



## City of Bloomington, IL

# FIRE CHIEF

*Seeking an experienced Fire Command professional to be in a key leadership position*

Bloomington, IL - A vibrant community seeks an experienced Fire Command professional due to the expected retirement of a 30 year veteran with the department, to be in a key leadership position in our Fire Department which consists of 124 FTEs with a 21 million annual budget.

The City seeks candidates with a record of accomplishment in a full-service community. A Bachelor's Degree (B.A./B.S.) from a four-year college or university, with emphasis on Fire Service is preferred. At least ten years of Fire Command experience in two or more functional areas such as fire prevention, fire suppression, training, hazardous material incident operations, emergency medical services or administration required. Equivalent combination of education and experience with a minimum five years successful experience in a fire command role in one of the functional areas listed above will also be accepted. Strong general management, fiscal and personnel management, leadership skills and a servant leadership oriented, consensus building attitude is critical. Outstanding interpersonal and communication skills to promote community partnership and engagement throughout the City and the department are a must. Starting salary \$140,000 to \$145,000 DOQ.

Candidates should apply online by March 12, 2021 with cover letter, resume, and contact information for five professional references at [www.cityblm.org/jobs](http://www.cityblm.org/jobs). Questions regarding the application process should be directed to Nicole Albertson, HR Director, at 309.434.2215, or by e-mail at [nalbertson@cityblm.org](mailto:nalbertson@cityblm.org). Equal Opportunity Employer.





# COMMUNITY BACKGROUND & HISTORY

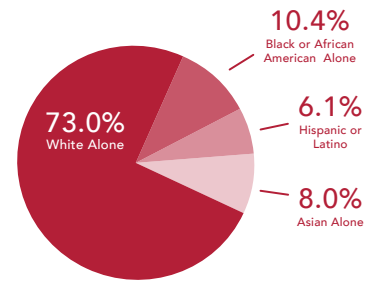
Bloomington is a home rule unit of government located in the heart of Central Illinois, approximately 125 miles southwest of Chicago, 155 miles northeast of St. Louis, and 64 miles northeast of Springfield, the State Capital. Bloomington is the County Seat of McLean County, the largest county in Illinois (approximately 762,240 acres). Bloomington (2021 projected population of 81,000) is the larger of the Twin Cities with the Town of Normal and is served by three interstates, Amtrak and by regional and national airlines through Central Illinois Regional Airport.


The economic strength of the Bloomington-Normal metropolitan area is well diversified with no single dominating industry, although there are many substantial medium-sized businesses and institutions. Diverse and stable employment sources include State Farm, Illinois State University, Illinois Wesleyan University, County Insurance & Financial Services and most recently Rivian Motors. The Twin Cities is home to two medical centers and multiple mid-sized and small companies have insulated the Bloomington-Normal economy from severe economic swings that other communities have experienced, and this has allowed the community to maintain steady, balanced growth. Bloomington is located in one of the most productive agricultural areas in the nation, but the economy is diverse and well-balanced.

The Twin Cities offers a variety of entertainment opportunities with our Parks, Trails, Golf Courses, Museums and a variety of entertainment venues. For a complete listing of venues, events and shopping information, please visit the Bloomington-Normal Area Convention and Visitor's Bureau website: [www.visitbn.org](http://www.visitbn.org)


Sources: US Census 2019 American Community Survey, GreatSchools.org, Bloomington-Normal EDC Economic Profile

**POPULATION ESTIMATE**  
2019 CENSUS ESTIMATE  
**77,330**





**MEDIAN HOUSEHOLD INCOME**  
**\$67,507**



**MEDIAN HOME VALUE**  
**\$168,300**

**SCHOOL DISTRICTS**  
BLOOMINGTON SCHOOL DISTRICT 87  
MCLEAN CO. UNIT DIST. 5  
*BOTH ARE COVERING*  
**34 SCHOOLS**  
**18,761 STUDENTS**  
9 REGIONAL PRIVATE SCHOOLS

## AREA UNIVERSITIES

Illinois Wesleyan University  
Illinois State University  
Heartland Community College  
Lincoln College at Normal

## HEADQUARTERS TO

State Farm  
Country Financial  
Beer Nuts  
Illinois High School Association

**3**

INTERSTATES

**4**

RAIL LINES

**1**

REGIONAL AIRPORT

**1**

AMTRAK SERVICE



## OUR FIRE DEPARTMENT



The Bloomington Fire Department (BFD) was established in 1868. The mission of the Bloomington Fire Department is:

***“Protecting life and property, minimizing the impacts of fire, medical emergencies, and other natural or man-made disasters without subjecting our personnel to unreasonable risk.”***

Our mission is accomplished through public education, fire prevention, code enforcement, fire suppression, emergency medical services, hazardous materials mitigation, and fire investigation. The Fire Department staff is dedicated to completing our mission in a competent and professional manner that is ingrained in our motto of “Dedicated to Our Community, Our Profession and Each Other.”



