



FIRE CHIEF

\$170,000 - \$205,000

Plus Excellent Benefits

Apply by

October 1, 2023

(First Review, Open Until Filled)

PROTHMAN



THE COMMUNITY



Situated high in the Rocky Mountains at an elevation of 9,603 feet, the Town of Breckenridge stands as a picturesque town within a picturesque valley on the western slope of the Continental Divide, and serves as the home of the Red, White and Blue Fire Protection District.

Originating from its rich mining past, Breckenridge has gracefully transformed into a luxurious ski destination, enticing travelers from across the globe. With a year-round population of about 10,000 residents, the town experiences a significant influx of visitors, including skiers, day-trippers, and second homeowners, which can bring the total population to over 50,000 on a busy day. Breckenridge offers residents and visitors alike a plethora of boutiques, saloons, and shops lining its streets, and the town most likely has the most places to eat out of any mountain town, currently offering nearly 120 restaurants and bars.

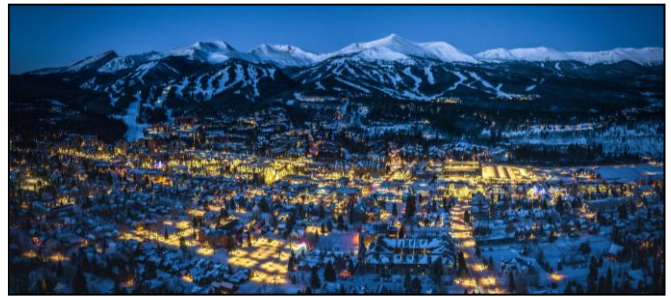
Breckenridge boasts an impressive 300 days of sunshine each year, paired with an average of 300 inches of snowfall. This creates an ideal setting for outdoor enthusiasts seeking a blend of adventure and relaxation, enjoying year-round activities, and staying cool in the summer mountain air. Beyond its natural beauty, Breckenridge cultivates a charming and diverse community atmosphere, aiming to provide a safe, welcoming space for individuals to live, work, play, and nurture their families. Renowned for its Breckenridge Ski Resort, managed by Vail Resorts, the town offers access to a range of ski slopes across five peaks on the Ten Mile Range. However, Breckenridge is about much more than just skiing. The town's historic legacy adds another layer of fascination, with over 249 Historic District structures that reveal a rich past. This fusion of natural beauty, outdoor activities, and historical charm makes Breckenridge an appealing destination for all, offering an experience that extends beyond the slopes.

To learn more about the community and history of Breckenridge, please visit:

www.gobreck.com

www.breckhistory.org

www.townofbreckenridge.com



THE DISTRICT

The Red, White, and Blue Fire Protection District is an all-hazards emergency agency with four stations spread across the 138 square mile coverage area located within the Upper Blue Valley of Summit County, Colorado, between the Ten Mile Mountain Range and the Continental Divide. The response area includes the towns of Blue River and Breckenridge as well as unincorporated portions of Summit County. RWB is one of only 14 departments in the nation dual Accredited through CFAI & CAAS.

The District has 67 FTEs and operates on a budget of \$12 million from six divisions including Operations, Administration, Community Risk Management, EMS, Wildland, and Training, and has an annual call volume of approximately 3,000 of which roughly 65% are EMS-related. The Red, White, and Blue Fire Protection District responds to fires, hazardous materials, technical rescues, medical emergencies, and wildfires. Red, White, and Blue's response staff includes cross-trained paramedics ready to provide the highest level of care to residents in this unique resort community.

In addition to its emergency response mission, the agency strives to build a safer community through community risk management and various public education programs, including Risk Watch, wildfire education, historic fire museum tours, and a car seat safety program.



THE POSITION

The Fire Chief serves as the District's Chief Executive Officer and Commander in Chief. The Fire Chief connects the mission, the people, and resources to fulfill the needs of our community. The Fire Chief serves to ensure the health, safety, welfare, and development of staff, and always ensures an operational state of readiness.

Through effective communication and exemplary leadership, the Fire Chief achieves the direction of the District as established by the Board of Directors. The Fire Chief is responsible for implementing the rules, policies, and guidelines established by the Board and for carrying out the duties imposed upon the Fire Chief by federal, state, or local entities.

To view the full job description, please view the attachment found [here](#).

OPPORTUNITIES & CHALLENGES

1. Cost of Living. The average residential sales price from 1/1-6/30 was \$1.274M (condo & single family). Affordable housing in this resort community has reached a crisis. This is a concern for both a new Fire Chief moving into the area as well as the retention of existing employees.

2. Wildland Fire Risk. The entire District sits in the wildland urban interface. With increased temperatures, drought, and human factors, the area has significant catastrophic wildfire potential. The Fire Chief will be responsible for building on prevention, mitigation, education, and community planning efforts to address this scenario.



