 Comments: Provide details of overall success and/or needed improvement.

Answered: 2 Skipped: 2

#	RESPONSES	DATE
1	Is very clear on expectations and vision	4/16/2026 11:22 AM
2	In the 3.5 months I have worked under Richard's leadership, I have been consistently impressed by his leadership style and approachability. He provides clear direction, sets thoughtful expectations, and creates an environment where questions, collaboration, and new ideas are encouraged. His communication is transparent and supportive, and he balances accountability with trust in his team's expertise. Even in a short period of time, his leadership has had a positive impact on my onboarding experience, my confidence in my role, and my motivation to contribute at a high level. I look forward to continuing to learn from and work with him.	4/15/2026 5:22 PM

Q1 10 responses

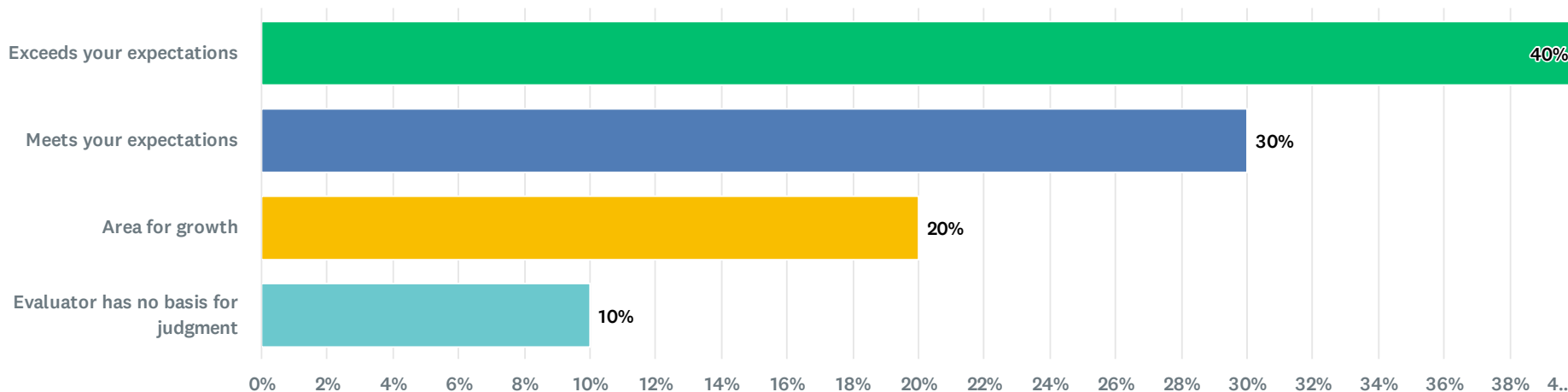
Functions as an effective leader of the organization; gaining trust, respect, and cooperation.



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	50.00%	5
<span style="color: blue;">●</span> Meets your expectations	20.00%	2
<span style="color: orange;">●</span> Area for growth	10.00%	1
<span style="color: teal;">●</span> Evaluator has no basis for judgment	20.00%	2
<b>Total</b>		<b>10</b>

