



COLORADO

FIRE CHIEF

\$217,000 - \$237,000

Plus Excellent Benefits

Apply by

October 27, 2024

(First Review, Open Until Filled)

PROTHMAN



THE COMMUNITY



Commerce City, Colorado, is a vibrant and rapidly growing community located just northeast of Denver, offering a unique blend of urban accessibility and suburban charm. The District

proudly serves all residents within Commerce City and parts of unincorporated Adams County. As the third-fastest growing city in the state, Commerce City has seen its population more than double over the past two decades, from 25,000 in 2000 to 62,418 in 2020. Despite this growth, the city has successfully maintained its small-town atmosphere, rooted in historic values of community, industry, agriculture, and family.



Commerce City is redefining itself for the next generation, making it a quality community for a lifetime. It is a safe, diverse, and welcoming place, offering residents and visitors alike a wealth of recreational and cultural amenities. The city boasts 25 miles of trails, 840 acres of parks and open space, and the award-winning Buffalo Run Golf Course, providing breathtaking vistas of the Front Range. Outdoor enthusiasts can explore the Rocky Mountain Arsenal National Wildlife Refuge, the largest urban wildlife refuge in the United States, or enjoy bird watching, fishing, and boating at nearby Barr Lake State Park.

For sports lovers, Commerce City is home to Dick’s Sporting Goods Park, one of the country’s largest soccer complexes and the proud home of the Major League Soccer Champion Colorado Rapids. This state-of-the-art facility also hosts a variety of open-air entertainment events, making it a hub of community activity.

Commerce City’s proximity to Denver allows residents easy access to the cultural and entertainment options of a major city, while still enjoying the benefits of a close-knit, community-oriented environment. With a thriving local economy, 1,300 businesses, and a commitment to preserving its natural beauty and open spaces, Commerce City is an attractive place to live, work, and play for families, nature lovers, and professionals alike.

THE DEPARTMENT

The South Adams County Fire Department (SACFD) is a highly professional and well-established organization dedicated to protecting life, property, and the environment through prevention, emergency response, and public education. Serving a vibrant and diverse community within Commerce City and unincorporated Adams County, SACFD covers a 68.78-square-mile area and serves 72,136 residents. The department operates six fully staffed fire stations strategically located throughout the district to ensure rapid and effective emergency response.

With a team of 79 firefighters and 34 administrative staff, SACFD responds to approximately 11,380 calls annually, addressing a wide range of emergencies, including fires, medical incidents, and hazardous materials situations. The department is well-equipped with 18 fire apparatus, ensuring readiness for a variety of emergency scenarios.



SACFD is structured into several key divisions that enable comprehensive service delivery. The Operations Division oversees daily emergency response activities, including fire suppression, EMS, and hazardous materials response. The Training and Wellness Division focuses on the professional development and well-being of the staff, while the Fire Prevention Division handles fire safety inspections, code enforcement, public education, and fire investigations. The EMS Division manages emergency medical services, including the implementation of advanced life support (ALS) and coordination with ambulance services. The Fleet Maintenance Division ensures that all vehicles and apparatus are operational and ready for service, and the Information Technology Division manages the department's technology infrastructure, including communications and data management.

SACFD is supported by a 2024 operating budget of \$29,500,000. The department has earned a Class 2 rating from the Insurance Services Office (ISO) and became an accredited agency through the Center for Public Safety Excellence (CPSE) in February 2024.



THE POSITION

Reporting to the District Board of Directors, the Fire Chief is the District's Chief Executive Officer and Commander in Chief. The Fire Chief is responsible for implementing the rules, policies and procedures established by the Board, and for carrying out the duties imposed upon the Fire Chief by Federal, State or local laws, rules, regulations, codes, standards or ordinances, including but not limited to, the duties imposed by the Colorado Special District Act, C.R.S. §32-1-1002, applicable medical protocols, and the applicable Fire Code(s) and Nationally Recognized Standards (collectively, "Controlling Law"). The Fire Chief is responsible for all aspects of the day-to-day administration, operation and finances of the District. To view the full job description, please view the attachment found [here](#).

