



EVANS FIRE PROTECTION DISTRICT

Providing professional fire and emergency services with Dedication, Compassion, & Excellence

FIRE CHIEF RECRUITMENT



The Evans Fire Protection District is seeking a new Fire Chief, serving as the Chief Executive Officer, to lead the District into the future. The new Chief will succeed retiring Chief Ron Pristera who has served the District for seven years. This is an unparalleled opportunity for the right individual to work with a committed Board and lead an engaged workforce to higher levels of fire and emergency service to the citizens of Evans.

Apply online at www.evansfiredistrict.org

Application Period

November 16, 2020—January 15, 2021

Hiring Range

\$105,000—\$115,000

Belonging, Dependability, Flexibility, Hard Work, Teamwork, Loyalty, Honest, Trust, Integrity



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The District & Community



The Evans Fire Protection District is an autonomous Title 32 Special District serving approximately 21,000 citizens in Evans, Colorado. The District is governed by a Board of Directors, consisting of five non-partisan elected officials serving in staggered four-year terms.

Located in the southern portion of the Greeley-Evans metro area (combined population of 120,000) the District is contained within the municipal limits of the City of Evans, an area of approximately 10 square miles.

Evans is primarily a suburban community where citizens enjoy a high quality of life with a wide choice of housing, remarkable schools, and the amenities of a large town. With over 300 days of sunshine each year and a full four seasons, many people relocate to Evans to experience the best of northern Colorado. Residents have access to over 300 acres of parks and open space with several hiking and biking trails along the river and within town. It is in close proximity to the cities of Loveland and Fort Collins and outstanding recreational areas in the Rocky Mountains. Within an hour drive is Denver International Airport and the Denver-Boulder metro area.

District Services

The District provides services from the centrally located station on 37th Street, where two engine companies are staffed by six on-duty firefighters. One of the on-duty engine companies cross-staffs a light EMS response vehicle. Currently, there are 15 full-time firefighters, 2 part-time firefighters, and 3 company officers. The administrative staff,

consisting of the Fire Chief, an Administrative Officer, and the Business Manager, are also located at Station 2.

The District responds to over 2,000 incidents each year with two-thirds of those related to medical emergencies. The District participates in automatic -aid agreements with Platte Valley FPD and LaSalle FPD. It also participates in the Weld County master mutual-aid system, which includes the City of Greeley Fire Department. The current ISO rating is 3/3X.

In addition to structure fire protection, the District provides first response emergency medical services at the BLS level. Paramedic ambulance service is provided under contract by UC Health.

The District provides the normal range of rescue, wildland, fire prevention, and training services. Special operations such as HazMat and Water/Dive Rescue teams are in conjunction with neighboring districts.



A training center includes a two-story live fire building along with propane and vehicle fire props. Dispatch and communications services are provided by the Weld County Regional Communications Center which serves fire, law enforcement, and ambulance agencies in the County.

The apparatus fleet update was completed in 2019. The oldest apparatus, a 2001 American LaFrance Pumper, was moved to reserve status with the delivery in March 2019 of a new Rosenbauer Pumper. Our fleet also includes a 2013 Rosenbauer 78' Quint, a 2014 Rosenbauer Pumper, and a 2016 Ford F-550 outfitted for wildland and medical responses.

The District has a balanced operating budget with \$4,524,189 in anticipated revenue for 2020. The



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largest contributor to District revenue is Property Tax. The second largest revenue source is a contribution from the City of Evans in accordance with the Service Plan and Inter-Governmental Agreement. Due to a significant increase in Oil & Gas Property Taxes in 2019, the District was able to establish an investment account with COLOTRUST to hold reserve funds. Because of the volatility of Oil & Gas revenue these funds will continue to be transferred to the strategic reserve.



The Position

The Fire Chief serves as the District’s Chief Executive Officer responsible for all district operations and administrative functions. This requires frequent interaction with the City of Evans, as well as Weld County. The Chief reports directly to, and works under the policy direction of, the District’s Board of Directors. The Chief is an integral part of the City’s emergency preparedness efforts. The District Board has come to expect a high level of administrative capability on the part of the Chief in managing the District and its relationship with the City.

The Chief directly supervises four Captains; one on each of three shifts and the Administrative Captain, as well as the Business Manager. While the Chief does not respond to routine single company incidents nor serve as a line firefighter or company officer, he or she does respond to multi-company incidents and serves as an incident commander in accordance with District command procedures.

At this time there is no Assistant Chief position, therefore, the Chief is actively involved in managing the day-to-day operations of the District.

The Chief is the District’s Fire Code Official and is an active member of the City’s development review team. The Chief also serves within the command structure of regional incidents and works closely with the Fire Chiefs of neighboring fire, EMS, and emergency management agencies. The Chief also

serves as the City’s incident commander for cross-discipline disasters beyond fires.

The Ideal Candidate

The District is seeking an accomplished fire service professional with a demonstrated record of applying well-developed executive leadership skills to a wide variety of fire and public safety issues. The ideal candidate will be a visionary leader who is confident in his or her skills, open minded, and comfortable with managing change. He or she must have strong personal values that are consistent with the values of the District.

The Chief must be committed to developing the organization and all its members and able to function as a mentor and coach. He or she must be personable and approachable by employees, the Board, City staff, and the public. The Chief must be able to educate and guide the Board in a wide variety of service and policy issues.

While the Chief must have a strong operational focus, he or she must understand the relationship between political leadership, policy development, and operational execution. The Chief must be an excellent communicator and listener with superior oral and written communication skills. He or she must be able to continue to enhance the relationship between the City and the District and be a champion of this relationship. He or she must be able to apply best public administration practices, perform program analysis, and use appropriate data in making decisions.





