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- Long Range Master Planning
- Strategic Planning
- Cooperative Efforts/ Shared Services Feasibility
- Standards of Cover
- Agency Evaluations
- Executive Recruitment
- Promotional Testing
- ISO Benchmarking



Consulting Firm of the IAFC

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FIRE

EMERGENCY MEDICAL SERVICES

LAW ENFORCEMENT



Emergency Services Consulting International

Consulting Firm of the IAFC



About ESCI

As the consulting firm of the International Association of Fire Chiefs, Emergency Services Consulting International has reliably met the needs of emergency services agencies for over 40 years

Our mission is to provide expertise and guidance that enhances community safety. We accomplish this by providing the highest value of consulting services and educational programs. ESCI utilizes a team of professionals committed to offering highly beneficial programs covering current and anticipated fire, police, communications, emergency management, and EMS issues and needs.

Our field associates are active practitioners in their respective fields, with many involved in highly visible and responsible national leadership positions in fire/rescue services, EMS, and law enforcement. We understand your issues, challenges, responsibilities, and offer proven methods to improve your effectiveness.

ESCI Services Overview

Cooperative Effort/Merger Feasibility/Shared Services

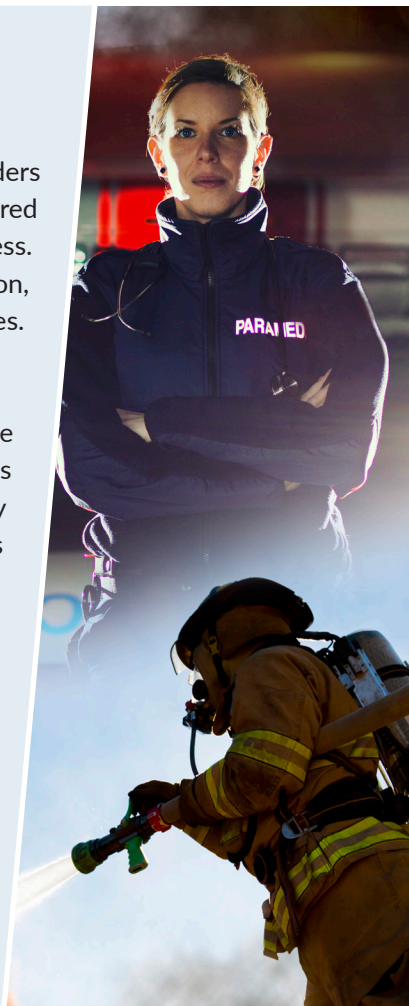
ESCI has been actively involved for more than ten years in working with emergency service providers that are considering a formal cooperative relationship. With ESCI's help, organizations will be prepared to successfully negotiate the many obstacles they will face in this emotional and economic process. From start to finish, ESCI will provide training sessions, workshops, strategic planning facilitation, feasibility studies, and a formal implementation outline(s), including strategies, goals, and objectives.

Master Planning

Planning documents in many communities have little, if any, emphasis on thorough and comprehensive master planning for fire and emergency medical services. ESCI's methodology uses the community's comprehensive and land use planning as the primary foundation for analysis of future emergency service needs. The result is master planning reports laid out in simple, easy to understand formats that follow a time-proven technique for emergency services master planning.

Customer Centered Strategic Planning

Our Customer Centered Strategic Planning (CCSP) process is the only one available to fire, criminal justice, emergency communications, and emergency medical services inviting both community and internal organizational participation. The process concentrates on community needs and is driven by the central theme, "What is in the best interest of the citizens served?" Unlike traditional planning processes, Customer Centered Strategic Planning is designed to focus on internal and external customers, evaluate needs, and identify issues from the citizen up, rather than the mission statement down.



Agency Evaluation

The Agency Evaluation is designed to assess where a fire or EMS agency is today. The project takes a “snapshot in time” of the study organization, reviews its configuration, programs service delivery and response performance in detail, and compares the conditions found to national standards, best practices, and the experience of ESCI consultants. The scope of work involves the same content as is found in the early phases of the Long-Range Master Plan and Cooperative Efforts Feasibility studies but is limited to the Evaluation of Current Conditions elements of those scopes of work.

Standards of Cover/Deployment

ESCI's Standards of Cover study has its foundations in nationally recognized standards and benchmarks, as well as the statistical data and experience gained through over hundreds of previous deployment analysis studies that we have conducted. This project begins with an overview of the community and the agency. The next steps involve conducting a risk assessment; evaluating recommended and locally generated critical task analyses; determining current agency service level objectives and evaluating distribution and concentration measures. Our deployment analysis uses innovative technology, tools, concepts, and analysis to provide comprehensive deployment solutions geared toward achieving the community's service level expectations.

Executive Search

ESCI provides Executive Search to ease the demands on organizations seeking replacement personnel. We analyze the organization's culture, the position and responsibilities. Based on these findings, a national search is conducted to identify a predetermined number of qualified candidates for an assessment center or interview process. The search can be undertaken in conjunction with the Assessment Center process or on a stand-alone basis. Pre-selected candidates are placed in a controlled but challenging environment. The evaluation exercises are crafted to measure the candidates' ability, both individually and as a team member, to perform the same tasks, utilize the same skills, and project the same philosophy that is necessary within the scope of the position.

Fire and EMS Promotional Testing

ESCI offers a selection of affordable Written Promotional Testing and Entrance Level Exams for Fire and EMS departments. These exams are an excellent measure of candidates' knowledge, skills, and abilities. If you need these tests immediately, we offer tests written from the leading industry textbooks. As another option, we can customize the test by writing questions directly from your department's internal policies and operating guidelines.

Professional Development

ESCI provides a Professional Development process to assess the current state of leadership at the organizational and individual level. This process can be used to plan a systematic development program for your organization's professional and executive level team, as well as provide Succession Planning for the inevitable changes of the future organization. To assess “current conditions,” we'll design a customized baseline “assessment” of the skill and knowledge set of each participant chosen for the professional development process. At the conclusion of the baseline, we provide feedback to each participant. We also create a customized work plan to address training, education, experience, and self-development. After the pre-determined period, we conduct a final assessment to evaluate progress against the customized work plan.

Succession Planning

ESCI offers on-site succession analysis, planning, and implementation options for a department to develop a fully customized Succession Management Program. We deliver a report that describes the results of our data collection effort, our suggested Succession Management Plan, and methods to facilitate the implementation.

Staffing Analysis

Organizational Staffing studies evaluate administrative, operational, and support roles against regional and national benchmarks where available. ESCI's Staffing Analysis studies can be performed for volunteer, career, part-paid, or combination systems. The process focuses specifically on identifying the human resources needed to provide and support effective fire and emergency services.

Station Location and Deployment Study

This ESCI study is a comprehensive assessment of current and historical response workload and an analysis of future community growth and service demand forecasting. Based on those findings, a Comprehensive Future Deployment Plan is developed.

Administrative Support Program

Providing affordable research, planning, and administrative services for today's fire organizations can be a great expense to a small to medium-sized department. ESCI will act as an extension of your staff, providing the assistance and information you require to move your organization forward. All services are customized to meet the needs of your organization. For a monthly installment or one-time agreement, your department or district will receive administrative and consulting support using experts in the specific functional areas requested. With many flexible consulting services that can be tailored to your organization's needs, you'll receive assistance on services to departments that have lost staff or for departments that want to strengthen administrative functions.