OPPORTUNITIES & CHALLENGES

- On August 1, 2024, SACFD began staffing paramedics on its Front-Line engine and ladder companies while continuing to contract with a private ambulance company for patient transports. Discussions are ongoing regarding the potential implementation of an ALS transport program by SACFD.
- SACFD is currently operating out of six stations, overseen by a battalion chief. Two more stations are in the early planning stages to address growth and response needs.
- The agency is in strong financial condition, and its fleet and facilities are well-maintained. However, like other fire departments in Colorado, SACFD faces potential funding challenges that could arise from constitutional propositions.
- Commerce City is experiencing tremendous growth, creating increased resource needs to manage various aspects of fire prevention, including plan reviews, residential sprinklers, routine fire inspections, and more.
- Commerce City and its surrounding community have a complex network of entities, intergovernmental agreements and mutual aid. This variety of entities/agencies presents a multitude of opportunities for SACFD to build partnerships that will benefit both the community and the district.
- Founded in 1942, SACFD existed as a volunteer department and only began hiring career staff in 2011. The new Fire Chief will have an opportunity to provide coaching, mentoring and professional development to prepare the agency's future leaders, while supporting and shaping the agency for the challenges ahead.



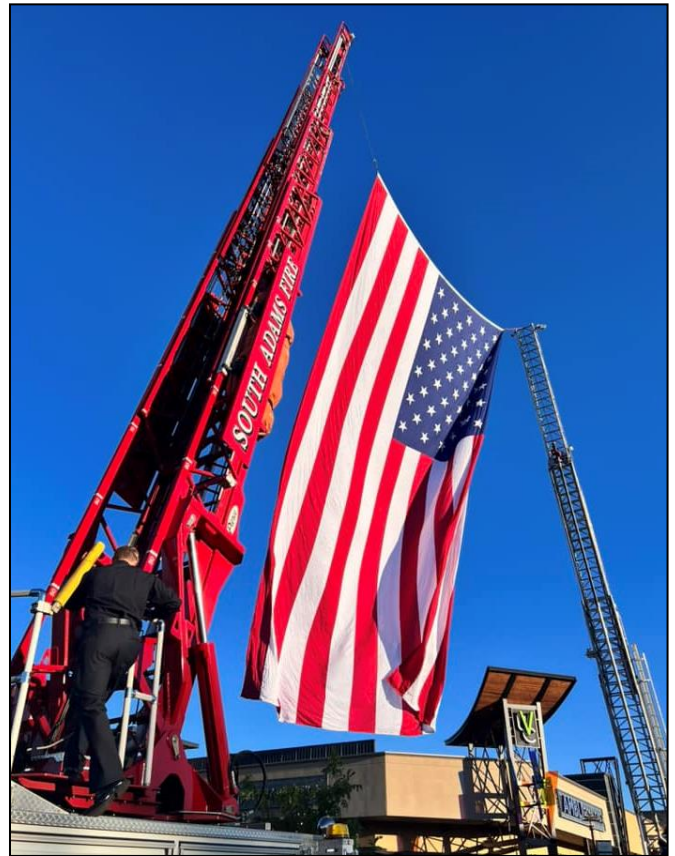
THE IDEAL CANDIDATE

Education and Experience:

- A minimum of an associate's degree, and ten (10) years of experience at the rank of Battalion Chief or higher is required.
- Bachelor's degree in Fire Science, Business, Public Administration, or related field, or any equivalent combination of education and/or experience that provides the required knowledge and abilities for the position.
- The new Fire Chief will ideally have experience working with a Board of Fire Directors in a special protection district as outlined in [Title 32](#).
- Any equivalent combination of education and/or experience that provides the required knowledge and abilities for the position may be considered.

