



**Colorado**

# **FIRE CHIEF**

# **\$130,000 - \$160,000**

*Plus Excellent Benefits*

*Apply by*

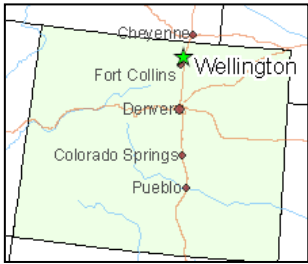
**April 14, 2024**

*(First Review, Open Until Filled)*

***P*ROTHMAN**



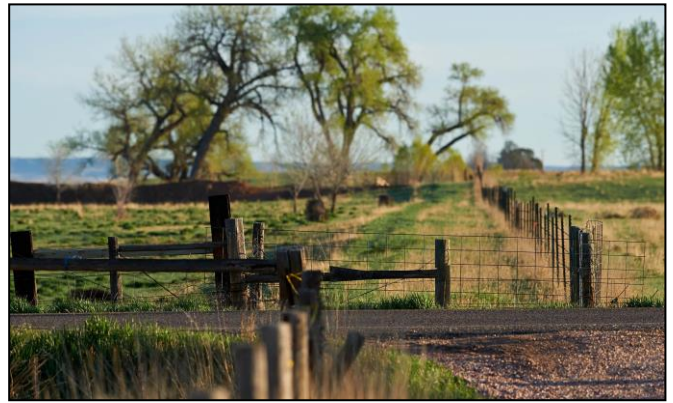
**THE COMMUNITY**



Situated in beautiful Northern Colorado in the plains at the base of the Rocky Mountains, the Wellington Fire Protection District is located in the Town of Wellington. Known as “Colorado’s Northern Gateway,” Wellington is located between two state capitals: Denver, CO, and Cheyenne, WY, at the intersection of I-25 and CO SH 1 in the northeast corner of Larimer County. Wellington is growing beyond its identity as a bedroom community and into a mature town in its own right known for its peaceful, family-oriented community.

The Town of Wellington was an oil, coal and agricultural hub throughout the 1800s and became a stopping location for wagon trains, travelers, and military movement between Cheyenne, Wyoming and Fort Collins, Colorado. The town was founded in 1902, incorporated in 1905 and named after C.L. Wellington, an employee of the Colorado and Southern Railroad.

In the early 20th century, especially during the years of prohibition, Wellington doubled as a place to drink and a service town for drivers commuting from Cheyenne to Fort Collins and vice versa. The town, more or less, sustained a population of 500 throughout the century which proceeded to build homes, restaurants, churches, and various other elements of small-town life.



The Town is famous for woolly mammoth remains discovered in 2000 by a construction crew while digging home foundations. Colorado State University sent a team to carefully excavate and preserve the bones of the extinct animals, though upon hoisting the remains out of the excavation site the tusks crumbled inside of the protective forms that were previously built around them. Rear molars and parts of the skull of the mammoth are now housed at CSU, and the subdivision where the bones were found named one of its streets in remembrance of the excitement.

Today, Wellington is home to a population of nearly 12,000 residents and is well known for parades, its 4th of July celebration, exceptional recreation opportunities, areas for bike riding, restaurants, and a community spirit only seen in small towns.

To learn more about the town and community of Wellington, please visit: [www.wellingtoncolorado.gov](http://www.wellingtoncolorado.gov)



**THE DISTRICT**

Wellington Fire Protection District (WFPD) is a statutory special district governed by an elected five-member Board of Directors. The elected, five-member Board of Directors provides direction to the Fire Chief. Although a separate governmental entity, the District works closely with the Town of Wellington and Larimer County.

WFPD has grown to a combination department with full-time and volunteer personnel providing fire suppression, rescue, extrication, hazardous materials, emergency medical, public education, and risk reduction services to 288 square miles. WFPD operates with 20 FTEs on a 2024 budget of \$3,806,885, and responds from two stations, staffed 24/7.



