



## FIRE CHIEF

**\$210,000 - \$235,000**

*Plus Excellent Benefits*

*Apply By*

**April 5, 2026**

*(First Review, Open Until Filled)*

**PROTHMAN**



**THE COMMUNITY**



North-western El Paso County is part of the broader Tri-Lakes region. Situated at approximately 7,100 feet along the Palmer Divide between Denver and Colorado Springs, the area offers scenic Front Range vistas combined with convenient access to both metropolitan corridors via Interstate 25. The surrounding Front Range and Pikes Peak region define the areas setting, blending high-country vistas with accessible urban and suburban amenities.

Rooted in a history stretching back to the mid-19th century the area retains a strong sense of historic identity and “small-town charm” with boutiques, galleries, a Victorian tea house, and independent eateries, while farmers’ markets and community gatherings enliven the warmer months.

The area’s climate is characteristic of Colorado’s semi-arid mountain plains, with four distinct seasons that support year-round outdoor pursuits. Residents enjoy abundant sunshine, mild summers, snowy winters, and immediate access to an extensive network of trails, including the Santa Fe Regional Trail, which accommodates hiking, biking, and horseback riding against vistas of Pikes Peak and the Rampart Range. Nearby lakes, parks, and open space such as Monument Lake, Lake Woodmoor, and Palmer Lake offer opportunities for fishing, boating, and casual recreation.



Local schools are served by the Lewis-Palmer School District 38 and Academy School District 20 with both being recognized by the Colorado Department of Education for strong academic performance and consistent achievement outcomes. Families also benefit from access to nearby charter, private, and higher-education options along the Front Range corridor.

Cultural and recreational assets, including the Tri-Lakes Center for the Arts, the Western Museum of Mining and Industry, local parks, and community events, reinforce the area’s sense of community, charm, character and support a high quality of life.

**THE DISTRICT**

The Monument Fire District is a special district by state statute and is located in northwestern El Paso County, Colorado. The district’s coverage area is approximately 62 square miles and borders the Pike National Forest (USFS), the city of Colorado Springs, the United States Air Force Academy, and other regional fire and emergency medical services providers.

The district currently serves about 43,000 residents within its boundaries. The protected area includes both residential and commercial properties, with an estimated 9,652 residential households and roughly 1,000 businesses. The area continues to grow at a rapid pace. The service area includes not only the Town of Monument, but also many unincorporated neighborhoods along the forested slopes of the Palmer Divide.



The Monument Fire District is an all-hazards fire department that provides a comprehensive set of public safety services, including:

- Fire suppression (structural fire response)
- Emergency medical services (EMS) and patient transport
- Hazardous materials response
- Technical rescue
- Wildland firefighting (important given the forested / wildland-urban interface in many parts of the district)

In 2025, the district ran 4,312 calls for service. The district operates from five fire stations and an administrative office with 84 FTEs. Daily, the district provides a shift battalion chief, four engines, one tower ladder, and three advanced life support ambulances. Additionally, the district operates 3 brush trucks, 2 water tenders, 1 snowcat, 1 side-by-side ATV, several command vehicles, and a fleet of reserve apparatus.

This year, the district is taking the first step toward building a regional training center on 14 acres next to Fire Station 1. Construction of a new Fire Station 3 will also begin this year. In addition, land has recently been purchased for a sixth fire station to prepare for future community growth and increasing service demand.

The current Monument Fire District was formed in 2022 through the merger of two prior entities: the Tri-Lakes Monument Fire Protection District (TLMFPD) and the Donald Wescott Fire Protection District (DWFPD).

The merger streamlined administrative, training, fire prevention, EMS, and support functions to better serve the broader region and accommodate growth. As a result of the merger: improved resource depth, more efficient station/apparatus deployment, cost-effective expansion capability for future development, unified training and fire code enforcement, and better career opportunities under a single agency.

The adopted annual budget for 2026 is \$24,358,030 primarily funded by property taxes, ambulance revenue, the state EMS supplement, wildland deployment revenue, and other sources. The 2026 budget maintains the existing mill levy at 18.4 mills for property tax assessments.



Because of its elevation and proximity to the divide, the region tends to receive more precipitation (snow and rainfall) than nearby lower elevations, supporting an ecology of ponderosa pine, Gambel oak, and tall grass. Because of this climate, combined with forested and grassland areas, parts of the district fall within the wildland-urban interface, which increases wildfire risk—one of the significant hazards the district must plan for and mitigate.

In 2025, the Monument Fire District earned accreditation from the Commission on Fire Accreditation International (CFAI), placing the District among approximately 300 accredited agencies nationwide.

Reporting to the Fire Chief are the Division Chief of Operations, Division Chief of Support Services, Division Chief of Community Risk, Accreditation Manager, and the Director of Administration. The district is governed by a seven-member Board of Directors.

**MISSION, VISION, AND VALUES**

**Mission**

The mission of the Monument Fire District is to serve and safeguard the community every day, every call, everyone.

**Vision**

We will accomplish our mission by embracing progress while honoring our traditions.

