Fire Chief

CITY OF FRISCO, TX

MARCH 2023

We're a family friendly place where nearly 42 percent of our residents are married with children. Our median household income is more than $130,000.

About Frisco, Texas

As ***the*** fastest growing community over the past two decades *(U.S. Census Bureau)* and listed *among* ***the Best Places to Live in America*** *(Money Magazine, 2021-22 and 2018),* **Frisco defines *Progress in Motion*,** our city tagline**.**

Spanning about 70 square miles, Frisco is 28 miles north of Dallas, in Collin and Denton counties. More than 225,000 people call Frisco home. We anticipate our population will grow to around 325,000. Our ethnic diversity is growing, too. About 26 percent of our population is Asian, about 13 percent are Hispanic, and 8 percent are Black.

Our median age is 37. About 22 percent are school-age, while about 9 percent are over 65.

We're a family friendly place where nearly 42 percent of our residents are married with children. Our median household income is more than $130,000.

Four school districts serve Frisco; however, the **Frisco Independent School District (FISD)** is our primary district, serving the greatest number of students. FISD is one of the fastest-growing school districts in the nation. It's noted for smaller schools, high student achievement and has been named among '100 Best Communities for Young People'.

About 96 percent of high school students graduate. Plus, more than 65 percent of our residents hold a bachelor's degree or higher level of education.

Ranked a Tier One research university, the **University of North Texas (UNT),** opened its branch campus in January 2023. Frisco is also home to a **Collin College** campus, which has five university partners including Texas A&M Commerce, Texas Tech and University of Texas-Dallas.

In 2018, Frisco topped *Money Magazine's* prestigious list of 'Best Places to Live in America'.

Frisco Fire Department

The Frisco Fire Department is an **all-hazards department** that provides fire suppression, advanced life support Emergency Medical Services (EMS), hazardous materials response (HazMat) and specialized rescue operations, including high angle, water rescue, trench, confined space and structural collapse to the City of Frisco and two contracted areas.

Frisco FD also delivers automatic and mutual aid to multiple Dallas/Fort Worth Metroplex jurisdictions and regularly deploys personnel to assist with regional, state, and interstate (EMAC) disaster response. In 2022, Frisco FD responded to 19,522 calls for service. Frisco FD is authorized to provide fire suppression services by the Texas Commission on Fire Protection and is licensed by the Texas Department of State Health Services to operate 12 mobile intensive care unit (MICU) ambulances and one multipatient ambulance bus.

Frisco FD has maintained an **Insurance Services Office (ISO) Class 1 rating** since 2001 and became an accredited agency by the Commission on Fire Accreditation International (CFAI) in 2018. Frisco is one of only 114 career fire departments in the U.S. to achieve both Class 1 ISO and CFAI Accredited Status.

Frisco FD encompasses the following divisions: **Operations, Fire Prevention, EMS, Emergency Management, Fleet Services, Community Education and Administration.** The department operates nine fire stations, a fire prevention and fleet maintenance center, a training center, and a community education center. The department consists of **279 sworn and civilian positions.** There are currently **233 career firefighters, 214 of whom are paramedics,** assigned to fire operations on three rotating 24-hour shifts. Frisco FD operates the following apparatus 24/7: Nine engines/quints, seven ambulances, three ladder trucks, one quick-response squad, one heavy rescue, one Haz-Mat/Spec Ops truck, one safety captain, two battalion chiefs, and one deputy chief /shift commander. Additional reserve apparatus may be placed in service as necessary during periods of high demand.

Frisco FD is committed to **firefighter health and safety,** and all firefighters undergo an entry-level physical and annual medical exam, including immunizations, that follows NFPA 1582 recommendations.

Frisco also has a significant residential component encompassing **58,559 single-family housing units and 23,162 multifamily units.** In addition to its residents and businesses, Frisco often hosts numerous events simultaneously, effectively bringing an additional 30,000 visitors into the city within a matter of hours.

Frisco continues to be a **fast-growing community** that draws the attention of large corporations and professional sports organizations. Frisco is the home of the Dallas Cowboys, PGA of America, FC Dallas Major League Soccer, Dallas Stars Hockey Club, NBA G-League Texas Legends, Frisco Roughriders Minor League Baseball, as well as many large corporations including Keurig Dr. Pepper. Frisco has **five large-capacity event venues** that host various sporting and special events, including PGA Championships, NCAA Division I Finals, Major League Soccer, minor league baseball, basketball and multiple concerts. Frisco FD continues to see a rise in call volume as **the city grows at a pace of 5-7% per year.** Between 2015 and 2022, it saw a 76.7% increase in total call volume. Frisco will complete construction on Station 10 by the end of 2024, and Station 11 is expected to be opened by the end of 2025 to meet the growth in the north and western portions of the city.