Q2 10 responses

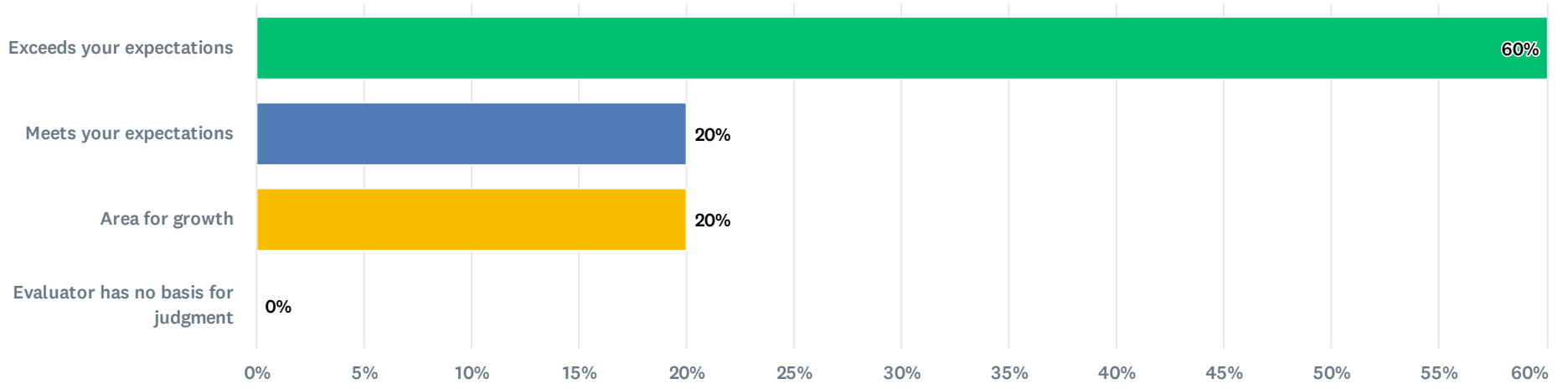
**Practices timely and effective communication with all stakeholders and on emergency issues within the District.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	40.00%	4
● Meets your expectations	30.00%	3
● Area for growth	20.00%	2
● Evaluator has no basis for judgment	10.00%	1
<b>Total</b>		<b>10</b>

Q3 10 responses

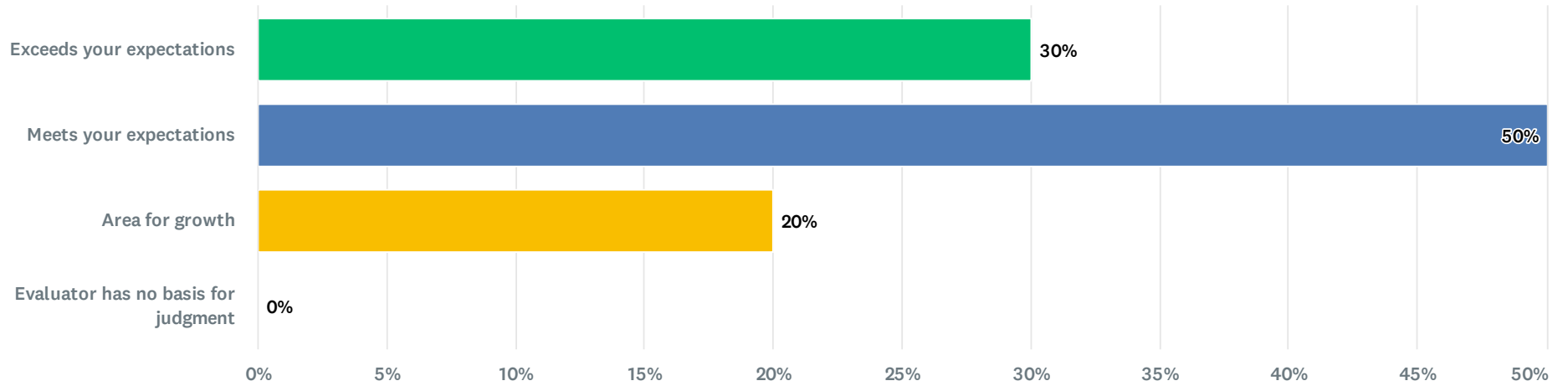
**Effectively represents the District in public; projects a positive public image based upon courtesy, professionalism and integrity.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	60.00%	6
<span style="color: blue;">●</span> Meets your expectations	20.00%	2
<span style="color: orange;">●</span> Area for growth	20.00%	2
<span style="color: teal;">●</span> Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>10</b>