3. Revenue Stabilization. Colorado Special District revenue is under constant attack from legislative efforts to ease the taxpayers' burden resulting from unprecedented property value increases. The new Fire Chief will need to navigate these challenges in an effort to maintain and improve service levels.

4. Consolidation. The new Fire Chief will be responsible for engaging in a consolidation exploration with RWB Fire's adjacent fire district, Summit Fire & EMS.

5. Strategic Plan Implementation. The new Fire Chief will be responsible for advancing the Strategic Plan which will demand active and transparent communication, and consistently engaging the organization at all levels.

6. First Collective Bargaining Agreement. The agency's first collective bargaining agreement with Local 4325 is near completion and may be adopted by the time the new Fire Chief is appointed. This is a significant achievement for the uniformed members of RWB.

7. Agency Class. The agency is currently a Class 2 Fire Department and an opportunity to advance the agency to a Class 1 Fire Department is realistic.

8. New Positions. The District is near implementing a Shift Training Captain on each shift (24/7). The new position is a shared resource with Summit Fire & EMS.

THE IDEAL CANDIDATE

Required Education and Experience:

- A bachelor's degree in a related field.
- CPR/AED within 6 months of hire.
- Valid Colorado Driver's License with an acceptable driving record at time of hire.

Preferred Education and Experience:

- A master's degree or higher.
- National Fire Academy Executive Fire Officer (EFO) Designation.
- CPSE Chief Fire Officer (CFO) Designation.
- Emergency Medical Technician – Basic or Paramedic – State of Colorado and/or National Registry.
- Intravenous (IV) certification.
- Incident Safety Officer.
- NWCG Division Supervisor or Task Force Leader.
- NIMS I-400, IS 800.
- Wildland Red Card (arduous) with S 130/190 annual refresher.
- S215 Wildland Urban Interface.
- CO Hazardous Materials Operations Certification.
- CO State Fire Instructor I.
- CO State Fire Officer II.
- Emergency Vehicle Operator (EVO or similar).
- Certified Fire Protection Specialist.
- Certified Fire Investigator or Certified Fire and Explosion Investigator.
- ICC Fire Inspector I.



Necessary Knowledge, Skills & Abilities:

- Demonstrated supervisory experience of 5+ direct reports who oversee divisions, functions, or teams.
- Demonstrated administrative supervisory level involving multi-layer hierarchy.
- Proven and extensive experience in developing, implementing, and maintaining fiscal budgets.
- Proven experience recruiting, retaining, and working with all employees, including organized labor, while maintaining a cohesive and inclusive work environment for all members.
- Communicate fluently in English both written and verbally.
- Successfully pass a background check, medical/physical, and drug screening.
- Prepare and present information for delivery in public settings.
- Make sound decisions. Make timely, fact-based decisions; handle uncertainties, clarify ambiguities.
- Embrace changes in the organization; willingness to try new ideas.
- Positively contribute to the success of a team.
- Lead by positive example.
- Anticipate and fulfill needs, seek opportunities.
- Follow detailed procedures and ensure accuracy in documentation and data with attention to detail.
- Exemplary customer service skills that find common ground and preserve relationships.
- Handle and maintain confidential information in a trustworthy, professional manner.
- Proven skills in project or program management skills, to envision, design, sustain, and ameliorate.
- Encourage employees to be accountable for their work and take ownership in what they do.
- Demonstrate leadership and courage by making or supporting decisions that reflect the organizational mission and goals even when the decision may be unpopular to some.
- Experience and success in grant programs, grant writing, and grant administration with both local and federal programs.
- Demonstrated skills in Microsoft Office and other automated systems, including a working knowledge of Microsoft 365.

COMPENSATION & BENEFITS

- **\$170,000 - \$205,000 DOQ**
- Red, White and Blue Fire pays 90% of the medical coverage and the employee is responsible for the remaining 10%. The employer pays 100% of basic life coverage.
- Dental, Vision, and Prescription Coverage.
- Life Insurance.
- Supplemental Insurance Options.
- Telemedicine 24/7.
- Flexible Spending Account (FSA).
- Health Reimbursement Arrangement (HRA).
- Health Savings Account (HSA).
- Workers' Compensation.
- Paid vacation.
- Sick leave.
- 6 holidays.
- Fire Chief has the option of COFPPA or PERA retirement plans.
- 529 Plan.
- Employee Assistance Program (EAP).
- Employee Giving Program.
- Multiple Supplemental Mental Wellness Options.
- Peer Support - Building Warriors.
- Suicide Prevention/Crisis resources.



For more information on Red, White and Blue Fire, please visit:

www.rwbfire.org

Red, White and Blue Fire Protection District is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 1, 2023** (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 "**Red, White and Blue Fire Protection District, CO – Fire Chief**", and click "**Apply Online**", or click [here](#).



www.prothman.com

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