



Colorado

## FIRE CHIEF

**\$170,000 - \$190,000**

*Plus Excellent Benefits*

Apply by  
**July 6, 2021**  
*(open until filled)*

**PROTHMAN**



## LOVELAND, COLORADO



Loveland Fire Rescue Authority (LFRA) is a consolidated fire protection and emergency service agency specializing in fire and rescue related services to protect the life and property of their surrounding communities. Nestled in a lush valley at the entrance to the Big Thompson Canyon, Loveland, Colorado, is known as the “gateway to the Rockies” and is conveniently located just 35 minutes east of the Rocky Mountain National Park, just 45 minutes north of Denver and world class ski resorts, and 45 minutes south of Wyoming. One of two incorporated cities within Larimer County, Loveland and its’ surrounding communities enjoy over 300 days of sunshine with warm summers and snowy winters, making the area an outdoor paradise with an abundance of both indoor and outdoor activities.

Residents and visitors are surrounded with over 5,000 acres of open space and natural areas, available for scenic views, camping, mountain biking, hiking, horseback riding, motorized off roading, and winter snowmobiling. The area has a multitude of scenic lakes, rivers, and streams available for swimming, water skiing and boarding, rafting, boating, and fishing. Loveland boasts 35 parks with picnic tables and BBQ pavilions, 27 playgrounds, and numerous sporting fields from soccer fields and basketball courts to skate parks.

Loveland has been a mecca for artists and the city’s affection for art is scattered around the community. With more than 200 sculptures, three annual art shows, two foundries, and two sculpture parks, it is clear that art is appreciated around every corner. Anyone can enjoy the arts through visiting local art shows, museums, galleries, and the theater, or visiting the Benson Sculpture Garden where over 154 eclectic sculptures can be found.

Loveland hosts several signature events annually that bring the local communities together, such as Sculpture in the Park, the largest outdoor sculpture show in the U.S., The Corn Roast Festival, Winter Wonderlights and the Sweetheart Festival, which pays homage to Loveland’s nickname, “The Sweetheart City” due to its’ world-famous 73-year Valentine Remaining Program.

As well, the Ranch Event Complex has become an entertainment hub to the northern Colorado area for a variety of indoor and outdoor local and international traveling events. The outdoor area is used for car shows, festivals, and concerts, while the Budweiser Events Center at the Ranch is an indoor, 7,200 seat venue that can host anything from rodeos, to concerts, to any sporting event such as basketball, and hockey; home to the Colorado Eagles of the American Hockey League.



Thompson School District (TSD) serves approximately 15,000 students from the area; Pre-K through 12<sup>th</sup> grade with 13 school-based preschool programs, a dedicated preschool building, one K-8 building, 18 elementary schools, five middle, five high schools, two charter schools, and one career campus. Loveland is conveniently located in a triangle of continuing education opportunities at three nearby universities: University of Colorado, University of Northern Colorado, and Colorado State University. Front Range and Aims Community Colleges also help to provide an outstanding post-secondary education.

## THE AUTHORITY

Established in 2012 as an intergovernmental agreement between the City of Loveland and the Loveland Rural Fire Protection District, LFRA is governed by a five-member board consisting of two City of Loveland Council Members, the City of Loveland City Manager, and two members of the Loveland Rural Fire Protection District. Covering a total of 190 square miles, LFRA’s service area encompasses the urban city of Loveland, and portions of the suburban and rural communities of Drake, Masonville, Kellum, and the Town of Johnstown. Together, the region has a combined population of nearly 106,000 residents.

LFRA is a combination department; utilizing both career and volunteer firefighters, and is organized into three divisions, each lead by a division chief. Divisions include Administration, Community Safety, and Operations. Operating on a total budget of approximately 22 million including a general fund of 18.5 million and a total of 128 staff members, LFRA is comprised of 107 career members, and 20 volunteer members. To date, 101 members of the workforce are sworn firefighters. LFRA operates a three-platoon system working a 48-hour shift with 96-hours off.