Necessary Knowledge, Skills & Abilities:

- The ideal candidate for the SACFD Fire Chief position will be a proven fire service leader, from a similar sized or larger agency, comfortable working with elected officials and having experience or experienced the transition from a combination to a career agency.
- Broad administrative experience relating to collective bargaining, financial and budget practices, fire prevention, fleet, grants, succession planning, human resources, training, EMS, suppression and accreditation.
- The ideal candidate will place a high value on a respectful, welcoming and inclusive work environment that values all its members.
- The ideal candidate for the role of Fire chief will demonstrate flexibility and support for members "to do the right thing" when a situation isn't specifically addressed in policy or procedures, be supportive of members for the work they do, and view delegation and empowerment as a key to the professional growth of the staff.
- Candidate must have experience sharing ideas, promoting honest dialogue, have a willingness to try new ideas or programs, staying open-minded while actively evaluating innovative service approaches, internal processes, and team-generated ideas.
- Candidate must have the ability to engage with the community and staff, demonstrating good character and a high level of emotional intelligence.



- A solid business and political acumen, and with the ability to balance the physical and financial needs of the district is paramount.
- The ideal candidate will invest time in understanding the staff and their talents while continuously assessing the agency's readiness for change.
- The ideal candidate must be able to manage change and will be responsible for the growth in resources. Additionally, the candidate must possess the skill to make timely decisions and pivot when needed, and experience in strategic planning and facilitation.
- The ideal candidate should have skills in building strong relationships inside and outside of an agency and developing a clear vision for the agency within a team environment.
- The ability to see partnerships outside the agency as a key to success, including neighboring and regional fire chiefs and agencies, IAFF Local 5124 and the City of Commerce will be key in the success of the Fire Chief.
- Candidate should possess exceptional oral and written communications skills demonstrated through active listening, careful consideration of information and knowing when to act.



- The ideal candidate will be dedicated, reliable, provide clear communications and be an honest broker during both good and bad times, to the members and the Board. Sharing the ‘why’ behind the final decision and listening to feedback, sometimes contrary, is essential.
- Candidate should be able to display a proven ability to be fiscally responsible, accountable for community assets, and work closely with the Board to advocate for a level of service that meets the needs of the community and within the District’s authorized budget.
- Candidate should have a history of positive labor relations and experience in collective bargaining and see the Union as a partner in planning and problem solving key operational issues prior to implementation.
- The ability to be firm, fair and consistent in the application of programs and standard operating procedures, invoking discipline in a proper, consistent and appropriate manner when required. The ideal candidate will capitalize on ‘teachable moments’ in lieu of discipline whenever possible and will not hesitate to take corrective action when warranted.
- The ideal candidate will have a strong operational background and the ability to influence, support and recognize good behavior and skills.

COMPENSATION & BENEFITS

- **\$217,000 - \$237,000 DOQ**
- Medical, Dental, and Vision Insurance. 100% paid for employee and 80% for family.
- Sick Leave: 80 hours added annually, with a maximum accumulation of 1040 hours.
- Maternity/Paternity/Adoption Leave.
- Injury Leave: 100% of base salary paid for the first 180 days of work-related injury leave.
- Family Medical Leave (FMLA).
- State-Wide Death and Disability, Provident AD&D, and Aflac Supplemental Life Insurance.
- FPPA Retirement Pension.
- Deferred Compensation Plan: 457 plan available with voluntary employee contributions.
- Post-Employment Health Plan (PEHP): District contributes a 1% match of base annual salary for post-retirement healthcare.
- Life Insurance: District covers full premium, providing a one-time payout benefit equal to the employee’s annual base salary.
- Health and Dependent Care Flex Plans.
- Vacation: Accrual based on years of service.
- Holidays: 12 paid holidays.
- Bereavement Leave.
- Tuition Reimbursement: Up to \$5250 annually for job-relevant courses.
- Uniform/Clothing Allowance: \$500 annually for eligible personnel.
- Flex Time/Administrative Leave.

For more information on the South Adams County Fire Department, please visit:

www.sacfd.org

South Adams County Fire Department is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 27, 2024** (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 "**Open Recruitments**", select "**South Adams County Fire Department, CO – Fire Chief**", and click "**Apply Online**", or click [here](#).

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