



Monday, February 24, 2020

Mayor Hancock,

I would like this to serve as my official resignation from the position of Fire Chief for the Denver Fire Department effective March 16<sup>th</sup>. Thank you for the opportunity to service your administration and your city.

Chief Eric Tade

A handwritten signature in black ink that reads "Eric Tade".



**Denver Fire Department**  
Office of the Fire Chief

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February 24, 2020

Mayor Michael B. Hancock  
Office of the Mayor  
City and County Building  
Denver, CO 80202-5390

Dear Mayor Michael Hancock,

Under my tenure, the Denver Fire Department has continued to uphold public safety and has continued our commitment to nurture social equity across our diverse workforce and engage in recruitment efforts to ensure a Department reflective of the community we serve.

The Denver Fire Department continues to uphold a culture of inclusivity and strong employee cohesion. As the Fire Chief of the Department since 2010, our focus has been on enhancing and developing our members' abilities as a unit, while also allowing each member to thrive in a culture where strengths and differences are valued and respected.

The following efforts have been implemented to enhance our innovations and leadership within the fire service industry as we continue to be a locally and nationally recognized department.

- The Congressional Fire Services Institute and National Fallen Fire Fighters Foundation Senator Paul S. Sarbanes Fire Safety Leadership Award
- Guaranteed Testing Spot Process
- Denver Fire Apprentice Program (CAP)
- Youth Summer Camp (co-ed and females only)
- Dedicated Recruiters
- Integration of Co-Responders
- Community Outreach Program
- Denver Civil Service Commission Collaborative Hiring Practices Adjustments
- EDI Station Upgrades
- Enhanced Maternity Policy
- Professional Standards Training - All Members
- Command Staff Legal Training
- Officer/Leadership Training
- Councilman Herndon's Youth Leadership Week
- Mentoring Program for All New Hire Recruits
- Peer Fitness Team, CPAT/ PE Mentor Team, Peer Support Team
- DFD Orientation
- Candidate Physical Ability Test (CPAT) Mentoring

- New Officer Development Programs
- Interview Preparation/Recruitment Based
- Professional Development Program
- Wellness Program Initiatives
  - National efforts to reduce suicides in the fire service
  - National Fallen Fire Fighters Video / partnership in teaching Leadership – Everyone Goes Home
  - Behavioral Health initiatives – all-encompassing resources with Kaiser, Nicoletti Flater, Dr. Jackson, Peer Support Program, Chaplaincy program
  - Responder Strong
  - Cancer Screening Programs
  - Bēkn Program
- Full-scale Basic Life Support
- Medical Unit – targeted response
  - Created a stand alone EMT rank in the Denver Fire Department
- Turnout and response time reduction
- Opened five additional fire stations and one approved through the 2017 GO Bond
- Wildland Program expansion
- Fire Fighter safety initiatives
- Opening a new 911 Dispatch Center
- Communication enhancements
- Obtained ISO (Insurance Services Office) Rating 1, in 2018, which evaluates the municipal fire protection efforts in communities and resulted in significant cost saving for business and property owners in the City and County of Denver
- Denver Fire Department received Accredited Agency status with the Commission on Fire Accreditation International (CFAI) Accreditation. The DFD is one of just more than 250 agencies to achieve Internationally Accredited Agency status with the CFAI and the Center for Public Safety Excellence, Inc.
- Increased Regional Cooperation which led to expanded fire Protection services to the cities of Glendale (2004), Skyline (2008), Sheridan (2010), Englewood (2015)
- Mission/Vision Statement
- Increased Messaging to the Membership
- Replacement of Medkeeper to Target Solutions
- International Fire Code and Denver Fire Amendments adopted
- Fire Prevention expanded new regulation inspectors for Food Trucks and Carbon Dioxide
- Fire Prevention expanded 5 personnel (4 Fire Protection Engineers and 1 Plan Specialist) to Fire Prevention Protection Engineers Group
- Fire Prevention expanded 3 uniform inspectors (2) System Testers (1) Life Safety-CO/TCO
- Elevator/Conveyance Inspections and Administration of New Program
- Implementation of an internal web based Systems Downline replacing a phone in process for instantaneous information

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- Implementation of Electronic Document Reviews for the Fire Protection Engineering group
- Standardizing our Fleet
- Increased the direct hiring of female fire fighters since 2007 from 25 females to 62 females in 2020, making the Department demographics 5.8% female, which is higher than the 4.8 national average.
- Wildland Program – Expansions
- Obtained AFG Grant through FEMA to replace SCBAs and purchase additional bunking gear
  - Implemented personal protection equipment cleaning and repair program with the goal to reduce contaminate exposure to fire fighters after an incident.
  - Decontamination Program
- Expand relationship with Aurora Community College and Metro State University of Denver

Last year, I promised you, the Mayor, that the nature surrounding the 2019 Denver Firefighters Local 858 and Protective Associations' Firefighters Annual Ball, Retiree Banquet and Awards Ceremony would not occur again. Strategies were implemented, and assurances were made to prevent these actions from being repeated. Unfortunately, this year's event did not prove to live up to those expectations or mine. New strategies and a fresh perspective are beneficial to foster continued improvement. In that, I have offered to step down as Chief of the Department to the Mayor for consideration.

It has been an honor to serve the City and County of Denver since 1992, as a dedicated public servant, including over nine years as the Fire Chief of the Denver Fire Department. As always, I remain committed to serving the Denver Fire Department and those we are sworn to protect.

Respectfully,



Eric C. Tade  
Chief of the Denver Fire Department