LFRA functions out of six fire stations that are staffed 24/7, plus two volunteer stations located in the Big Thompson Canyon and the Storm Mountain Community that are staffed by volunteer firefighters. LFRA also has a station located at the Northern Colorado Regional Airport that is staffed 40 hours per week by a dedicated Aircraft Rescue and Firefighting (ARFF) Engineer, with additional coverage provided on an as-needed basis for aircraft flight and stand-by services. LFRA will soon be breaking ground on fire station 10, on the east side of I-25.

## THE POSITION

Under the direction of the Board of Directors, the Fire Chief is the senior command position with overall responsibility for the direction and management of LFRA. The Fire Chief works closely and collaboratively with the Board, City Council, and the Rural District Board in assuring adequate fire protection, rescue, and life safety services to all citizens in the LFRA service area.



The Fire Chief manages the enforcement of fire ordinances, laws, and codes, and oversees each division and manages all career and volunteer personnel activities and operations including administration, fire prevention, public education, fire-fighting, emergency medical services, emergency management and technical rescue, and hazardous-material response.

For a full job description and to view all of the essential functions of this position, please view the attachment found [here](#).

## IDEAL CANDIDATE

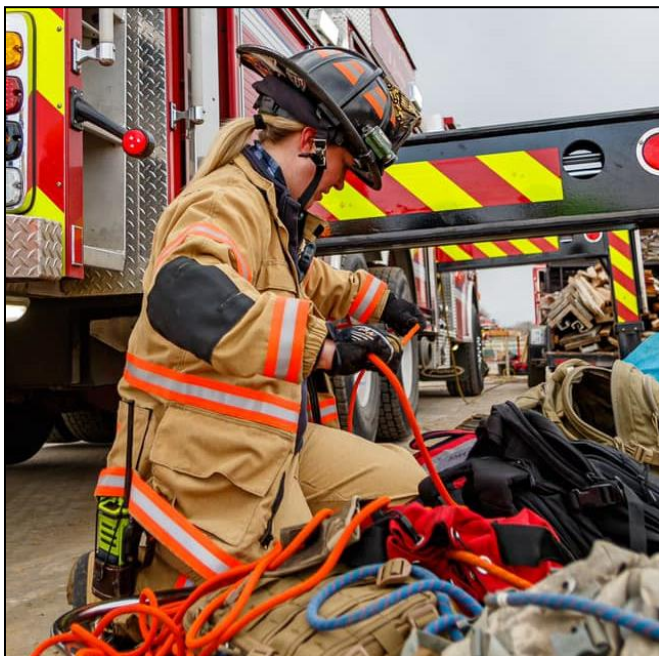
**Internal & External Stakeholders:** LFRA is a fire authority model under Colorado law. The new Chief must have experience interacting with multiple boards as opposed to managing an agency with a single governing body. The ideal candidate will nurture and promote regional collaboration with other response partners and stakeholders, including Thompson Valley EMS, the City of Loveland, the Town of Johnstown, and Larimer County. The new Chief should be comfortable engaging in public and civic organizations and as a valued executive team member of the City of Loveland.

**Leadership & Team Management:** The new Chief will be a leader that can make tough decisions and be able to focus on the 'bigger issues', while still trusting the administrative staff and fire officers to make decisions within their area of responsibility. A significant amount of support services is managed at the fire station level and impacts training activities of line personnel due to call volume. The work has become a primary duty rather than a collateral duty over time and needs to be addressed.

The new Chief will be a strong advocate for the needs of the agency and its personnel regarding work environment, labor relations, and the physical needs of all team members. The Chief will be an active mentor and assist with professional development of all staff, at all levels, as future success lies in formal education, certifications, establishing a system for standardized testing and promotion, and safety initiatives as a core tenant for the work environment (Colorado Senate Bill 25). LFRA is a progressive agency and is constantly looking to improve the level of service.

