



CITY OF
LINCOLN
NEBRASKA



FIRE CHIEF

\$126,972 - \$175,155

Plus Excellent Benefits

Apply by

February 23, 2020
(First Review, Open Until Filled)

PROTHMAN

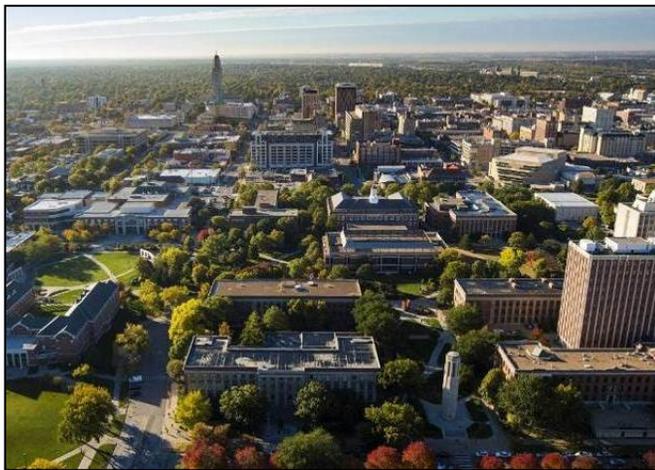


WHY APPLY?



As the capital and higher education center of the state, Lincoln is a livable city with a diverse economy. The largest employers include state government,

the University of Nebraska, Kawasaki Manufacturing, Bryan Health, St. Elizabeth Medical Center/CHI, Duncan Aviation, and smaller businesses in printing, insurance, and pharmaceutical manufacturing. The university is a great addition to the landscape and the economy, adding 25,000 students and a healthy set of college-town amenities. With immense support from the community, this is an excellent and exciting opportunity for a progressive and innovative fire service professional to lead a well-established, high functioning fire department into the future.



THE COMMUNITY

Lincoln is the capital of the state of Nebraska with a population of nearly 275,000. The city has a historic and vibrant downtown core with numerous offices and residential buildings and is the home of the University of Nebraska. The recently completed Pinnacle Bank Arena is the premier site of many sports and entertainment events located in the Historic Haymarket section of downtown Lincoln. The downtown area offers a wide variety of eating establishments and energetic night life in The Railyard on Canopy street, which is Lincoln's premier entertainment district. This vibrant venue features 13+ restaurants & bars, live entertainment, a public market, and THE CUBE.

Lincoln boasts 125 city parks, 9 recreation centers, 10 public swimming pools, 5 public golf courses and over 131 miles of hard surface and crushed rock trails. Being outdoors is a fundamental part of life in Lincoln! Spectator sports include USHL Tier 1 hockey, minor league baseball, area high school and college sports and, of course, the University of Nebraska Cornhuskers!

The City of Lincoln encompasses about 11% of the land mass but about 90% of the population of Lancaster County. The region offers a diverse blend of residential, commercial, industrial, and government properties. The Lied Center for Performing Arts anchors the cultural entertainment for the City. As a community, Lincoln residents strongly support their local government services. The City operates within a strong mayor-council form of municipal government.

The Lincoln Public School system is one of the premier school districts in the Midwest. It is the second largest public-school system in Nebraska, serving over 39,000 students at 38 elementary schools, 11 middle schools and 6 high schools. In addition, Lincoln has 5 parochial and private school systems. Lincoln is experiencing an influx of skilled young talent. More secondary education students are staying in Lincoln post-graduation to begin their careers and families due to the array of opportunities in Lincoln and the comfortable quality of life.



THE CITY

The City of Lincoln operates under the "Mayor-Council" form of government. The Lincoln City Council is comprised of seven elected officials, each serving four-year terms. Four Council members each represent a district, and three are elected at large. Mayor Leirion Gaylor Baird was elected in May 2019. She earned a B.A. in history from Yale University and a master's degree in comparative social policy from Oxford University. Prior to serving on City Council, Mayor Baird was also a member of the Lincoln/Lancaster County Planning Commission. The city employs roughly 2,200 FTEs and has a total operating budget of \$460,082,742 for 2019-2020.

Lincoln is a full-service city. City departments include Building & Safety, the City Attorney's Office, Finance, Fire & Police, Health, Human Resources, Libraries, Parks & Recreation, Planning, Transportation and Utilities, and Urban Development. The City of Lincoln proudly maintains a "AAA" bond rating on the City's General Obligation bonds by both Standard & Poor's Ratings Services (S&P) and Moody's Investors Service. The City has maintained these ratings for almost two decades.



THE DEPARTMENT & POSITION

Lincoln Fire & Rescue (LF&R) provides first tier emergency response to incidents involving fire, emergency medical services, motor vehicle accidents, hazardous materials, rescue services, and fulfills other requests for service as well. Lincoln Fire & Rescue is proud to be one of only 258 internationally accredited fire agencies through the CPSE. The Department also is one of the longest continuously accredited agencies since the inception of fire agency accreditation.

Operating on a 2019/2020 budget of \$42,570,612, Lincoln Fire & Rescue maintains an allocated force of over 307 FTE's, including 300 personnel within the emergency services division, of whom, approximately 80 are system certified paramedics. Services are provided by 15 fire stations with a 16th fire station under construction, 14 engine companies, 4 truck companies, and 7 paramedic units. The Department responds to nearly 35,000 calls annually. Of these calls, approximately 77% are EMS based, 11% fire based, 6% MVA's, 4% hazardous materials, and 2% other.