Q4 10 responses

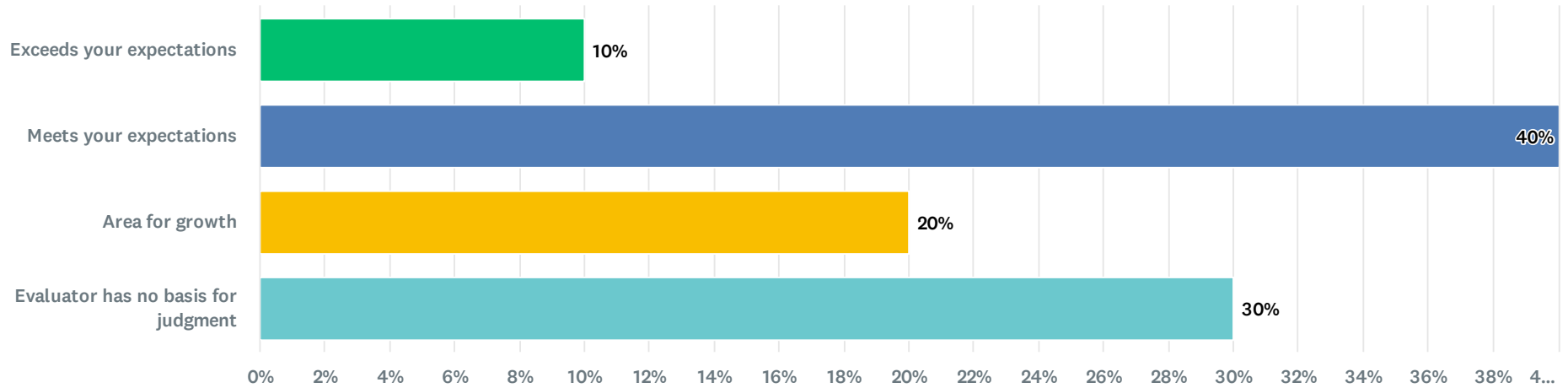
**Maintains a successful working relationship with community stakeholders and community organizations.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	30.00%	3
<span style="color: blue;">●</span> Meets your expectations	50.00%	5
<span style="color: orange;">●</span> Area for growth	20.00%	2
<span style="color: teal;">●</span> Evaluator has no basis for judgment	0%	0
<b>Total</b>		<b>10</b>

Q5 10 responses

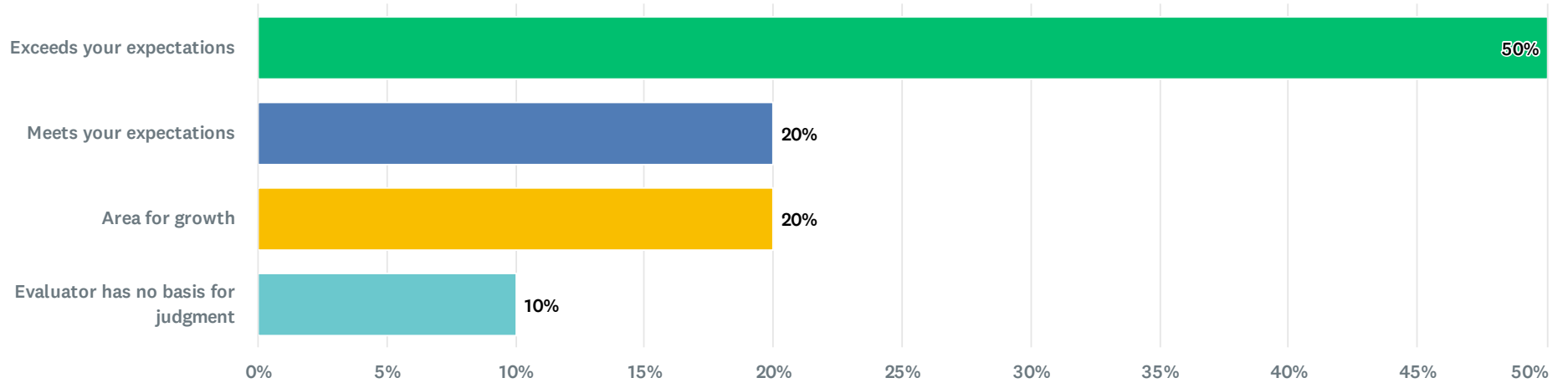
**Encourages and considers community input on issues the District can impact.**



Answer Choices	Percentage	Responses
● Exceeds your expectations	10.00%	1
● Meets your expectations	40.00%	4
● Area for growth	20.00%	2
● Evaluator has no basis for judgment	30.00%	3
<b>Total</b>		<b>10</b>

