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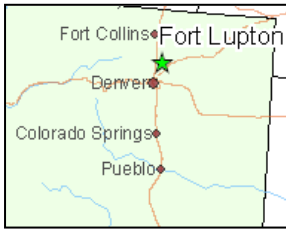
March 1, 2026

(First Review. Open Until Filled)

***P*ROTHMAN**



THE COMMUNITY



Located in Weld County on Colorado's northern Front Range, the Fort Lupton region offers a blend of small city living, open landscapes, and convenient access to major metropolitan centers. Fort Lupton is situated approximately 30 miles north of Denver, 30 miles south of Greeley, and 30 miles east of Boulder, placing residents within easy reach of employment, education, and cultural opportunities throughout the Front Range. The community lies along the South Platte River and is anchored by the intersection of Highways 85 and 52, with quick connections to I-25 and I-76 for regional commuting and travel.



Fort Lupton is experiencing rapid growth, with a population of nearly 10,000 in the city, more than 14,000 people within a 5 mile radius, and over 118,000 people within 10 miles. The area maintains a close-knit, community-oriented atmosphere while continuing to welcome new residents and development. Local amenities include a recreation center, an 18-hole golf course, and access to the South Platte River corridor, which supports outdoor activities and contributes to the area's natural character. The surrounding region includes a mix of established neighborhoods, agricultural lands, and emerging residential and commercial development. Fort Lupton is part of the Denver-Julesburg Oil Basin. The District is home to 3 Cryogenic Gas Plants that combined produce over 600 million cubic feet of Natural Gas per day. In addition to this The District has compressor stations, drilling operations and other associated oil and gas operations including a large gas fired power plant.



Fort Lupton and the surrounding region are actively planning for long-term growth and investment, with priorities including neighborhood revitalization, transportation improvements, expanded parks and trails, and collaborative efforts to develop a future South Platte River trail system.

Local educational opportunities are provided primarily through Weld County School District RE-8, which serves Fort Lupton and nearby communities with elementary, middle, and high school options. The region also benefits from proximity to higher education institutions across the Front Range, including colleges and universities in Fort Lupton, Greeley, Denver, and Boulder. In addition, housing in the area remains affordable compared to many Front Range communities, offering a range of options for families, professionals, and those seeking a balance between cost of living and access to regional amenities.

The Fort Lupton region offers an appealing combination of accessibility, affordability, natural surroundings, and thoughtful planning, making it a welcoming place to live, work, and build a future.



THE DISTRICT

The Fort Lupton Fire Protection District (District) is a combination fire district serving approximately 88 square miles in Weld County, Colorado. The District provides fire and emergency services to the City of Fort Lupton and surrounding unincorporated areas, with the majority of the service area located outside city limits. The District operates as an independent special district governed by a five-member Board of Directors and funded through a property tax levy. The District employs 48 full-time staff, including 40 line personnel and eight administrative employees, and is supported by a small group of volunteer firefighters recruited year-round. Operations provide 24-hour coverage from three fire stations, with 13 firefighters on duty per shift. The District emphasizes professional development, offering advanced training in rescue disciplines, hazardous materials response, incident command, and specialized operational skills.



The District provides Basic Life Support (BLS) services for immediate life-threatening emergencies. Advanced Life Support (ALS) transport is delivered through a hospital-based contract with Intermountain Health and Platte Valley Ambulance Service, with Ambulance 2621 stationed at Fire Station 1 and Ambulance 2622 stationed at Fire Station 2. Each are staffed by a paramedic and EMT. Mutual aid agreements and air medical transport based in Greeley support regional response needs.

In 2024, the District responded to approximately 1,950 incidents. The District operates with revenues of \$9.9 million and expenditures of \$10.2 million in 2025, and proposed revenues of \$11.4 million and expenditures of \$11.1 million in 2026, supported by a strong fund balance.

To learn more about Fort Lupton Fire Protection District, view the 2024 Annual Report [here](#).



THE POSITION

Under the direction of the District Board of Directors, the Fire Chief is responsible for the overall administration, operation, and supervision of the District's personnel, finances, and emergency services. The Fire Chief provides executive leadership for all operational and administrative functions and may assume command of emergency operations as needed.

The Fire Chief directly supervises the Fire Marshal, Training Chief, Assistant Chief, Battalion Chiefs, Shift Captains, Executive Secretary, and the Maintenance Lead, and maintains overall supervisory responsibility for all District employees and volunteers.

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



OPPORTUNITIES & PRIORITIES

- The District enjoys strong community support and has been successful in securing voter and stakeholder approval for financial initiatives, providing a stable foundation for continued growth.
- Advancing firefighter safety remains a priority, with particular emphasis on firefighter and EMS responder mental health and overall wellness.
- The District recently secured an ALS transport contract extension with Platte Valley Ambulance through 2029, ensuring continuity of advanced medical response services.
- The District's fleet and facilities are in excellent condition, with two new Type 1 pumpers scheduled for delivery in 2026, reflecting strong capital planning and fiscal stewardship.
- The District would benefit from development of a comprehensive strategic plan and a formal succession plan to support future service needs and internal advancement.
- Funding for an Assistant Chief position has been approved and remains vacant, presenting an opportunity to evaluate organizational structure and workload alignment.
- Policies and procedures may need additional review to align with current best practices.
- Staff have expressed strong interest in participating in wildland deployments to gain experience while supporting regional and statewide response efforts.
- Enhancement of digital infrastructure is needed to support modern operational, administrative, and communication demands.
- The District maintains an excellent working relationship with the City of Fort Lupton, with an updated intergovernmental agreement under review.
- Opportunities exist to further strengthen automatic and mutual aid partnerships to enhance service delivery and regional resilience.



