



Fire Chief

Grand Junction Fire Department





THE COMMUNITY

Grand Junction is a vibrant city located in western Colorado, known for its stunning landscapes and outdoor recreational opportunities provided by the geographical diversity of the Grand Mesa, the Book Cliffs, the Colorado National Monument, and the confluence of the Colorado and Gunnison rivers. With a strong sense of community and a commitment to public safety, Grand Junction offers an excellent quality of life for residents and families.

Grand Junction serves as the regional hub for retail, education, entertainment, and medical care in western Colorado and eastern Utah. The city is home to Colorado Mesa University, which currently enrolls 11,000 students. Colorado Mesa University is a comprehensive regional public higher education institution offering liberal arts, professional, and technical programs at the master's, bachelor's, associate, and certificate levels. Along with the university, the city boasts a regional airport (GJT), offering direct flights to several locations including Dallas, Denver, Las Vegas, Los Angeles, Orange County, Phoenix, and San Francisco.

Grand Junction has a robust downtown and hosts multiple art, music, food, and market events annually. With a population of more than 65,000, the city has many of the big town amenities without the big town stresses such as traffic and trail congestion. The area enjoys an average of 245 days of sunshine, making Grand Junction the perfect place to live, work, and play.

THE ORGANIZATION

The City of Grand Junction is a dynamic organization serving a growing and vibrant community. The City is a home rule city and through a Council-Manager form of government has a long-standing history of collaboration and partnership with the community and other entities.

With more than 900 full-time employees, the City provides a full range of municipal services including Public Safety, Utilities, Parks and Recreation, Engineering and Transportation, and Destination Marketing. As a values-driven organization, city employees exemplify the core values of Continuous Improvement, Collaborative Partnerships, and Exemplary Service in meeting the needs of our community members, visitors and businesses.



THE DEPARTMENT

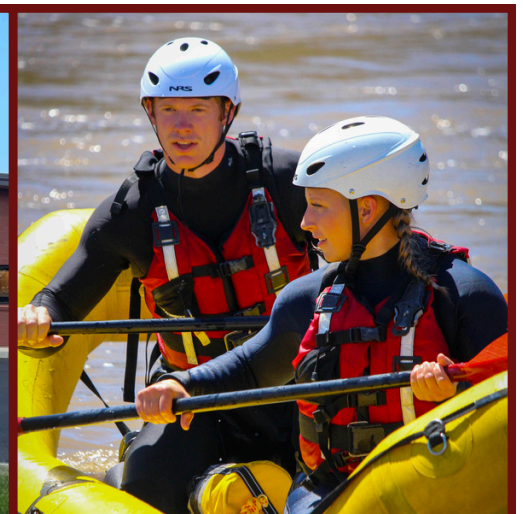
The Grand Junction Fire Department (GJFD) is celebrating 135 years of service and is the premier provider of fire and emergency services in Western Colorado. GJFD is an all-hazards, full-service emergency response agency that provides fire suppression, emergency medical services, hazardous materials response, technical rescue, wildland fire suppression, and community risk reduction services. The department's team of dedicated professionals serves the City of Grand Junction, the surrounding fire protection district, and a large ambulance service area. For many years, city and department leadership have worked with IAFF Local 2808 and Fire Department employees to establish a positive and productive working relationship. The relationship was memorialized in 2018 through a memorandum of understanding recognizing our communication and partnership. As the largest Fire Department between Denver and Salt Lake City, GJFD provides services regionally through mutual and automatic aid agreements. The Department enjoys tremendous support from city council, city management, and the community in fulfilling our mission and vision:

- **Mission** – To serve the community through emergency response and risk reduction. The department's actions will be guided by purpose-driven decisions supporting growth and safety while investing in relationships and continuous professional development.
- **Vision** – We pursue excellence in public service with efficient service delivery, utilizing sustainable planning, and promoting organizational evolution while being responsible with community resources.

The department is highly regarded and is proud of many accomplishments including being one of 22 departments in Colorado to achieve accreditation through the Commission on Fire Accreditation International. The Department boasts an Insurance Service Office Public Protection Class of 2/2X and is working to improve to Class 1 in the future. In 2025, the Department will be hosting the inaugural Colorado Smoke Diver training.

