

Appointment

MEMORANDUM

May 7, 2009

TO: County Council

FROM: Justina J. Ferber, Legislative Analyst

SUBJECT: Appointment – Fire Chief, Department of Fire and Rescue Services:
Richard R. Bowers, Jr.

APPOINTMENT

Mr. Richard R. Bowers, Jr. has been appointed by County Executive Isiah Leggett to serve as the Fire Chief, Department of Fire and Rescue Services.

INTERVIEW

The Council interviewed Mr. Bowers, the County Executive's appointee for the position of Fire Chief, Department of Fire and Rescue Services on Tuesday, May 5th in the 3rd Floor Council Conference Room at 8:30 a.m.

The appointment is before the Council for confirmation.

This packet contains:

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Attachments



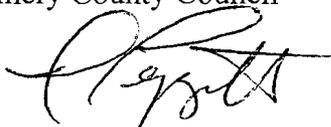
OFFICE OF THE COUNTY EXECUTIVE
ROCKVILLE, MARYLAND 20850

Isiah Leggett
County Executive

MEMORANDUM

April 21, 2009

TO: Phil Andrews, President, Montgomery County Council

FROM: Isiah Leggett, County Executive 

SUBJECT: Appointment of Fire Chief, Department of Fire and Rescue Services

I am transmitting the appointment of Mr. Richard R. Bowers, Jr. for the position of Fire Chief, Department of Fire and Rescue Services. Mr. Bowers is being appointed at a salary of \$190,000. His appointment will be effective upon confirmation by the County Council.

IL:dar

Attachments



OFFICE OF THE COUNTY EXECUTIVE
ROCKVILLE, MARYLAND 20850

Isiah Leggett
County Executive

APPOINTMENT

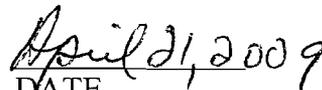
PURSUANT TO THE AUTHORITY VESTED TO ME UNDER SECTION 215 OF
THE CHARTER OF MONTGOMERY COUNTY, MARYLAND, I HEREBY
APPOINT

Richard R. Bowers, Jr.
5903 Riverwood Court
Frederick, MD 21704

TO SERVE AS Fire Chief, Department of Fire and Rescue Services

THIS APPOINTMENT SHALL BE EFFECTIVE UPON CONFIRMATION BY THE
COUNCIL FOR MONTGOMERY COUNTY, MARYLAND.


ISIAH LEGGETT
COUNTY EXECUTIVE


DATE

Resolution: _____

Introduced: _____

Adopted: _____

COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND

By: County Council

Subject: County Executive's Appointment of Fire Chief, Department of Fire and
Rescue Services

The County Council for Montgomery County, Maryland approves the
following resolution:

The County Executive's appointment of Fire Chief, Department of Fire
and Rescue Services

Richard R. Bowers, Jr.
5903 Riverwood Court
Frederick, MD 21704

The appointment of Mr. Bowers will become effective upon confirmation
by the County Council.

This is a correct copy of Council action:

Linda M. Lauer
Clerk of the Council

Resume

Richard Ronald Bowers, Jr.
5903 Riverwood Court
Frederick, Maryland 21704
(H) 301-831-4442 (W) 240-777-2435
(P) 301-831-2893 (C) 240-372-8227

Richard.Bowers@montgomerycountymd.gov

Qualification Highlights for:
Fire Chief Position

EDUCATION AND TRAINING

- University of Maryland, University College – Completing course work in a Masters Degree Program in Human Resource Management, May 2010 graduation
- University of Maryland, University College – Bachelor of Fire Science Undergraduate Degree
- University of Maryland, University College – Public Fire-Protection Management and Administration Education Certificate
- Montgomery College-Rockville – Associate Degree General Studies
- Montgomery County Government Leadership and Management Course Graduate
- Enrolled in the Executive Fire Officer Program (EFO) at the National Fire Emergency Training Center
- Montgomery County Fire and Rescue Training Academy Courses
- Maryland Fire and Rescue Institute Training Courses
- National Emergency Training Center Courses

Honored to have held a distinguished career with the Montgomery County Fire & Rescue Service (MCFRS) for the past 32 years. Currently serving as the Acting Fire Chief managing the combination

(career and volunteer) Montgomery County Fire and Rescue Service consisting of over 2,100 Firefighters/Rescuers delivering service from over 40 work locations and 19 local fire and rescue departments to approximately one million residents spread over 497 square miles. Responsible for all facets of the MCFRS operational and administrative services. Manage an operating budget of \$191M and a six-year capital improvement program budget of \$44M. Possess the required, demonstrated experience in a variety of complex incident management systems, including the National Incident Management System; fire prevention and educational programs with a strong emphasis on community outreach programs; special assignments in the National Capital Region as a team member and team leader for Firefighter Line of Duty Death and Significant Firefighter Injury Investigations; Hazardous Materials Incident Response; Urban Search and Rescue responses; Operational Task Force response; Wellness, Safety and Training; homeland security; and other aspects of the Montgomery County Fire & Rescue Operations as a result of rising through the ranks.

Possess strong organizational, communication and customer service skills at all stakeholder levels; well-respected by peers, both volunteer and career, through strong commitment to collaboration and team building (one goal, one team); as well as experienced and effective at negotiating and managing labor in a collective bargaining environment. Managed and supervised a diverse work force with a commitment in providing advancement opportunities by mentoring those personnel. Experienced with leading diverse, cross-functional teams in the fulfillment of organizational productivity and quality objectives. Responsible for budget formulation and management, including those for capital improvement programs. Well respected as a result of a strong lead by example approach throughout fire service career in operational, administration and leadership positions.