Q6 10 responses

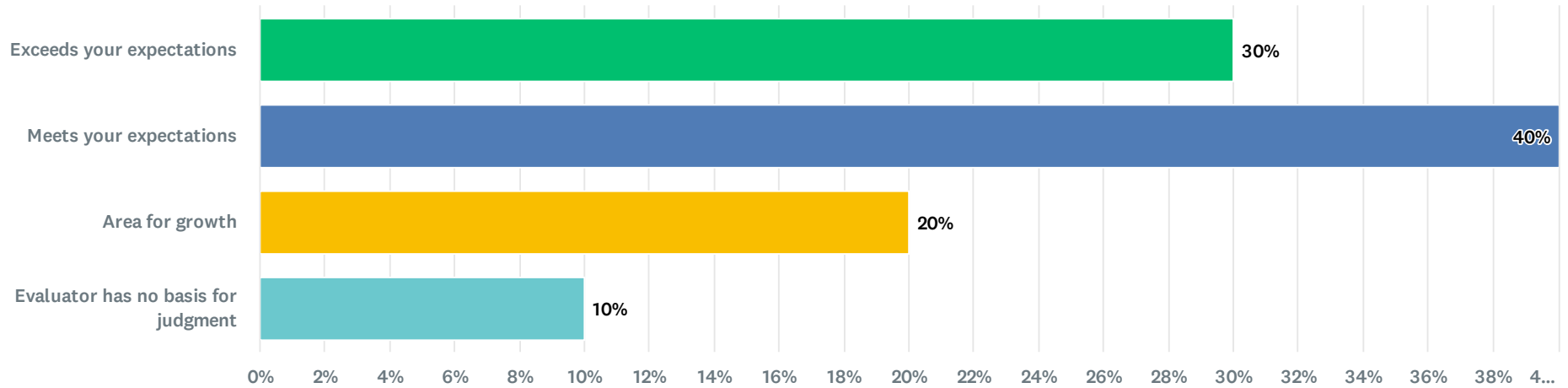
**Accessible to leadership of other agencies, jurisdictions, and organizations; displaying appropriate diplomacy and tact.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	50.00%	5
<span style="color: blue;">●</span> Meets your expectations	20.00%	2
<span style="color: orange;">●</span> Area for growth	20.00%	2
<span style="color: teal;">●</span> Evaluator has no basis for judgment	10.00%	1
<b>Total</b>		<b>10</b>

Q7 10 responses

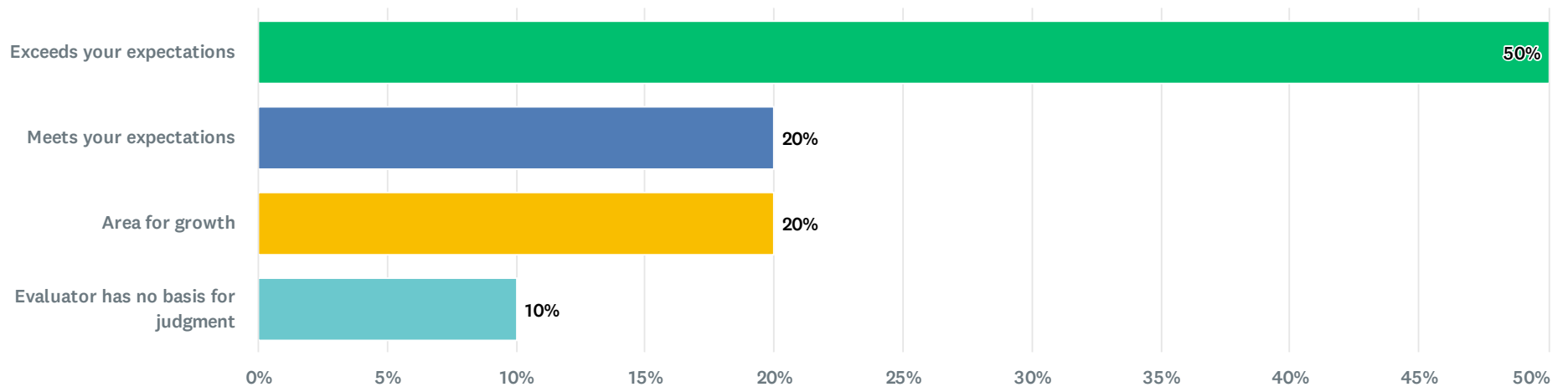
**Effectively communicates and coordinates with a variety of stakeholders throughout the region and state.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	30.00%	3
<span style="color: blue;">●</span> Meets your expectations	40.00%	4
<span style="color: orange;">●</span> Area for growth	20.00%	2
<span style="color: teal;">●</span> Evaluator has no basis for judgment	10.00%	1
<b>Total</b>		<b>10</b>

