



FIRE CHIEF

EXECUTIVE SEARCH PROVIDED BY STRATEGIC GOVERNMENT RESOURCES

THE COMMUNITY

Ideally situated on the blackland prairie of eastern Williamson County, the City of Taylor, Texas, is home to 17,700 residents who enjoy a laid back, semi-rural atmosphere with the world-class amenities of Austin within easy distance. Williamson County is one of the fastest growing counties in the state, with a population estimate of over 530,000. The City of Taylor covers approximately 19 square miles and is located only eight miles east of the 130 Toll Road, at the intersection of U.S. Highway 79 and State Highway 95, just 40 minutes from Austin.

Taylor's beginnings are tied to the railroads, cattle, and cotton. The City was originally settled in the mid-1800s as the railroads expanded into Texas. Because of its location on one of the major cattle trails, Taylor became a shipping point for cattle, and the fertile soil in the area made it ideal for cotton production. Taylor's downtown is recognized as a National Historic District by the U.S. Department of the Interior. Efforts are underway to redevelop and revitalize the downtown and attract new businesses and restaurants to the City.

A number of large, historic homes, which reflect a time of affluence in a young Taylor, dot the area. Many of these homes have been maintained by generations of the same family, while others have been faithfully restored and modernized. Taylor's connection to the railroads continues today

through the Amtrak station located in downtown Taylor. The community takes great pride in its ethnic diversity that includes Czech, Polish, German, English, Scotch-Irish, Swedish, Black, Hispanic, Middle Eastern, and other ancestry. Taylor has a reputation for being an extremely friendly and welcoming community. The City's ethnic diversity is reflected in its reputation for great barbecue restaurants and delicious kolaches, Slavic pastries that are extremely popular throughout the region.

The City is proud of its parks system, which includes three major parks and more than eight miles of hike-and-bike trails. The Taylor Regional Park and Sports Complex is a state-of-the-art recreation facility and nature preserve which includes a variety of tournament-quality athletic fields, basketball courts, a covered pavilion, two modern playscapes, and a hike-and-bike trail. The park also features an innovative nature conservation project and a six-acre lake that provide excellent opportunities for outdoor education. The newly renovated Williamson County Expo Center is a central location for a variety of sporting, spectator, and recreational events, including Texas rodeo. The expanded facility had its grand opening in November 2016.

Taylor Independent School District (TISD) serves over 3,200 Taylor students. The area is also served by a number of institutions of higher learning, including the East Williamson County Higher

Education Center (located in Hutto), a multi-institutional teaching center that boasts partnerships with Temple College, Texas State Technical College, Texas Tech, and Concordia College, along with Legacy Early College High School, which is located in downtown Taylor. Students can earn an associate's degree at the same time as a high school diploma. The Austin campus of the University of Texas is only 30 minutes away. A number of other colleges and universities are located in the Austin area.

Baylor Scott & White Hospital in Taylor is a 25-bed critical access hospital with a newly renovated 24-hour emergency room service, as well as radiology, laboratory, and surgery services. Baylor Scott & White Clinic provides pediatrics, women's healthcare, cancer screening, office surgery, orthopedic care, and occupational medicine to the City's residents. Twenty-five hospitals and one children's hospital are located in Greater Austin, totaling more than 3,000 hospital beds and 13,000 physicians and nurses. Williamson County provides ALS transport and the Taylor Fire Department provides EMT First Responder Care.

GOVERNANCE AND ORGANIZATION

The City of Taylor operates as a council-manager form of government under a home rule charter. The City is governed by a five-member Council with four members elected from districts and the fifth member elected at-large. Council Members serve three-year terms, and the Mayor is elected from among the five members. The City Council appoints a professional City Manager, City Attorney, and Municipal Judge. The City Manager is appointed to be the chief administrative officer of the City. The Fire Chief reports to the City Manager.

The City Manager oversees an organization with 151 full-time equivalent employees and an operating budget for FY 2018-2019 for all funds of \$29.6 million. The City is very strong financially and has an "AA-" bond rating.

Council Goals 2015 - 2020

- Economic Vitality
- Streets/ Infrastructure
- Quality of Life

The City is organized into a number of departments, including Fire, Police, Development Services, Public Works, Finance, Library, Internal Services, Human Resources, City Clerk, Main Street, and Public Information, and operates the Taylor Municipal Airport. Solid waste services are provided to the City through a private contractor.