**Values**

Serving with Character, Connection, and Commitment

## THE POSITION

As the Chief Executive Officer of the fire district, the Fire Chief plans, organizes, directs, and evaluates the administrative and operational needs of the fire district at a strategic level to ensure the district meets the community's needs. The Chief provides decisive leadership to administrative and operations personnel, advancing the district's mission through a culture grounded in accountability, candor, inclusion, wellness, and continuous improvement consistent with CFAI accreditation standards. The Chief fosters unity across divisions, prioritizes safety above all interests, and models integrity and professional excellence. 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 consistently been successful in passing requests for financial support, reflecting a high level of public trust and confidence in the organization's performance and stewardship.
- The District will continue to serve as a strong advocate for firefighter safety, with particular emphasis on firefighter and EMS responder mental health, ensuring that policies, resources, and organizational culture prioritize both physical and behavioral wellness.
- New Fire Station 3 is fully permitted and is scheduled to begin construction in the first quarter of 2026, with completion anticipated in February 2027, representing a significant operational enhancement for the District.
- The fleet and facilities are in excellent condition. All front-line apparatus are no more than 7 years old, and all fire stations were completely remodeled over the past 3 years. The District remains in a strong financial position as a result of careful planning and disciplined expenditure control.
- The agency has initiated foundational work on an update to the strategic plan to address future service demands and organizational priorities, and the new Fire Chief will be actively engaged in shaping the plan prior to its finalization and presentation to the Board.
- In 2025 the district moved into its new 17,000 sq foot Administration Building and Warehouse allowing all Command, Administrative and Support staff along with reserve apparatus and supplies to be centralized.

## THE IDEAL CANDIDATE

The ideal candidate will be a visible, engaged, and community-centered fire service executive with at least five years of experience at the chief officer level in a similarly sized or larger career agency. A proven leader who has progressed through the ranks, this individual will bring comprehensive administrative capability to manage the complexities of a modern fire district, including financial stewardship, capital planning, fleet and asset lifecycle oversight, accreditation, strategic planning, grants, succession planning, EMS transport operations, and wildland and structural suppression. A clear and actionable vision for the first 100 days will complement respect for the District's strong trajectory and commitment to advancing its progress.

Strong political and business acumen will define success in this role. The ability to work collaboratively with the Board of Directors, organized labor, regional partners, and community stakeholders will ensure balanced governance and future-focused planning. Fiscal responsibility, accountability for public resources, and skill in aligning service expectations with authorized budgets will be essential. Knowledge of, or the capacity to quickly master, Colorado statutes governing special districts will be required. A history of constructive labor relations and partnership with the Union will reinforce transparency, trust, and shared accountability.

The ideal candidate will cultivate a respectful, welcoming, and inclusive culture that values firefighters, EMS personnel, and administrative professionals alike. A servant leadership philosophy grounded in humility, emotional intelligence, and self-awareness will guide daily conduct. The ability to inspire performance through visible presence, curiosity, and consistent modeling of department standards will establish a culture of accountability. Commitment to leadership at all levels will empower company officers, battalion chiefs, and staff to make decisions at the lowest appropriate level.

Decisiveness, healthy boundaries, and the courage to address problems directly will be balanced with empathy, innovation, and support for work life balance. Exceptional communication skills, transparency in decision making, and operational credibility, including experience in ALS transport and wildland urban interface environments, will strengthen readiness and community confidence.

## EDUCATION & EXPERIENCE

### Required Qualifications

- A bachelor's degree in fire science, business management, public administration, or a related field. A master's degree in a related discipline within two years of employment.
- Progressively increasing responsibility as a chief fire officer, battalion chief or above, in a full-time, career fire service organization.
- Residency within 30 minutes of the District's service area no later than six months after employment.
- Valid Colorado driver's license.
- Completion and maintenance of ICS 100, 200, 300, 400, 700, and 800 certifications.
- Credential or equivalent experience to perform command or support functions during all-hazards or wildfire incidents.
- Ability to meet all requirements established by the Board of Directors.

### Preferred Qualifications

- Familiarity with or experience in agency accreditation processes.
- Completion of the National Fire Academy Executive Fire Officer Program.
- Chief Fire Officer credential through the Center for Public Safety Excellence.
- Participation in the Fire Service Executive Development Institute program.



### Necessary Knowledge, Skills, and Abilities:

- Knowledge of modern fire district administration, budgeting, capital planning, fleet management, accreditation, and strategic planning.
- Knowledge of, or ability to learn, the statutes and regulations governing fire protection districts, including 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 collective bargaining and maintaining positive labor relations through proactive partnership with organized labor.
- The ability to develop and clearly articulate a 100-day transition plan aligned with Board and community expectations.
- The skill to balance fiscal responsibility with operational readiness across a geographically diverse 62 square mile district.
- Knowledge of ALS transport programs, ambulance billing practices, and EMS service delivery systems.
- The ability to foster an inclusive workplace culture grounded in trust, accountability, and continuous improvement.
- The skill to delegate effectively, support the chain of command, and empower decision making at the lowest appropriate level.
- The ability to model ethical conduct, enforce standards consistently, and use discipline appropriately while leveraging teachable moments.
- The skill to communicate clearly and transparently in both written and oral formats with members, the Board, and community stakeholders.
- Knowledge of grant writing, policy development, social media engagement, and use of administrative technology platforms.
- The ability to build regional partnerships that enhance service delivery and strengthen inter-agency collaboration.

## COMPENSATION & BENEFITS

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- **\$210,000 - \$235,000 DOQ**
- 457 plan (3% match)
- Fire Police Pension Association (FPPA) retirement
- Robust medical, dental, and vision insurance
- 240 hours of vacation time
- 100 hours of sick time
- Annual physical (cardiac and cancer screening)
- District vehicle (personal use allowed)
- District cell phone, computer
- Tuition reimbursement of up to \$3,500/year for higher education
- Attendance at local, state, and national professional development conferences

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



**To learn more about  
Monument Fire District,  
please visit:**

[www.monumentfire.org](http://www.monumentfire.org)

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The Monument Fire District is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **April 5, 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](http://www.prothman.com) and click on "**Open Recruitments**", select "**Monument Fire 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.

**PROTHMAN**

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