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The ideal candidate will have superior financial, budget, human resource, and planning skills, and be able to demonstrate a positive return-on-investment of the public funds entrusted to the District. He or she must be a decisive decision-maker who takes into consideration the input of all stakeholders.

The Chief must be committed to cooperation with neighboring fire agencies, and be able to take advantage of future opportunities for higher levels of regional cooperation, including shared services, contracting for services, and possibly consolidation. He or she must be able to seek out and implement innovative solutions to current and future problems.

Challenges & Opportunities

Area Growth with Limited Resources: The City of Evans has been experiencing unprecedented growth in residential developments but only a moderate increase in commercial development. As this growth continues to expand to the west the District must plan to meet the needs of citizens in these newly established neighborhoods, while also planning for the negative revenue impacts of the Gallagher/TABOR conflict.

The District has one of the highest property tax rates in the state. The Chief is expected to efficiently manage District resources to address the westward expansion of the City without a corresponding or sufficient funding stream to address public safety needs. This may include securing alternative funding sources and grants.

In recent years, the District received a significant increase in revenues from Oil & Gas. These funds were placed in an investment account allowing for a substantial reserve fund that may help offset potential revenue losses with the unknown effects of the Gallagher amendment. While building this fund the District was also able to make necessary improvements and repairs to facilities and apparatus which will allow us to enter a potentially very challenging two year budget cycle with no unresolved equipment issues, a competitive compensation package, and reserve funds that could offset the potential revenue losses.

Additionally, the Chief will be expected to determine how the District should be structured in the future, considering how an organization of this size will be able to continue to flourish in the broader climate of mergers and aggregation.

UC Health Partnership: In early 2019 the District entered into a partnership with UC Health to provide ambulance services throughout the District. This involved a minor renovation to Station 2 to accommodate housing the paramedic crews and ambulance. This new alliance not only provides better ambulance coverage for the District but allows Evans and UCH crews to form a more cohesive team to better serve the citizens. This relationship must be monitored and maintained.



Additionally, UCH is developing a Community Paramedicine Program to better assist at-risk citizens. The Chief is expected to be knowledgeable in this area and provide direction to best serve the citizens of the District.

Flat Organizational Structure: Due to a flat organizational structure, the Fire Chief is expected to assume a prominent role throughout the organization from executive leadership to operational field tasks. Additionally, the Chief will be expected to bring new perspectives and energy to Fire Prevention and Community Risk Reduction functions while continuing the progress made in plan review, inspections and code enforcement, and fire investigations. The Chief must be able to function in all these roles while promoting opportunities to train and mentor staff in developing their knowledge and skills.



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Relationship with the City of Evans: The current relationship with the City of Evans is a cornerstone of the success of the District. The Board, City staff, and District staff know that as time goes by this relationship may drift. The Chief will be expected to be aggressive in maintaining and growing this relationship.

Interagency relationships: Providing adequate services to the citizens of the District requires a high degree of cooperation with neighboring fire agencies. We have developed strong relationships with our auto and mutual aid partners who are open to nontraditional approaches to service delivery, a coordinated approach to capital acquisitions, and a willingness to share resources. These relationships may vary over time and require constant effort to maintain. The Board expects that the Chief will enhance existing relationships and build new ones.



Relationship between Board and Members: Since the formation of the District, the Board of Directors has prided itself on the relationship it maintains with the firefighters. This mutually respectful relationship is evident in the culture and attitude of the District's firefighters and their commitment to do what is right for the citizens. Additionally, the Board has adopted a fiscally responsible philosophy which District staff has embraced and implements in conducting daily business. The Board of Directors provides direction through broad ideas, placing a high level of trust in the Fire Chief and staff to execute projects.

Experience, Education & Training

The Chief will be expected to bring a superior combination of experience, education, and training to the challenges and opportunities of the District. The District will consider any combination of experience, education and training that demonstrates a candidate's ability to meet the essential functions of the job description. A summary of minimum qualifications required to be considered for the position are listed below. See job description for detailed information.

- A Bachelor's degree from an accredited institution in fire science, public administration, management, business, political science or other related field.
- Fifteen years of increasingly responsible command and management experience responsible for managing multiple fire companies, fire stations, and functions.
- Demonstrated experience in managing a budget, preferably in excess of \$4.5 million.
- Demonstrated experience in securing grants or alternative funding.
- Demonstrated experience in managing a relationship with an elected Board of Directors, City Council, or similar body.
- Skill in program development, management, and analysis.
- Incident command experience of multi-company and multi-discipline incidents.
- EMT and CPR certifications.
- Demonstrated record of professional development in executive roles, including completion, or current participation in the National Fire Academy, Executive Fire Officer Program, Center for Public Safety Excellence Chief Fire Officer Designee, Fire Officer III, or similar professional development program is desired.



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Compensation & Benefits

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- Medical, Dental, Vision, Life, and Disability Insurance
- Colorado Fire and Police Pension Association defined benefit plan (District 8.5%, Employee 11.5%)
- 3% District contribution to deferred contribution plan with up to 6% additional District match
- Vacation: up to 16 hours of vacation accrual per month— dependent on years of service
- Sick leave: 8 hours of health leave accrual per month
- Holidays: 11 paid holidays per year
- Relocation assistance subject to negotiation
- Salary subject to negotiation, dependent on qualifications and experience



Application Process

Applications should be submitted through the District website—www.evansfiredistrict.org. The following are projected dates and are subject to change.

Recruitment Timeline:

November 16 through January 15: Applications accepted

January 25: Board of Directors develops candidate list for assessment center

Week of February 15: Assessment center for approved candidates

February 22: Board of Directors develops final candidate list

April 18-19: Final candidates attend Community Meeting, Final Interviews

May 24: Change of Command

EQUAL OPPORTUNITY EMPLOYER