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As a Home Rule City, Frisco has more control over establishing its boundaries through Council initiated annexation. Under Home Rule, Frisco has more flexibility to adopt its own rules aside from state legislation.

Innovation

In 2008, Frisco designed **Situational Awareness for Emergency Response or S.A.F.E.R –** the first of its kind in the U.S. The international award-winning program **provides first responders real-time data and video when responding to emergencies,** specifically calls to school campuses. Frisco's first responders can view school floor plans, campus photos – taken inside and out – and aerial maps, plus lists of on-site hazardous chemicals, contact information for school administrators and 'live' video of hallways and common areas. This innovative tool is available to firefighters and police officers with a touch of a screen or select of a "mouse" from inside their squad cars, fire trucks and ambulances. It allows first responders to begin planning how to handle the emergency even before they arrive at the school. Saving time can mean saving lives and property. While the video capability is currently available only through a partnership with the school district, the City's first responders also have access to preplanned information on commercial businesses, public facilities and infrastructure. All of this information comes together in one platform so police, fire and EMS are all working from the same data.

Accolades

In 2018, Frisco topped *Money Magazine's* prestigious list of '**Best Places to Live in America'.** Frisco made 'Money's' list again in 2021-22, ranking #19**.** Other recent accolades include:

- **#1 Safest City in America** *(2023, 2022, Smartasset)*
- **#1 Best Real Estate Market in the U.S.** *(2022, 2021, Wallethub)*
- **#1 Best City to Do Business in Texas** *(2020, homecity/Better Homes & Gardens)*
- **#1 Most Recession Proof City** *(2020, Smartasset)*
- **#2 Best City for Jobs After Graduation** *(2020, Interest.com)*
- **#22 Best Cities for First-Time Homebuyers** *(2021, Wallethub)*

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While the City of Frisco is approximately 84 percent "built out," our city continues to grow at a fast pace.

Financial health

Frisco's Combined budget is $842 million, which includes a General Fund budget of $229.5 million. These funds support a total of 1,735 positions. Our tax rate (.4466) is one of the lowest property tax rates among large Texas cities (50,000+ population). Frisco has approved four tax rate reductions in the past 11 years. Over the past 10 years, Frisco's tax rate has been stable, decreasing from .465 to .446. In 2018, Frisco raised its Homestead Exemption from 7.5 percent to 10 percent. In 2022, Frisco adopted a 12.5-percent exemption and implemented a "senior tax freeze." Frisco also supports a Senior Exemption worth $80,000. In FY22, the city increased its Capital Reserve Fund to $13 million and the General Fund balance to 34 percent – which is above the 25 percent policy. Frisco's is one of only 8 percent of cities in the U.S. with the highest possible municipal bond ratings: Aaa, AAA (Moody's, Standard & Poor's)

City government

Frisco voters adopted the city's Home Rule Charter in 1987. In 2002, voters approved 19 propositions and a revision. Since then, Charter revisions passed in 2010 and 2019. As a **Home Rule City,** Frisco has more control over establishing its boundaries through Council initiated annexation. Under Home Rule, Frisco has more flexibility to adopt its own rules aside from state legislation.

Our Council-Manager form of government consists of a Mayor, six City Council members elected at-large and a City Manager. Council members' duties include enacting local legislation, adopting budgets, determining policies and appointing the City Manager, Municipal Judge and City Attorney.

While our City Manager takes care of day-to-day operations, the Mayor and City Council focus on vision for the future. The Mayor facilitates City Council meetings; however, the Mayor does not vote except to break a tie. By Charter, the Mayor is also the official spokesperson for the City Council.