**Business & Financial Acumen:** LFRA has been financially challenged for many years, and currently receives funding from two sources; the City of Loveland and the Rural Fire District. The new Chief will have a strong business acumen, look at all funding options, and have the ability and confidence to advocate for necessary changes to put LFRA in a stronger, more sustainable financial position. This includes the prioritization of dedicated funding specific to competitive, comparable, and equitable pay for all positions, as well as infrastructure needs. The ideal candidate will have experience in budgeting, grant processes, and strategic plan development. The new Chief will need to have the necessary skills to align stakeholders and develop a funding strategy to accomplish all goals, while also being able to balance potential political issues that arise with fiscal challenges.

**Labor Relations:** The ideal candidate will have demonstrated experience with positive labor relations and use IAFF Local 3566 as a partner when considering major pay and benefit policy decisions or new firefighter safety initiatives. It is preferred that the selected candidate will have experience working in a unionized work environment with a collective bargaining agreement and will facilitate open and transparent discussions regarding pay benefits and unaddressed firefighter safety concerns with the Executive Board on a regular basis. There is currently not a collective bargaining agreement in place. It is preferred that the new Chief will have experience in labor relations to include drafting agreements and MOU's.



**Communication:** The ideal candidate will utilize clear and concise communication with all personnel and will place a high priority on developing trust amongst the members, labor leadership, the Board of Directors and the greater community that includes the citizens, patrons and LFRA partners. The new Fire Chief will have the experience to evaluate the organization and then develop and articulate a strategic vision for the organizations' future. The Chief will also learn the existing culture of the organization and continue positive support and communication. The Cultural Framework of LFRA, The LFRA Way, can be viewed at [www.lfra.org](http://www.lfra.org).



## EDUCATION AND EXPERIENCE

A bachelor's degree from an accredited college or university in fire service, fire management, public administration, or a related field (equivalent combinations of education and experience may substitute for education on a year-for-year basis), ten (10) years of increasingly responsible command and supervisory experience in an organized fire department and/or authority, and five (5) years of supervisory experience in a chief officer rank or executive role is required.

Candidates must have State or national fire officer certifications; National Fire Academy Executive Officer Program (EFO) Graduate or enrolled with a specified completion date; Chief Fire Officer Designation (CFOD) or in process of obtaining; or have similar applicable certifications. Candidates must also have completed ICS 100, 200, 300, 400, and 700, and have a valid Driver's License with a safe driving record.

Prior experience as Chief of a comparable or larger department, experience with mergers, consolidations, and special districts, experience managing a unionized environment, and experience in collective bargaining are all highly desired. Experience managing and leading an accredited fire department through reaccreditation with the Commission of Accreditation International (CFAI) is desired.

## COMPENSATION & BENEFITS

- **\$170,000 - \$190,000 DOQ**
- Medical Insurance: Four (4) medical options available through Colorado Employers Benefits Trust (CEBT)/United Healthcare.
- Dental and Vision Insurance.
- Retirement: Defined contribution plan through ICMA-RC and optional 457 plan; in addition, LFRA offers sworn employees up to a 15% match.
- Life and Accidental Death & Dismemberment Insurance: Up to 1.5 times annual salary (voluntary Supplemental Life Insurance for employees and eligible dependents).
- Mental Well-Being: Staff Psychologist, Peer Support Team, and Employee Assistance Programs.
- Leave Programs: Vacation, medical, holiday, bereavement, and more.
- Disability Leave: Short- and Long-term disability plans
- Other Benefits: Flexible spending plans, tuition reimbursement, travel assistance, Chilson Recreation Center discount.

For detailed benefits information please see to the [2021 Benefits Guide](#).

**For more information on LFRA,  
please visit:  
[www.lfra.org](http://www.lfra.org)**



The Loveland Fire Rescue Authority is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **July 6, 2021** (first review, open until filled). Applications, supplemental questions, resumes, and cover letters will only be accepted electronically, and can be uploaded once logged in. **To apply:** go to [www.prothman.com](http://www.prothman.com), click on “Open Recruitments” select “Loveland Fire Rescue Authority (LFRA), CO – Fire Chief” and click “Apply Online” or click [here](#).

**PROTHMAN**

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

371 NE Gilman Blvd., Ste 310  
Issaquah, WA 98027  
206.368.0050