# 5 STAFFED STATIONS

COVERING OVER 27 SQUARE MILES

## RESPONDING TO WIDE VARIETY OF EMERGENCIES LIKE



STRUCTURE, BRUSH & CAR FIRES



HAZMAT INCIDENTS



AIRCRAFT RESCUE FIREFIGHTING (ARF)



VEHICLES ACCIDENTS



EMERGENCY MEDICAL SERVICES (EMS)

# IN 2020 BFD RAN A TOTAL OF 11,583 CALLS

AN INCREASE OF

# 400

# CALLS

EVERY YEAR SINCE

# 2014

## 100 MORE THAN LAST YEAR DESPITE COVID

AVERAGE RESPONSE

# TIME IS

# 4:16

MINUTES

The department also responds to calls from surrounding counties to provide an ALS upgrade service to departments that do not have the current capability. The City has an automatic aid agreement with Normal Fire Department, a mutual aid agreement with Normal Fire Departments throughout McLean County, and participates in the Statewide Mutual Aid Box Alarm System M.A.B.A.S. Supplemented by MABAS supplies, the BFD runs the Hazardous Material Team.

BFD's Public Education area conducts fire prevention activities, installation of smoke detectors free of charge and is very active in community service and public relations. The City is currently an ISO rating of 2 and is working through the process of accreditations.



# THE ROLE OF THE FIRE CHIEF

The Fire Chief is an essential member of the City's leadership team and is responsible for leading a team of professionals with delivering quality professional services including protecting lives and property through emergency and non-emergency services. The Fire Chief is appointed by and reports to the City Manager. Reasonable accommodations may be available to assist individuals with disabilities to perform the essential functions of the position.

The primary responsibilities of the Fire Chief include:

- Directs the planning, organization, and implementation of Fire Department activities including a shared mission and vision; long-range planning; goals development, implementation and monitoring; training with a focus on excellent customer service; and general Fire Department program development. Ultimately oversees the Fire Department's operational preparedness and effectiveness in the delivery of emergency services.
- Ensures overall compliance with Fire Department policies, rules and directives
- Ultimately responsible for the development, modification consistent application of Fire Department standard operating procedures, rules/regulations and administrative directives
- Exercises the authority to hire, fire, promote and/or discipline department personnel in accordance with city policy and the rules and regulations of the Board of Fire and Police Commissioners of the City of Bloomington.
- Evaluates the performance of all department personnel. Develops partnerships with other fire departments, hospitals and other emergency service providers in order to share resources and provide quality safety services to the citizens of the region.
- Directs the development and implementation of fire and emergency service needs for the City. Oversees the City's EMA (Emergency Management Agency) activities.
- Directs Fire Departments operations at major emergency incidents as needed.
- Oversees the preparation, implementation, monitoring of and successful adherence to the Fire Department budget including productivity and quality assessments and standards.
- Assures harmony between the different Fire Department shifts, divisions and other City personnel.

## QUALIFICATIONS

- To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.
- The requirements listed are representative of the knowledge, skill, and/or ability required.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

## EDUCATION | EXPERIENCE

- Bachelor's Degree required.
- 10 years of progressive responsible experience in 2 or more functional areas of a Fire Department such as fire prevention, fire suppression, training, hazardous material incident operations, emergency medical services or administration required.
- Master's Degree from an accredited institution preferred.

## CERTIFICATES & LICENSES

- Illinois Driver's License required.
- Basic Fire Officer and Advanced Fire Officer or equivalent preferred on Day 1 of incumbency but required within one year of assuming the position.
- Blue Card Command preferred at time of hire but required within one year of assuming the position.
- State of Illinois Chief Fire Officer certification must be achieved within 2 years of appointment.

## RESIDENCY

- Residency is desired with a high level of community involvement expected.

## ISSUES, CHALLENGES & OPPORTUNITIES

The following is a list of statements which embody some of the issues, challenges, and opportunities for which the successful candidate will be responsible. They are not listed in order of priority or importance but are set forth to give candidates a sense of the type and scope of issues the Fire Chief will be addressing.

- Recruitment and retention of a qualified diverse applicant pool to address staffing needs. Find creative ways to address shortage of Firefighter/Paramedic applicants, as well as increase diversity and inclusion within the department.
- Due to the City of Bloomington experiencing significant growth over the past few decades, the Fire Chief will be responsible for the implementation of a strategic plan to address.
- Improved response times throughout the community
- Plans to improve aging fire stations or the strategic selection of new sites to improve distribution of resources throughout the community.
- Provide strategic direction to shift work, talent, and skills to where and when they are needed most in response to COVID-19 Pandemic.
- Implement plan to focus resources on Community Risk Reduction and increased Fire Safety Inspections.
- Update and maintain the City's Emergency Operations Procedure.
- Provide oversight to continue with ISO accreditation process and attainment of ISO rating of #1.
- Evaluate and implement process to improve Ambulance Revenue Collection procedures.

