



FIRE CHIEF

\$150,000 - \$180,000

Plus Excellent Benefits

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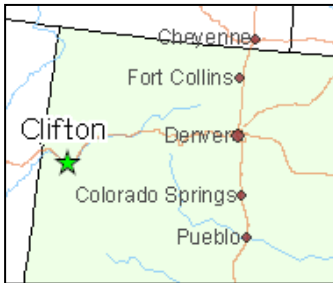
November 12, 2023

(First Review, Open Until Filled)

PROTHMAN



THE COMMUNITY



Clifton, Colorado is a rich, diverse, and vibrant community located on the western slope of the Rocky Mountains. Clifton is located 238 miles west of Denver, Colorado, and 215 miles south-

east of Salt Lake City, Utah in the heart of Colorado's Grand Valley. Nestled near the picturesque Colorado River, Clifton offers its residents a relaxed and welcoming atmosphere. With a population of around 20,000, this tight-knit community is known for its friendly residents and a strong sense of local pride. The town's strong sense of community is further fostered by local events and festivals, which bring residents together in celebration.

The Clifton area is home to beautiful plateaus, mesas, mountains, and rivers. The region's stunning natural surroundings, including the Colorado National Monument, provide ample opportunities for outdoor enthusiasts. Hiking, mountain biking, rafting, skiing, mountain climbing, and exploring the mesmerizing canyons and mesas are just some of the activities residents and visitors can enjoy. In addition, the community's numerous parks and recreational facilities, including James M. Robb Colorado River State Park, offer spaces for families and individuals to unwind and enjoy the outdoors.

The Clifton community is a rich mix of small-town atmosphere and big-city amenities located a short distance away from Grand Junction, Colorado. Clifton is a place where the beauty of the outdoors and the warmth of its people combine to create a unique and inviting atmosphere.

The area also has regional transportation, including an airport that is located in the City of Grand Junction, Amtrak rail service, and a major interstate that runs through the region, for those looking to explore beyond the immediate region.



THE DISTRICT

The Clifton Fire Protection District (CFPD), established in 1943, is a Title 32 Special District under Colorado State Law. CFPD operates as an all-hazards department under the governance of an elected five-member Board of Directors who serve 4-year staggered terms. CFPD staff includes the Fire Chief, an Administrative Assistant, three Captains, 15 full-time Firefighters, and part-time Firefighters, and operates on 2023 budget of \$6,470,268. The District responds to approximately 4,000 calls annually, with an anticipated 3% annual increase.

The CFPD provides fire, emergency medical, and fire prevention services to a total population of around 40,000 located within 15 square miles. The CFPD is an Advanced Life Support response and transport agency and is staffed with paramedics on each shift.

The district's primary fire station, equipped with an impressive array of apparatus, responds to a multitude of service calls. CFPD's fleet includes two Type 1 Engines, two Ambulances, a 75-ft Ladder Truck, and a Type 6 Brush Truck.

The Clifton Fire Protection District's response Ambulance Service Area spans from 30 road to 35 road and Interstate 70 to the Colorado River. CFPD provides Mutual and Automatic Aid to neighboring agencies within the county which includes Grand Junction Fire Department, Palisade Fire Department, Central Orchard Mesa Fire Department, and when requested, Lower Valley Fire Department, East Orchard Mesa Fire Department, and Lands End Fire Department.

THE POSITION

Reporting to the five-member Board of Directors, the Fire Chief serves as the District's Chief Executive Officer and is responsible for all administrative, operational, and support functions of the fire district either directly or through delegation. The Fire Chief ultimately oversees all aspects of service, both emergency and non-emergency, delivered to the citizens and visitors of the fire district.

This position is expected to provide administrative direction and leadership for all fire district functions, operations, and personnel through effective supervision of staff and a review of their activities. The Fire Chief is also CFPD's Fire Code Official, unless otherwise delegated, and is an active member of the Clifton Fire Protection District's development review team.