The department provides service from seven strategically located fire and rescue stations, a fire administration building, and a regional public safety training complex. GJFD has grown significantly since the successful passage of a dedicated first responder tax in 2019. This funding has provided for the construction, apparatus, and staffing of two additional fire stations and a third station that will break ground in August 2024.

Quick Facts: **First Response Service Area:** 93 square miles | **Ambulance Service Area:** 649 square miles | **Population Served:** 92,000 residents | **Annual Incidents:** 21,000+ | **Annual Budget:** \$33.5 million | **Personnel:** 165 operations and 21 administrative | **Stations:** 7 fire stations



THE POSITION

The City of Grand Junction is seeking an outstanding and forward-facing leader to serve as our next Fire Chief. The current chief is retiring after 17 years in the position and leads a strong, dedicated team that is focused on service to the community. The incumbent will be a dynamic, collaborative, and inspiring candidate; capable of engaging with employees, leadership, and the community. The individual selected will have knowledge of the operational characteristics, services, and activities of comprehensive fire and emergency services programs. The skills and ability to foster and maintain cooperative relationships with neighboring agencies and communicate clearly and effectively both orally and in writing are critical for the position.

The primary duties of the Fire Chief involve leading, managing, and administering department operations including all fire prevention, fire code compliance, fire suppression, and emergency medical response activities of the City. This includes emergency management and preparedness and developing recommendations and plans for the protection of life and property within the community. Responsibilities include determining major departmental policies; long-term planning, overseeing the development and resource allocation of the annual department budget; and supporting citywide and department sustainability, innovation, and communication initiatives.

This Fire Chief leads in developing and establishing a positive culture through effective communication with employees, fair and professional discipline, and strong executive-level technical and administrative decision-making skills. The Fire Chief responds to major incidents and serves as a senior advisor for Incident Command and interfaces with the community, city leadership, and other agencies.

The Fire Chief is an important member of the city leadership team and is involved in meeting the strategic plan and vision for the future of the community. The position participates in numerous city and community events and serves as an important community ambassador.

THE IDEAL CANDIDATE

The Fire Chief will be required to think strategically and progressively, and be adept at problem solving, not only for the Fire Department but also for the city. The ideal candidate must be analytical and make critical data-driven decisions. It is essential for the new Fire Chief to have strong communication and leadership skills and the proven ability to have their vision resonate with department personnel. The Chief must have a track record of working well with elected bodies, labor unions, community groups, and other city staff to serve the Grand Junction community.

The ideal candidate will possess the following:

- Bachelor's degree from an accredited university or college with major coursework in Public Administration, Fire Administration, or a related field. Master's Degree preferred.
- Minimum of seven (7) years progressive experience in fire suppression, prevention, emergency medical response, and emergency management and preparedness, in any combination
- Minimum of five (5) years of senior management and administrative experience in a division chief or above, military, or executive-level city management position in a similarly complex organization.
- Possession of the National Fire Academy Executive Fire Officer (EFO) or Center for Public Safety Excellence Chief Fire Officer (CFO) designation preferred.
- Other combinations of experience and education that meet the minimum requirements may be substituted.

COMPENSATION & BENEFITS

The starting salary range for the Fire Chief is \$170,060 to \$197,142; placement within this range is dependent upon qualifications and experience. The City also offers an attractive benefits package including:

- Medical Insurance
- Employer paid Dental Insurance
- Vision Insurance
- Choose between the FPPA Defined Benefit Pension or the 401a Retirement Program, which includes a 9% City match
- 457 Retirement Program with 1% City match
- Life Insurance
- Employee Health Clinic
- Employee Child Care Center
- Paid Time Off, including eleven paid holidays
- Take-home City vehicle

HOW TO APPLY

The City of Grand Junction is committed to building a diverse and inclusive workforce. All interested applicants are encouraged and welcome to apply for this position.

To apply, submit a completed City application online at www.gjcity.org/Jobs. This position is open until filled.

The Assessment Process for this role is tentatively scheduled for the last week of October or first week of November, 2024 .



City of Grand Junction

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