



Colorado

**FIRE CHIEF**

**UP TO \$141,962 DOEQ**

*Plus Excellent Benefits*

Apply by  
**October 25, 2020**  
*(open until filled)*

**PROTHMAN**



**WHY APPLY?**



Headquartered in the Town of Monument, Colorado, within El Paso County, the Tri-Lakes Monument Fire Protection District (TLMFPD) is conveniently located in the heart of the Pikes

Peak region with easy access to the large metropolitan cities of Colorado Springs and Denver. TLMFPD is a career fire department that provides fire, rescue, and emergency medical services to the Tri-Lakes and Monument regions of northern El Paso County, Colorado.

This is an excellent opportunity for an experienced fire professional to lead a collaborative department and to make a difference in an active and fast-growing community. If you are forward thinking, looking for a challenging and rewarding career opportunity while helping others, and love the great outdoors, this is the position for you!

**THE COMMUNITY**

The Tri-Lakes region gets its name from three beautiful lakes including Monument Lake in Monument, Palmer Lake in Palmer Lake, and Lake Woodmoor in Woodmoor. The region also includes the adjacent communities of Gleneagle, Larkspur, and Black Forest. Mount Herman and Monument Lake provide the region's 41,000 residents with stunning backdrops and ample opportunities for outstanding running, hiking, and mountain biking trails. The Tri-Lakes region boasts clean air, abundant water sources, and an average of 300 days of sunshine per year. Also, an array of state parks and Colorado's most famous 14,000-foot mountain, Pikes Peak, are all located within an hour drive.



The Tri-Lakes region is a fast-growing, forward-looking, and highly desirable place to live. The community's small-town charm and relaxed mountain town feel provides an excellent quality of life with historic downtowns, an exceptional school district, convenient shopping areas, and regular community events.

For those looking to explore beyond the Tri-Lakes and Monument region, the Front Range provides open space used for hunting, fishing, camping, mountain biking, climbing, hiking, and more. Residents also enjoy Division I athletics at the United States Air Force Academy and Colorado College, local rodeos, scenic golf courses, events at the 5-star Broadmoor Hotel and the Broadmoor World Arena, minor league baseball, and a full array of professional sports located just an hour north in Denver. Monument is also only a two-hour drive to Summit and Eagle counties, which are home to some of the top alpine skiing and snowboarding in the world.

**THE DISTRICT**

The Tri-Lakes Monument Fire Protection District serves approximately 41,000 residents within a 52.1 square mile area. The boundaries of the District are roughly Baptist Rd and the Air Force Academy on the south, the Pike National Forest on the west, County Line Rd on the north and Black Forest Rd on the east, and includes a significant wildland/urban interface component. The District also protects 5 miles of I-25, a main travel route between Denver and Colorado Springs.

Tri-Lakes Monument Fire Protection District is a highly trained career fire protection district that is overseen by a 7-person Board of Directors who are elected to staggered 4-year terms.



With a 2020 annual budget of \$11,328,832, the District's 51 FTEs operate four divisions: Administration, Operations, Logistics, and Community Risk. All three of the Department's stations are staffed 24/7 with shift members operating on a 48/96 schedule. In 2019 the District responded to 3010 emergency incidents with approximately 67% being EMS related incidents. Unlike the majority of El Paso County, TLMFPD provides ALS ambulance transport service. The TLMFPD also has extensive mutual aid with surrounding districts guaranteeing a quick emergency response, including providing mutual aid beyond the western boundaries of the District to the Pike National Forest. The District's fleet is comprised of 3 engines, 1 tower ladder, 4 ambulances, 3 brush trucks, 6 command vehicles, 1 Snowcat, and 1 ATV. The TLMFPD also offers a variety of services to its residents such as structural fire protection plan reviews, property wildfire mitigation inspections, smoke detector replacement, block party visits, car seat checks, free blood pressure checks, senior safety assessments, CPR classes and community event participation.



**THE POSITION**

The new fire chief will be responsible for developing strategy and vision in line with the organization's mission. The chief also develops, implements, and monitors the departmental budget, confers, and coordinates with other agencies, partners, state fire officials, public officials and the general public concerning emergency medical services, fire suppression and fire safety related topics. The chief supervises and directs all departmental operations including fire suppression (structural and wildland), emergency medical services, training programs, fire safety, community risk, communications, and equipment maintenance, and enforces fire codes and related laws and regulations. The new chief will be responsible for developing, implementing, and monitoring the effectiveness of departmental programs, policies, and procedures.

**OPPORTUNITIES & CHALLENGES**

**Growth**

Tri-Lakes Monument is ideally situated between Colorado Springs and Denver. The District is currently experiencing population growth and the increasing challenges that a growing and diverse environment bring. The new fire chief will have the support of the Board in addressing challenges such as the addition of personnel, new/improved facilities, and other operational improvements based on the expanding needs of the District to serve its citizens.