Taylor has adopted the Type "A" economic development sales tax and has established the Taylor Economic Development Corporation (TEDC) to administer the tax. TEDC owns two industrial parks, one of which has been fully developed. The City Council has recently adopted a Transportation User Fee which provides funding for increased street maintenance and reconstruction.

CITY OF TAYLOR MISSION:

To be a productive, fiscally responsible organization that takes proactive steps to ensure economic growth and the safety, well-being, and success of Taylor residents and the growth of business. Our vision for Taylor is to be a vibrant and diverse community.



FIRE DEPARTMENT SERVICE MOTTO:

Serving with Pride,
Taking Ownership,
Seeking Excellence,
Making a Difference.



ABOUT THE DEPARTMENT

The Taylor Fire Department has a strong and lengthy heritage. This proud lineage was forged in 1886 when 153 willing and dedicated citizens pulled together to create Taylor's first fire department. Today that same pride lives on through the dedication and service of the men and women that serve this dynamic, vibrant, and growing community.

- The current Fire Chief is retiring after nine years of service to the City
- 23 sworn members and one Civilian Administrative Assistant operating from two stations, an Administration Building, and one ready reserve facility
- Operates under a 24- and 48-hour shift schedule
- Annual Operating Budget of \$2.58 million
- Chapter 143 State Civil Service organization
- BLS First Responder
- ALS Transport Care provide by Williamson County EMS (the City currently pays no subsidy for this service)
- Dispatch services are provided through a contractual agreement with Williamson County Emergency Communications Service
- The Front Line Apparatus is six years of age or less. A new engine/pumper was ordered in October 2018
- Receives an average of 2,330 calls for service annually (82% EMS, 16% Fire, and 2% Other)
- All fire service members hold multiple TCFP certifications
- Working automatic and mutual Aid agreements are in place and honored regularly
- The only department in the county that is supported by a citizen volunteer group for firefighter rehabilitation and support
- Participating member of Williamson County Hazardous Materials Response Team
- Current ISO Rating is 3. The department is poised for an updated review and is confident that a Class 2 rating will be achieved
- Actively involved and supports multiple city events and activities





ABOUT THE POSITION

The Fire Chief ensures the protection of residents and property from fire and natural disasters, prevents fire where possible, investigates the causes of those which occur, and provides backup emergency medical services to citizens. By description, the Fire Chief holds the additional title of Fire Marshal but delegates that authority to the Assistant Chief of the Department. The Fire Chief also serves as the Emergency Management Coordinator for the City and oversees EOC Operations as necessary. The Fire Chief oversees or directs the Assistant Chief/Fire Marshal, Fire Lieutenants, and Administrative Services.

Essential duties:

- Manages the overall operations of the Fire Department, including firefighting, rescue, and emergency medical operations, schedules personnel and equipment, and reviews all activities of the department
- Develops budget and prepares long-range plans for department personnel, equipment, and stations
- Directs and develops firefighter training and training procedures
- Participates in fire training schools, boards, and conferences
- Directs supervisors in care and maintenance of equipment, facilities, and supplies
- Evaluates residential, commercial, and public building inspections to determine violations and to enforce adherence to safety laws and ordinances, including the International Fire Code (IFC)
- Participates in or oversees the investigation of fire scenes to determine cause, origin, and damage caused by fire, ensuring prosecution of cases of arson, and acts as liaison with the Police Department in cases of arson
- Records and reports on all fire department incidents and prepares and files various reports on departmental activities for City, state, and federal officials and organizations





ABOUT THE POSITION

CONTINUED

- Directs and participates in educational informational programs through the media and public meetings and participates in community service activities
- Coordinates responsibilities with building inspectors and reads blueprints of new buildings for compliance with Uniform Fire Code and Fire Safety Code as needed
- Develops plans for fire prevention and suppression for major structures within the City
- Serves as the City's Emergency Management Coordinator
- Responds to emergency calls when off-duty, as required

LEADERSHIP AND INNOVATION

The new Fire Chief will play a key role in helping the City address several issues and challenges:

- There is ongoing discussion over amendments to the International Fire Code that deals with requirements for sprinkler systems. The City adopted the amendments that require sprinklers in smaller square foot businesses. The new Fire Chief will need to know the Fire Code and amendments to deal with this politically sensitive issue.
- There is an appeal for firefighters to go to area departments where there may be more opportunity and better pay. The new Fire Chief will need to continue to promote a strong sense of pride of community within the Fire Department while working with City Administration to address budget challenges.
- Taylor is primed for growth. It is currently rural and is a small suburb of Austin. There is significant potential for growth. The new Fire Chief will need to plan for and manage the anticipated growth of the community.
- Fire Department policies are due to be reviewed and updated. The Fire Chief has Fire Marshal responsibilities, is the Emergency Management Coordinator, and manages the Fire Department. Therefore, there is potential for the new Fire Chief to make an impact early in his/her career with the Taylor Fire Department.
- While apparatus and equipment are currently in good condition, the new Fire Chief will need to continue to seek ways to develop a vehicle replacement plan for the Department.



IDEAL CANDIDATE

The City of Taylor seeks a highly qualified, experienced leader who exemplifies professionalism and a dedication to public service to serve as its new Fire Chief. The Taylor Fire Department is steeped in history and tradition, and there is a desire for the new Chief to continue to build on programs in which the Fire Department takes great pride, including the Honor Guard Academy, 9-1-1 Memorial Service, and Red Santa program. The ideal candidate will demonstrate a desire to be highly involved with and visible in the community and will be a strong promoter of the Fire Department at the local, regional, and state levels.

The chosen candidate will be politically savvy, but never political, and exercise tact and diplomacy when confronting potentially contentious issues.

Strong communication skills and a willingness to be transparent are essential. Continuing a collaborative and productive relationship with the Fire Association will be important for the new Fire Chief. A candidate with strong interpersonal skills who can effectively communicate with Fire Department staff and citizens will be successful. The selected Fire Chief must be able to work with area communities and fire departments where there are considerable automatic aid and mutual aid agreements.

The new Fire Chief will have thorough knowledge of civil service requirements and an in-depth understanding of fire service trends at the state and national levels. The selected individual will have strong incident command skills and the ability and willingness to take command at incidents. The chosen candidate will have a working knowledge of the principles and practices of municipal budgeting, experience with grant writing, and a willingness to pursue available grants.

EDUCATION AND EXPERIENCE

REQUIRED

- Associate degree in fire administration, fire science, or a related field
- Texas Commission on Fire Protection (TCFP) Advanced Firefighter certification
- TCFP Basic Fire Inspector and Basic Fire Investigator certifications
- Minimum of EMT-Basic certification
- Minimum of ten years of experience in a municipal fire department
- Minimum of five years in a supervisory position at the rank of chief, assistant chief, battalion chief, or shift commander
- TCFP Incident Safety Officer certification within one year
- TCFP Head of Department certification upon appointment

PREFERRED

- Bachelor's degree in fire science, public administration, or a related field
- Master's degree in fire science, public administration, or a related field
- EMT-Paramedic certification
- TCFP Master Firefighter certification
- TCFP Basic Arson Investigator certification
- Texas Fire Chief Academy Certified Fire Executive (CFE) or Texas A&M Fire Service Chief Executive Officer (FSCEO) certification
- Executive Fire Officer (EFO) through the National Fire Academy
- Chief Fire Officer (CFO) certification through the Center for Public Safety Excellence (CPSE)
- Experience in managing a department under Chapter 143 (Civil Service)
- Emergency Management experience

An equivalent combination of education and experience that provides the required knowledge and skills will be considered.



APPLICATION PROCESS



COMPENSATION AND BENEFITS

The City of Taylor offers a competitive salary depending on qualifications and experience. In addition to a competitive salary, the City provides a generous benefits package which includes comprehensive medical coverage, life insurance, disability, retirement (mandatory TMRS at 7%:1.5 to 1 and two voluntary 457 plans), paid vacation, paid sick leave, and holidays.

Please apply online at: <http://bit.ly/SGRCurrentSearches>

For more information on this position contact:

Larry Bell, Senior Vice President
Strategic Government Resources
larrybell@governmentresource.com
325-669-3671

This position is open until filled. To view the status of this position, please visit:
<http://bit.ly/SGRCurrentSearches>

The City of Taylor is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

City of Taylor
ci.taylor.tx.us

Fire Department
www.ci.taylor.tx.us/24/Fires

**Taylor Economic
Development Corporation**
tayloredc.org

Chamber of Commerce
taylorchamber.org

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