



ORION TOWNSHIP, MICHIGAN **FIRE CHIEF**



COMMUNITY BACKGROUND

Orion Township, MI (pop. 40,209) – Orion Township, *Where Living is a Vacation*, is a slice of the best of Michigan's lakes, parks, schools, and communities – boasting more than 4,200 acres of parks and open spaces, including 42 lakes, more than 10 square miles of recreation, and more than 50 miles of safety path and trailways! Situated in northern Oakland County, Orion Township, at 36-square miles and with a population of approximately 40,000 residents, benefits from the economic advantages of Oakland County and the Southeast Michigan region while remaining distinct in its quality-of-life offerings.



ORION AT A GLANCE

- Population: **40,209**
- Land Area: **33** square miles
- Households: **14,914**
- Owner-occupied housing rate: **80.9%**
- Median Home Value: **\$296,800**
- Median Household Income: **\$102,771**
- Bachelor's degree or higher: **48.7%**

Race/Ethnicity	Percent
White	87.6%
Black	2.4%
Hispanic	5.6%
Asian	4%
Multi-Racial	3.8%
American Indian	0.4%

ORION FIRE DEPARTMENT

The Fire Department provides full-service fire and Advanced Life Support (ALS) services to Orion Township, including the Village of Lake Orion. The Fire Chief is responsible for all resources and programs delivering fire protection, rescue, ALS, and hazardous materials response. The Fire Chief is hired by the Township Board of Trustees and reports to the elected Supervisor (Chief Administrative Officer of the Township). The elected leadership of the Township is stable, with Supervisor Chris Barnett holding the office since 2012.

The Chief will have an opportunity to be part of a dynamic Township leadership team committed to cross-functional support and superior local government service. In 2020, Township residents approved a 3.0 dedicated millage to support the operating and capital expenditures of the fire department. The fire department has a staff of 27 full-time Firefighter/Paramedics, 1 Assistant Chief, 1 Fire Marshal, 2 Fire Inspectors, 1 EMS Coordinator, 1 Office Coordinator, and 5 paid-on-call firefighters, with an annual budget of approximately \$7 million. In 2022, the fire department responded to 3,747 calls for service (of which 2,907 were EMS calls). The Department is a member of the MABAS 3201 mutual aid group and works collaboratively with its neighboring departments.

The Township prides itself on maintaining and supporting its fire department. The department staffs four fire stations; 3 of the stations have been built or remodeled since 2014, the fourth was built in 2007. Fire equipment is updated and replaced on a consistent schedule. After several years of growth (the Township changed from a paid-on-call department to a full-time department in 2015 and transitioned from BLS to ALS in 2021), the Township is anticipating their next Chief will maintain

the department's current level of service, with a focus on long-term strategic goals and a commitment to personal engagement with the community.

Full-time personnel are assigned to one of three (3) battalions that work 24-hour shifts. Each shift is staffed with a minimum of eight (8) Firefighter/Paramedics. The Township's labor agreement with the Fire Department members is with the International Association of Fire Fighters (IAFF) Local 5342.

The department shares a strong belief that the best way to fight a fire is to prevent it from ever happening. Orion Township has placed a strong emphasis on fire prevention and building safety. This includes residential, commercial, and industrial properties throughout the community. Of special attention is General Motors' Orion Assembly plant, GM's first traditional assembly plant converted to electric vehicle production. The plan made the switch to all electric vehicle production in 2020, position itself to support GM's future electric vehicle goals.

Orion Township's arrangement with the Oakland County Fire Chief Association provides mutual aid between surrounding communities to provide necessary services for fire protection. The mutual aid agreement, known as Mutual Aid Box Alarm Society (MABUS 3201) provides for specific responses based on needs and alarm priorities. This mutual aid pact allows for Orion Township to receive and render aid in emergency situations when resources have been placed at their maximum. In the event of serious structure fires or other emergencies, Orion Township will be provided with the necessary aid from all adjacent communities and receive resources from County, State and Federal sources.