The Department is primarily funded by the City of Lincoln's general fund, which is predominately made up from a mix of property tax and sales tax. Unique to LF&R, the emergency medical transport service has been 100% funded by user fees and operated as an enterprise fund for more than 17 years. As a sponsoring agency for Nebraska Task Force 1 (FEMA US&R Task Force), the Department also provides administrative, operational, and logistical coordination of the team through a reoccurring federal grant maintained separate from the general fund.

The Fire Chief is responsible for developing, implementing, and monitoring the effectiveness of departmental programs, policies and procedures. The Chief supervises and directs departmental operations regarding fire suppression, emergency medical services, ambulance services, fire safety, communications, and equipment maintenance, and enforces provisions of the Uniform Fire Code, state fire codes and related laws and regulations. The Chief also develops, implements and monitors the departmental budget, reviews departmental training programs, and confers with other municipal departments, state fire officials, public officials and the general public concerning emergency medical services, fire suppression and fire safety related topics.

General administrative direction is received from the Mayor, with work being reviewed in the form of the total effectiveness of fire suppression, emergency medical services, ambulance services and fire safety programs within the community as well as compliance with those requirements.

OPPORTUNITIES & CHALLENGES

Leadership: The new Chief will be a strategic thinker and collaborative at all levels of the organization. Working with both elected and appointed city leaders to define solutions to future city-wide issues such as a providing services to a growing population, an expanding city and the long-term impacts of climate change. The new Chief will balance being an advocate for the overall needs of the city with those of the fire department; ensuring that critical fire department issues such as administrative support, employee health and wellness, operational needs and budgetary requests are clearly articulated.



Emergency Medical Services: Lincoln Fire and Rescue is a provider of both Basic and Advanced Life Support Services and enjoys a very high cardiac arrest survival rate. This program is currently being challenged by a shortage of qualified paramedics applicants. In addition, the program funding is a 100% fee-based and there are concerns regarding long term financial viability of the system. The new Fire Chief should be well versed in the innovative management of advanced life support programs in an effort achieve long term success while retaining the current funding model.

Facilities and Equipment: The city has recently made several long overdue apparatus purchases to upgrade an aging fleet. Likewise, the city has completed construction of two new stations and has plans for others as new areas are annexed into the city. It is also initiating a facilities study in an effort to upgrade existing stations to modern standards and current needs. While these efforts have helped in the short term, the new Fire Chief will have to assist in developing long term funding solutions to maintain both fleet and facilities and ensuring continued progress in these areas.

Labor Management Relations: The current Fire Chief has fostered a collaborative relationship with labor that has greatly increased the level of trust during his tenure. The new Fire Chief will need to continue this relationship with open, honest communication that builds on trust and the existing relationship. Keeping Union leadership informed and seeking input prior to the implementation of major initiatives has gone a long way towards building this relationship. The Union is ready and willing to help move the department forward with a Fire Chief that respects their role and sees them as a partner in achieving success.

Continuous Improvement: The department has adopted an evidence and data-based approach to problem solving and providing service. Engagement and education are a key component to achieving fire departments goals and garnering support from both the community and elected officials. The new Fire Chief will need to be able to use data in their day to day management and long-term planning. The development and communication of evidence-based solutions will be critical to implementing change for both internal staff and outside stakeholders.

IDEAL CANDIDATE

Education and Experience:

Graduation from an accredited four-year college or university with a degree in fire science, business or public administration or related field; plus ten years of experience in fire department operations which includes the areas of fire suppression, rescue, fire investigations or emergency medical services; or any equivalent combination of training and experience that provides the desirable knowledge, abilities and skills.

Necessary Knowledge, Skills and Abilities:

- Experience as a Chief Officer in a similar sized (or larger) fire department with a history of progressive and proactive program development.
- Experience working with a City Council or Board of Directors to build achievable goals that will take the agency to the next level of service.
- Political acumen and sensitivity to be effective within a broad range of interests.
- Candidates must understand their role as the Chief Executive Officer and balance their position as an ‘employee’ of the Mayor/Council with that of being the ‘head coach’ for the staff and the ‘advocate/liaison’ to the community.
- Excellent executive leadership skills and a comprehensive knowledge of all facets of the fire service and EMS, especially the management of Advanced Life Support programs.
- The ability to ensure future focused strategic planning is in place through the utilization of data driven decisions and industry best practices.
- Continued use of the Accreditation process, through the Commission on Fire Accreditation International, as a keystone of achieving excellent outcomes through thoughtful process and industry best practice
- Strong financial acumen and solid experience in budgeting and long-range financial planning.

- Exceptional written and oral communication skills which will be used to clearly communicate the policies and strategic vision to staff and citizens in a clear and concise manner.
- The ideal candidate will lead by example setting the standard for all members and must have a strong and confident presence, be a good listener, be accessible, and understand the importance of maintaining close and consistent communication with staff.
- A track record for delivering results, building accountability for staff at all levels and creating a positive working environment characterized by teamwork and innovation.
- The ability to communicate with community members on a timely basis regarding the mission, needs and goals of the organization.

COMPENSATION & BENEFITS

- **\$126,972 - \$175,155 DOQ**
- Medical, Dental and Optional Vision Coverage
- Life Insurance - \$70,000
- Long Term Disability
- 160 Hours Vacation Annually
- Paid Holidays & Sick Leave
- Defined Contribution Retirement Plan (6% employer match)
- VEBA Trust Post Employment Health Plan

Please Visit:
www.lincoln.ne.gov



The City of Lincoln is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **February 23, 2020** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To apply online, go to **www.prothman.com** and click on "submit your application" and follow the directions provided. Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



www.prothman.com

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