**Financial Management**

The District is in a stable financial position and has enjoyed community support in achieving that status through both excellent management and public support of local tax initiatives. The new fire chief should have excellent financial management skills and the ability to understand Colorado's taxing structure and its impact on Fire District funding (i.e. Gallagher and TABOR Amendments). The new chief will work with the Board to develop funding solutions for such items as new fire stations, training facilities, and other capital needs.

**Strategic Planning**

The District had a Master Plan completed in 2018 and would like to translate that to a more specific Strategic Plan. The growth of the District will require the new fire chief to have the ability to work with the Board, administrative and operational staff, and the public to craft a shared strategic vision to take the District forward in a progressive manner. Planning efforts should include community risk evaluation, regional collaboration and consolidation, staff development, and succession planning.

**Leadership**

The new chief will have the opportunity to guide a strong organization and provide the leadership needed for TLMFPD to continue excelling. The foundation is in place to continue building the organization not only in size, but organizationally through policy development, mentoring of personnel, and developing a more structured operating environment. Supported by a solid financial base, a collaborative labor/management relationship, and a supportive Board, the pieces are in place for the next chief to be successful.

**Communications**

The fire chief will have a proactive presence in the community as the face of the Fire District. Educating the community about the growing district, future funding needs, and the District’s responsible approach to spending are all critical pieces to garner future support that will enable future growth. In addition, the new chief will need to communicate with experienced internal administrative and operational staff in a manner that builds a team operating from a shared vision, with self-discipline, accountability, and professionalism as hallmarks for a growing organization.

**IDEAL CANDIDATE**

**Education and Experience:**

- A bachelor’s degree in fire science, business management, public administration, or other applicable field from a regionally accredited college or university is required.
- A master’s degree, National Fire Academy Executive Fire Officer and Center of Public Safety Excellence Chief Fire Officer credential is preferred.
- A strong combination of experience and training which provides the requisite scope of knowledge, skills, and abilities necessary to perform the work.
- Progressively responsible full-time fire service experience with at least 7-10 years as a chief fire officer.
- Hold ICS-100, 200, 300, 400, IS-700, IS-800.
- Eligible for a Colorado Driver’s License.



**Necessary Knowledge, Skills and Abilities:**

- Experience as a chief officer in a similar sized (or larger) fire department with a documented history of progressive leadership in both administration and operations.
- Excellent executive leadership skills, political acumen, and sensitivity to be effective within a broad range of interests both internal and external to the organization.
- The ability to lead an organization of both sworn and civilian personnel, and the ability to provide the necessary training, support, and motivation to form a successful team for the greater good of all involved.
- The ability to understand the chief’s role in interacting with the Board, staff, and community.
- The ability to ensure future focused strategic planning is in place through the utilization of data driven decisions and industry best practices.
- The ability to mentor and prepare members of the department for future leadership roles.
- Exceptional written and oral communication skills which will be used to clearly communicate policies and strategic vision to staff and citizens in a clear and concise manner.
- Extensive knowledge in provision of all modern fire, rescue, and emergency medical services including fire suppression, rescue and extrication, emergency medical service, hazardous materials response, and all hazards disaster response.
- Knowledge of fire codes, fire investigation, fire code enforcement, and public education.
- Working knowledge and comfort with contemporary business and public safety technology solutions.
- A good understanding of employment law within the State of Colorado.
- A comprehensive knowledge of all facets of fire and emergency medical services, including the management of advanced life support programs and fire department-based transport services.
- Strong financial acumen and solid experience in budgeting and long-range financial planning.
- The ability to lead by example, setting the standard for all members
- Possess a strong and confident presence, be a good listener, be accessible, and understand the importance of maintaining close and consistent communication with career members.
- A track record for delivering results, building accountability for staff at all levels, and creating a positive working environment characterized by teamwork and innovation.

- A collaborative mindset and experience in labor/management relations.
- The ability to communicate with community members on a timely basis regarding the mission, needs and goals of the organization.



## COMPENSATION & BENEFITS

- **Up to \$141,962 DOEQ**
- District provided medical plan with employee contribution of 4%
- Participation in Colorado Fire/Police Pension Association
- Death and Disability insurance
- District provided dental plan, flexible savings,
- 11 paid holidays
- 156 hours PTO
- District provided vehicle and cellphone

**Please visit:  
[www.tlmfire.org](http://www.tlmfire.org)**

The Tri-Lakes Monument Fire Protection District is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 25, 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](http://www.prothman.com) and click on "**Open Recruitments**", select "**Tri-Lakes Monument Fire Protection District, CO – Fire Chief**", and click "**Apply Online**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



[www.prothman.com](http://www.prothman.com)

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