Q8 10 responses

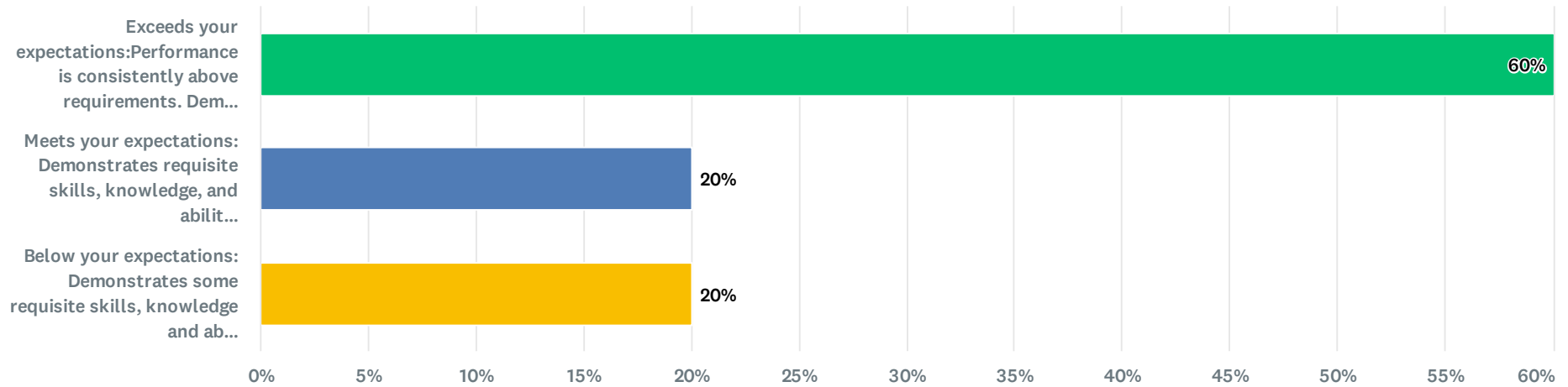
**Ensures that Truckee Meadows Fire Protection District is represented and appropriately involved in projects and programs sponsored by outside stakeholders that have impact on the District and that the District can impact.**



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Exceeds your expectations	50.00%	5
<span style="color: blue;">●</span> Meets your expectations	20.00%	2
<span style="color: yellow;">●</span> Area for growth	20.00%	2
<span style="color: teal;">●</span> Evaluator has no basis for judgment	10.00%	1
<b>Total</b>		<b>10</b>

Q9 10 responses

Select the best statement for the overall evaluation of Fire Chief Richard Edwards.



Answer Choices	Percentage	Responses
<p><span style="color: green;">●</span> Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.</p>	60.00%	6
<p><span style="color: blue;">●</span> Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.</p>	20.00%	2
<p><span style="color: orange;">●</span> Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.</p>	20.00%	2
<b>Total</b>		<b>10</b>

## Q10 Comments: Provide details of overall success and/or needed improvement.

Answered: 5 Skipped: 5

#	RESPONSES	DATE
1	I appreciate Chief Edwards' approachable and professional demeanor. Truckee Meadows Fire is an important stakeholder/participant in our agency's mission, and the Chief and his team have demonstrated a willingness to be strong partners in our work.	4/22/2026 3:50 PM
2	Chief Edwards has consistently demonstrated his commitment to the organization and community and has exceeded expectations for a new chief coming in to this region from out of the area.	4/15/2026 1:39 PM
3	Chief Edwards has done a great job in the short time that he has been here to understand the landscape and make progressive changes that will have lasting impact for TMFPD.	4/13/2026 8:18 AM
4	Chief Edwards is like a young boy on the playground constantly saying "look at me". He lacks the humility and sincerity to earn my trust.	4/11/2026 9:46 PM
5	Chief Edwards is professional and collaborative in all of my interactions with him. Additionally, he has provided me with collegial support and is always willing to discuss opportunities to strengthen our organizations through communication and collaboration.	4/11/2026 3:46 PM