## THE POSITION

Appointed by the District Board, the Fire Chief is the Chief Executive Officer of the Fire Department, and responsible for the effective, efficient and legal conduct of the fire district and its employees. The Fire Chief is responsible for providing executive-level leadership, planning, evaluation, and implementation of the daily administration, operations, and finances of the department, as well as those items specifically imposed by federal, state or local entities, including but not limited to, the duties imposed by the Colorado Special District Act, C.R.S. §32-1-1002.

Additionally, the Fire Chief oversees the procurement and management of all District assets and personnel. The Fire Chief is responsible for the safety, training, and job performance of all District personnel, and is realized through a combination of direct and delegated tasks to other subordinate officers as appropriate.

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

## OPPORTUNITIES & CHALLENGES

1. The incoming Fire Chief will have an opportunity, if they choose, to re-engage with Platte River Power Authority, who staff a fire station in an isolated part of the fire district.
2. The agency is currently working with ISO to maintain its current fire rating. The new Fire Chief will be responsible for working with staff and the Board to address the same.
3. The District's financial future is bright, which has been attributed to responsible budget management. The successful candidate will have a background in annual and long-term budgeting, capital planning, and the development of a strategic plan which WFPD does not currently have.
4. WFPD has recently completed an internal/external hiring process for all ranks. There is a need to focus on professional development at all levels of the organization, and an opportunity to build a new culture within WFPD.
5. WFPD's is currently engaged with Local 5389 and negotiating its first collective bargaining agreement. This is a significant achievement for the agency and the uniformed members of WFPD.



## EDUCATION & EXPERIENCE

### Required Education and Experience:

- A high school diploma or equivalent.
- A minimum of ten (10) years of service in the fire service, with experience at the level of Captain or above.
- Experience with administrative duties including budgeting, capital planning, strategic planning, professional development, and labor relations.
- A Valid Driver's License.
- Completion of major coursework, such as that from an accredited college or university in Fire Science, Fire Administration, Business or Public Administration.
- Any combination of education and experience that has provided the knowledge, skills, and abilities necessary for a Fire Chief.

### Preferred Education and Experience:

- A bachelor's degree in a fire service-related field.
- Experience as a Deputy Chief or Fire Chief.
- Experience with special districts.



## THE IDEAL CANDIDATE

WFPD is looking for a new Fire Chief that will be an engaged and visible leader in the organization, who places an emphasis on internal and external communications. The ideal candidate for the WFPD Fire Chief position will be a proven fire service leader, ideally at the level of captain/battalion chief or above from a similar size or larger agency. The incumbent should be comfortable working with elected officials and ideally have experience/exposure working in a special district.

The ideal incumbent will have worked their way up through the ranks, have an operational background, experience in the collective bargaining process, and broad administrative experience. This person will be dedicated and reliable, and be an honest broker of information during both good and bad times. The new Fire Chief must have the confidence and ability to build strong relationships inside and outside the agency.

The new Fire Chief will place a high value on the people in the organization, and will insist on a respectful, welcoming, inclusive work environment that values all its members. The ideal candidate will demonstrate flexibility and support for members to “do the right thing” when a situation is not specifically addressed in policy or procedures, be supportive of members for the work they do, and sees delegation and empowerment as a key to the professional growth of the staff.

The new Fire Chief will need to have experience in special districts in Colorado or become familiar with the same. To learn about special districts in Colorado, please visit: [www.sdaco.org](http://www.sdaco.org)



## COMPENSATION & BENEFITS

- **\$130,000 - \$160,000 DOQ**
- Medical, Dental, and Vision Insurance
- Employee Assistance Program
- Basic Life/AD&D
- Voluntary Life/AD&D
- Short-Term and Long-Term Disability
- HRA and HSA
- Additional Supplemental Insurance (AFLAC)
- Paid Vacation based on years of service. Automatically any hire receives 75% of their years of service to be applied to time off.
- Two Weeks of Paid Time Off.
- Two Weeks of Paid Holidays.

**For more information on Wellington Fire Protection District, please visit:**

**[www.wfpd.org](http://www.wfpd.org)**

Wellington Fire Protection District is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **April 14, 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](http://www.prothman.com)** and click on "Open Recruitments", select "Wellington Fire Protection District, CO – Fire Chief", and click "Apply Online", or click [here](#).



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

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