Positions Held

Acting Fire Chief 2008 to present
Fire and Rescue Division Fire Chief 2004 to 2008
Assistant Chief of Safety 2003 to 2004
Special Operations Assistant Chief 2002 to 2003
B-Shift Assistant Operations Chief 2002 to 2003
C-Shift District Chief Commander 2001 to 2002
B-Shift District Chief Commander 1998 to 2001
Station Commander Captain/Shift Officer Station 3B 1994 to 1998
Training Academy Recruit Training Officer 1991 to 1994
Fire and Rescue Lieutenant Station Commander Station 9 1989 to 1991
Fire and Rescue Shift Sergeant Stations 1 and 16 1988 to 1989
Fire and Rescue Technician Station 3 and 23 1983 to 1988
Fire and Rescue Firefighter/EMT Station 3 1977 to 1983

Senior Leadership and Supervisory Management Positions

- 32 years of credited Fire, Rescue and EMS progressive experience, leadership, management and service in the Combination Montgomery County, Maryland, Fire and Rescue Services
- Served at all levels in the Organization, in operations, administrative, management and leadership positions.
- Presently the Acting Fire Chief for the Montgomery County Fire and Rescue Service
- Division Chief of Operations
- Division Chief of Wellness, Safety and Training
- Assistant Fire and Rescue Operations Chief
- Assistant Fire and Rescue Special Operations Chief
- Assistant Fire and Rescue Safety Chief
- District Chief in Operations
- Recruit Training Officer

Special Assignment Leadership and Supervisory Management Positions

- Montgomery County Urban Search and Rescue Team MDTF1 – Rescue Specialist Team Leader
 - Firefighter Line of Duty Death Investigation Team member – Prince William County Fire and Rescue and Frederick County Department of Fire and Rescue Service
 - Significant Firefighter Injury Investigation Team Leader – Loudoun County Fire and Rescue
 - Hazardous Materials Response Command Level Officer
 - Hazardous Materials Response Technician
 - Montgomery County Fire and Rescue Services Honor Guard Team Member and former Team Leader
 - Fire Chief's Safety Committee Member
 - Operational Task Force Leader for the 89 Personnel New Orleans Task Force Response Team for Montgomery County Fire and Rescue
- Special Assignment Certifications

- Fire Department Safety Officer Certification
 - Certified Hazardous Materials Technician
 - Certified Hazardous Materials Command Level Officer
 - MICRB Level II Maryland Certified Fire and Rescue Instructor
 - MICRB Maryland Instructor Evaluator for the Montgomery County Training Academy
 - Montgomery County Fire and Rescue Services Chief Safety Officer
 - Collision/Incident Review Committee Program Manager and Chair
- Additional Leadership Supervisory Management Assignments

- Adjunct Professor for Montgomery College Rockville Fire Science Program
 - Guest Speaker and Lecturer at national, regional and local fire, rescue and EMS seminars
 - National Fallen Firefighter Foundation FEMA Region III “Everybody Goes Home Program” Instructor and Advocate
 - Mentor for the Montgomery County Manager Mentoring Program
 - Past Chair of the Council of Governments Fire, Health and Safety Subcommittee
 - Program developer of the Rapid Intervention Crew Training Program
 - Program developer of the Safety and Survival Training Program
 - Chair of the Montgomery County Fire and Rescue Awards/Recognition Committee
 - Montgomery County Fire and Rescue Program Coordinator for the Montgomery County Chamber of Commerce Valor Awards Program
 - Montgomery County Fire and Rescue Commission Truck Study Workgroup member
- CERTIFICATIONS

Maryland Emergency Medical Technician-B
MICRB Level II Fire and Rescue Instructor

MICRB Instructor Evaluator
Hazardous Materials Technician
Hazardous Materials Command Officer
Fire Department Health and Safety Officer
International Society of Fire Service Instructor
Maryland State Vehicle Collision Investigator

AWARDS

Marvin Gibbons Award for Excellence in Firefighter I – Recruit Class 35-1977
Firefighter of the Year – 1985
Numerous Operational Unit Citation Awards
Pentagon Response Citation Award
Montgomery County Chamber of Commerce Oklahoma City Response Citation Award
Montgomery County Chamber of Commerce New Orleans Task Force Citation Award

REFERENCES

Personal references have been sent directly by individuals to the Montgomery County Chief Administrator Officer and Human Resource Director



OFFICES OF THE COUNTY EXECUTIVE

Isiah Leggett
County Executive

Timothy L. Firestine
Chief Administrative Officer

MEMORANDUM

041984



April 27, 2009

TO: Phil Andrews, President, Montgomery County Council

FROM: Timothy L. Firestine, Chief Administrative Officer 

SUBJECT: Due Diligence on Non-Merit Appointment – Richards R. Bowers, Jr.

The purpose of this memo is to confirm that in making appointments for non-merit positions, our selection process utilizes thorough reference checks, educational verification, criminal history, background checks, checks for wants and warrants, credit history and other inquiries appropriate to the position being filled.

Please be assured that due diligence was exercised in determining the suitability of Richard R. Bowers, Jr. for appointment as Fire Chief of the Department of Fire and Rescue Services.

TLF:dar

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10/11/09