THE IDEAL CANDIDATE

The Fort Lupton Fire Protection District is seeking a Fire Chief who is a visible, engaged, and effective leader within both the organization and the community. The ideal candidate will be a proven fire service leader from a similarly sized or larger agency, with experience working in or alongside a combination department.

The successful candidate will have progressed through the ranks and bring a broad administrative background to manage the complexities of a modern fire district. This experience should include key areas such as labor relations, volunteer integration, capital and budget management, fire prevention, fleet and facilities oversight, grant administration, strategic and succession planning, human resources, mentorship and training, EMS coordination, and all-hazards emergency response.

The Fire Chief will foster a respectful, inclusive, and professional work environment that supports firefighters, administrative staff, and EMS personnel. This leader will demonstrate adaptability and sound judgment, empower staff through delegation and trust, and promote accountability, collaboration, and professional growth while avoiding micromanagement.

EDUCATION & EXPERIENCE

- Progressively responsible fire service experience, including five (5) years at the Battalion Chief level or higher in a volunteer or combination department, or an equivalent combination of education, training, certifications, and experience.
- Experience working with volunteer firefighters is required.
- A High School Diploma or GED is required. A bachelor's degree in fire science or a related field is preferred; a master's degree is desirable.
- Completion of upper-level management, supervision, or leadership training. Graduation from the National Fire Academy Executive Fire Officer Program and Chief Fire Officer designation are desired.
- Experience managing capital projects, budgets, and public-sector financial compliance.
- Experience in personnel management and employment law compliance, including FMLA, FLSA, FAMILI, ADA, workers' compensation, and the Equal Pay Act.
- Experience in EMS program delivery and management; EMT-B or Medical Responder certification preferred.
- Required and preferred certifications include Colorado State Fire Administrator, Fire Officer II, ICS/NIMS (100–800), Hazardous Materials Operations, Fire Instructor I, and CPR; equivalent qualifications will be considered.

Necessary Knowledge, Skills, and Abilities:

- The ability to serve as a trusted executive leader reporting to a Board of Directors, keeping the Board fully informed on issues affecting the agency while advocating for the District, its members, and the community.
- Knowledge of public-sector governance, business operations, and political dynamics. The ability to provide clear vision, balance operational and financial needs, and plan effectively for the future.
- The ability to lead a geographically dispersed organization serving smaller communities across a large service area, with sensitivity to local needs and operational realities.
- Demonstrated skill in mentoring, professional development, and succession planning, with the ability to build leadership capacity at all levels of the organization.

- Strong leadership capacity demonstrated through accountability, ethical decision-making, emotional intelligence, and the ability to inspire high performance while fostering trust and professionalism.
- Excellent oral and written communication skills, including active listening, clear and concise messaging, transparent information-sharing, and the ability to explain the rationale behind decisions to staff, the Board, labor representatives, partner agencies, and the community.
- Demonstrated ability to manage a small organization with hands-on administrative responsibility, supporting the chain of command while avoiding micromanagement and empowering decision-making at the appropriate level.
- Strong fiscal management skills, including experience with budgeting, tax levies, stewardship of public assets, and alignment of service levels with authorized funding.
- Knowledge of, or the ability to quickly learn applicable statutes and regulatory frameworks governing fire protection districts, including but not limited to Colorado Revised Statutes, C.R.S. [32-1-101](#) et. seq. (Special District Act), C.R.S. [29-5-201](#) (Firefighter Safety Act), [Taxpayer Bill of Rights](#) (TABOR), C.R.S. [29-1-101](#) et seq. (Local Government Budget Laws) and knowledge of the [Division of Fire Protection & Control](#) (DFPC).
- Experience in positive labor relations and collective bargaining, with the ability to work collaboratively with labor organizations as partners in planning and problem-solving.
- The ability to apply policies, procedures, and discipline in a fair, consistent, and appropriate manner, using coaching and corrective action when warranted.
- Experience with or knowledge of ALS transport programs, ambulance operations, billing, and contract oversight, or the ability to effectively oversee these functions through partnerships.
- The ability to build and maintain strong regional partnerships with neighboring fire agencies, emergency medical providers, and other public safety stakeholders.
- Proficiency in administrative and operational tools, including grant writing, policy and procedure development, and standard office software such as Word and Excel, and familiarity with social media and modern communication platforms as tools for transparency, public engagement, and organizational effectiveness.

COMPENSATION & BENEFITS

- **\$175,000 - \$210,000 DOQ**
- Medical / Health Coverage, Dental Coverage, and Vision Coverage - District Covers 100% of Employees Cost and 80% of Dependent Coverage
- Life Insurance
- Accidental Death & Disability Insurance
- Short- & Long-Term Disability Insurance
- 457 B Investing – 3% District Contribution
- Employee Assistance Program
- FPPA (Statewide Defined Benefit Plan and Death & Disability Plan)
- Vacation Accrual
- Sick Leave
- 10 Paid Holidays
- Colorado Firefighter Heart, Cancer & Behavioral Health Benefit Trust - If Eligible
- Triennial Physical
- Uniform allowance



**To learn more about the
Fort Lupton Fire Protection District,
please visit:**

www.fortluptonfire.org

View the detailed employee benefits provided [here](#).

The Fort Lupton Fire Protection District is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **March 1, 2026** (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 "**Fort Lupton Fire Protection District, CO – Fire Chief**" and click "**Apply Online**," or click [here](#). Resumes, cover letters, and supplemental questions can be uploaded once you have logged in.

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