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Essential functions and responsibilities

- Ability to lead and manage subordinate employees in a major municipal fire department. Leads through respect, trust, transparency, and integrity. Adopts, understands, and upholds the City of Frisco Core Values. Creates and communicates a vision to inspire engagement throughout the Frisco Fire Department.
- Prepares annual operational budget for the Frisco Fire Department and oversees the expenditure of funds allocated to the department, reviews purchases and proposed purchases.
- Guides and formulates policy for the management of operations, medical, fire prevention, logistics, technology in the planning and organizing of departmental activities with respect to the utilization of personnel and equipment in fire suppression, prevention and investigation, training, emergency medical operations, dispatch, buildings, communications and grounds maintenance. Reviews and assigns staff resources as needed to achieve objectives of programs and services while monitoring safety and personnel issues.
- Interacts and consults with senior staff on a regular basis regarding overall management, motivation, morale, discipline, policy development, and implementation. Demonstrates accountability for the execution and quality of results, while fostering an environment of shared personal responsibility.
- Oversees performance management processes of the Frisco Fire Department including but not limited to, analyzing daily activities, reviewing personnel performance reports, reviewing inspections and investigation summaries, reviewing training and periodic activity reports. .
- Works in partnership with internal and external departmental resources to coordinate services to best meet department and community needs.
- Acts as Emergency Management Coordinator, managing large and moderate scale emergency operations and incidents.
- Responds to and monitors the situation at the scene of emergencies, incidents, and accidents and responds to media inquiries.
- Establishes and maintains positive public relations. Attends City Council meetings to respond to officials and citizen concerns or to monitor direction of City Council policies and procedures.
- Represents the City of Frisco in opportunities to gain exposure to new environments, perspectives, and ways of working.
- Complies with all written department and city policies and procedures.
- Prepares presentations, training, statistical analysis, and management level reports as needed.
- Travels to respond to calls for service and to attend meetings, conferences, and training.
- Regular and consistent attendance for the assigned work hours is essential.
- Performs other related duties as assigned.

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The ideal candidate should have significant experience in modern techniques, methods, and practices relating to fire suppression, hazardous materials, and emergency medical services, and extensive knowledge of fire prevention and inspection, training, communications, administration, public education, and related progressive fire service programs and services.

Knowledge and skills

- Knowledge of administration, management, and oversight of a municipal fire department and emergency medical services.
- Knowledge of fire prevention, suppression, and education methods, practices, and procedures for a variety of fires, hazardous materials responses, emergency management systems, emergency medical services, and rescue operations. Including knowledge of Federal, National, State and City Fire Codes and ordinances.
- Knowledge of and administrative experience in employee relations, budgeting, defining organizational mission, developing priorities, goals, and programs to meet the department's mission.
- Knowledge of City policies and procedures.
- Ability to communicate effectively, both orally and in writing.
- Significant fire operational experience that includes demonstrated success in responding to and managing emergencies and incidents.
- Skill in effectively leading, supervising, and delegating duties to assigned staff.
- Ability to establish and maintain effective working relationships and rapport with employees, department heads, governmental agencies, elected officials, the media, and the public to enable the delivery of customer focused outcomes and solutions.

Fire Chief: The ideal candidate

The ideal candidate should have significant experience in modern techniques, methods, and practices relating to fire suppression, hazardous materials, and emergency medical services, and extensive knowledge of fire prevention and inspection, training, communications, administration, public education, and related progressive fire

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service programs and services. Superior strategic planning skills, fiscal and budget management are critical to the success of this position. Experience working in an accredited fire department is highly preferred.

The ideal candidate should be active and visible in the community, personally taking part in civic and community activities and events. This person should possess excellent customer service skills and a strong ability to collaborate and build relationships with the entire organization, employees and throughout the community. The ideal candidate should display strong leadership, communication, decision-making, and negotiation skills and encourage these traits at all levels of the Fire Department. Effective communication along with strong collaboration and team building skills will be necessary for this individual to be successful; advanced written and oral communication skills are imperative. The ideal candidate must have the capacity and interest to be an effective mentor for staff and to ensure adequate succession planning is put into place.

This individual must be able to adhere to the highest ethical and moral standards and be able to act transparently and build trust.

Education, experience and certifications

- Bachelor's Degree in Fire Science, Public Administration, Business Administration, or related field (Master's Degree Preferred), and ten (10) years firefighting field experience, including five (5) years at a senior management or command level, or equivalent combination of education and experience. Experience must include significant fire operational experience.
- Certification or ability to obtain certification as a Master Fire Fighter and Head of the Department by the Texas Commission on Fire Protection.
- Must pass a preemployment drug screen, criminal background, and MVR check.
- Must possess a valid State of Texas Class C Driver's License.

Salary

The City of Frisco is offering a competitive salary commensurate with experience and a comprehensive benefits package. Relocation assistance will also be available for the successful out-of-area candidate.

How to apply

Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com
Reference: FriscoFire

Affion Public
PO Box 794
Hershey, PA 17033
888.321.4922
www.affionpublic.com

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