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



OPPORTUNITIES & CHALLENGES

1. The current deployment model requires cross-staffing apparatus and there are times when firefighters are on the wrong apparatus when a subsequent alarm comes in (i.e. on the ambulance when a fire call comes in).
2. There are times when the on-duty staff is responding to more than 30 calls during a 48-hour shift which impacts their ability to conduct training and cover alarms without the help of neighboring agencies. The agency is in need of additional staffing to address the frequency and anticipated growth in emergency calls and to reduce reliance on neighboring agencies.



3. It will be a priority for the incoming Fire Chief to develop a new vision and strategic plan for CFPD, and ensure this is done in a collaborative manner.
4. The current fire station has been remodeled multiple times and needs to be replaced. The study for replacement should include determining if the station is in the proper location.
5. There is potential for growth in the eastern part of the district towards the City of Palisades. A second station is anticipated to be needed in the next three to five years and will need to be included in the planning process.
6. The district is in good financial shape, however, an increase to the current levy may be needed in the coming years to address growth and keep up with service demand and the costs for service.



EDUCATION & EXPERIENCE

Required Qualifications:

- A bachelor's degree in public administration, Fire Science, or a related field.
- AHA Health Care Provider CPR Card.
- ICS 300 and 400.
- Colorado State certification as an emergency medical technician at the basic level or higher, or equivalent at the time of hire.
- Colorado State certification as a Firefighter I and II or equivalent at the time of hire.
- Colorado State certification as a Fire Officer I and II or equivalent at the time of hire.
- A minimum of ten (10) years of experience in a career fire department.
- A minimum of five (5) years in a leadership position at a career fire department as a Captain level or above in a comparable-sized department.
- A valid Colorado Driver's License or the ability to obtain one prior to employment.
- Ability to accurately read, write, and communicate in English.
- The ability to respond to emergencies and assume an incident commander role as needed.



Preferred Requirements:

- Colorado or NREMT certified Paramedic.
- Veterans' preference points will be awarded for previous service.
- Completion of a master's degree in public administration, or a related field.
- Graduation from the National Fire Academy's Executive Fire Officer Program (EFO).
- Chief Fire Officer (CFO) Designation from the Commission on Professional Credentialing.



THE IDEAL CANDIDATE

Clifton Fire Protection District is looking for a new Fire Chief who will be a present, engaged, and visible leader in the organization. The ideal candidate will be a proven fire service leader, ideally at the level of battalion chief or above, from a similar size or larger agency.

The new Fire Chief will be comfortable working with elected officials and ideally have experience working with a Board of Fire Directors in a special protection district as outlined in Title 32. The ideal incumbent will have worked their way up through the ranks, have experience in the collective bargaining process, and have broad administrative experience that includes knowledge of payroll and FLSA. The ideal candidate will place a high value on a respectful, welcoming, inclusive work environment that values all the district's members.

The incoming 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 see delegation and empowerment as a key to the professional growth of the staff.

COMPENSATION & BENEFITS

- **\$150,000 - \$180,000 DOQ**
- 100% coverage of health, dental, and vision insurance premiums.
- \$20,000 life insurance policy. Voluntary additional life insurance policies are offered.
- Firefighter and Police Pension Associate Retirement Plan. Employee 12%, District 9.5% match (2024 = 10%), District death and disability 3.4% match (2024 = 3.6%).
- Employee Assistance Program.
- CO Cancer and Heart Trust Program.
- Paid Holidays.
- Sick and Vacation Paid Time off accruals.
- Optional Employee-paid AFLAC plans.
- Education programs are frequently covered.
- Negotiated Relocation Expense.



For more information on Clifton Fire Protection District, please visit:
cliftonfire.colorado.gov

Clifton Fire Protection District is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **November 12, 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 "**Clifton Fire Protection District, CO – Fire Chief**", and click "**Apply Now**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



www.prothman.com

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