COMMUNITY

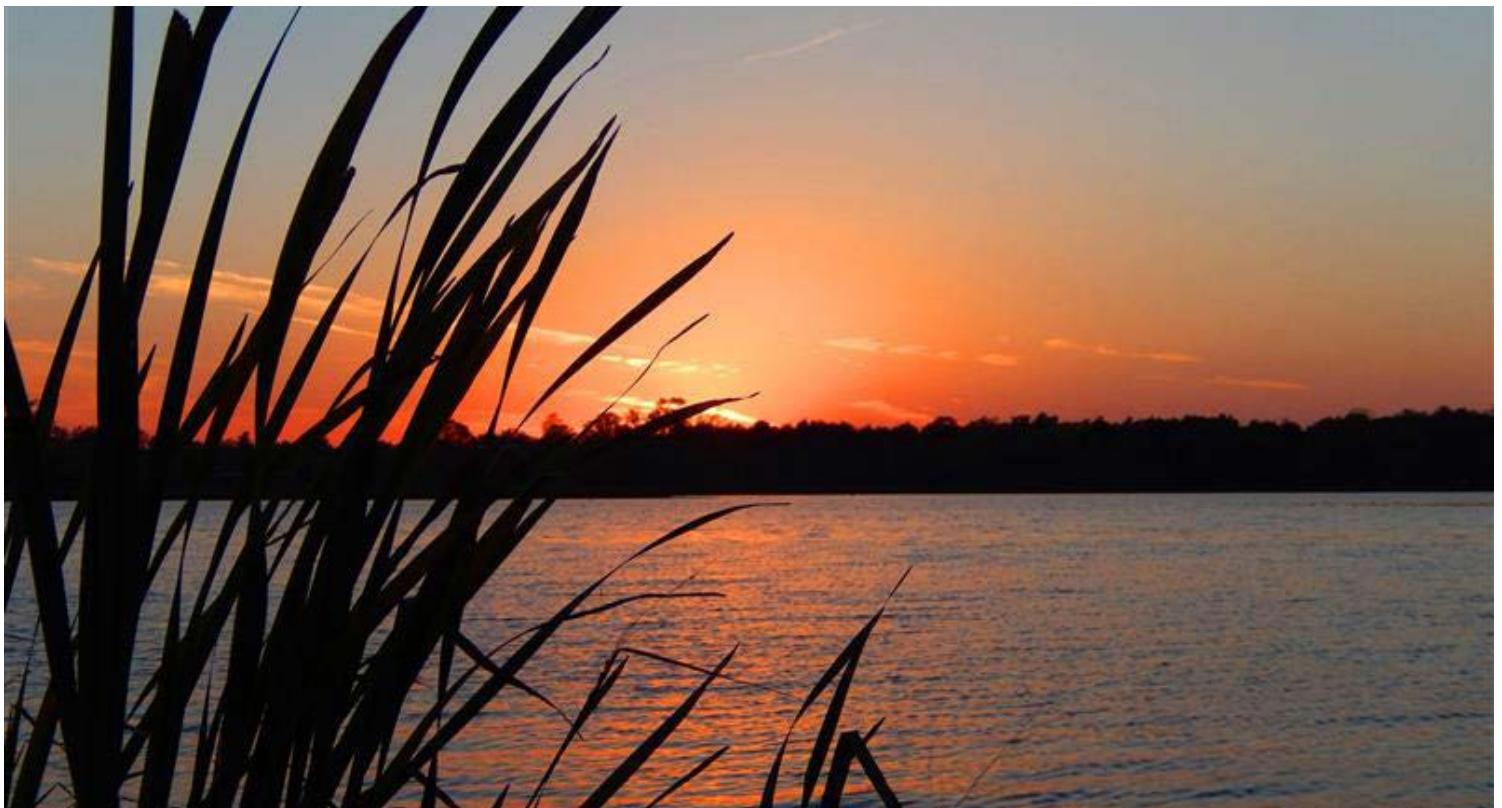
Orion Township, *Where Living is a Vacation*, was established in 1835 as a popular destination along the Detroit United Railway for those looking to get away from the hustle and bustle of the city. People came to enjoy Park Island Amusement Park and Dance Hall, and in search of the famous dragon on the lake. 184 years later, Orion Township is a thriving community in Northern Oakland County, with an estimated population of 40,209 residents. The Township includes the Village of Lake Orion, and is direct neighbors to Independence Township, Oxford Township, Oakland Township, and the City of Auburn Hills.

The Township continues to earn recognition as a premier community. Recent awards include: Michigan Best City for Fit Lifestyles (#11), Michigan Safest City (#27), Better City for Pets, eCities 5-Star Community, Michigan Green Communities (Gold Certified), Pure Michigan Trail Town, and Tree City USA

SCHOOL SYSTEM/EDUCATIONAL OPPORTUNITIES

Students in the award-winning Lake Orion Community School District enjoy an education that prepares them for the challenges of tomorrow, whether it be the next grade level or life after graduation. Innovative curriculum, talented staff and endless learning opportunities are available to children of all ages, abilities, and interests. The District recognizes that each student is unique and combines teaching expertise and modern resources to provide a stimulating, caring and exciting learning environment unmatched in Oakland County. The District has 7,500 students throughout its five (5) elementary schools, three (3) middle schools, and one (1) high school.

Several private schools, regional colleges and universities are in close proximity to the Orion community.





CHALLENGES/OPPORTUNITIES FOR THE FIRE CHIEF

Employee Development and Recruitment.

The Township is seeking a Chief who places a high priority on personal and individualized development of staff, succession planning, and recruitment of talented firefighters and EMS professionals. The average age of Township full-time firefighters is 34 years old. The fire department staff is eager to continue to professionally develop both as a department and as individuals. Recognizing the national shortage of firefighters, the next Chief will have the opportunity to work with both the full-time and part-time members of the fire department to develop innovative training and recruitment plans.

Community Engagement. The next Fire Chief has the opportunity, and expectation, to be a leader in the Orion community. While Orion has experienced tremendous growth, it is a small town at heart. The community gathers around its festivals, high school athletics, and service organizations with pride and enthusiasm. As one of the most recognized and respected organizations in the Township the fire department is positioned to increase its public presence and build meaningful relationships with individual citizens, businesses, schools, and nonprofits in the community. Stakeholders are looking for a Chief that can not only recognize this opportunity but will proactively develop programs to enhance community engagement, safety, and service.

Stability (and Growth). Over the past five years the fire department has grown exponentially, with calls increasing 41% to an all-time high of 3,747 calls in 2022. Of those calls, 78% were EMS related. In addition to the growing call volume, the department has gone through tremendous change. Changing from a primarily paid-on-call department to a primarily full-time department (2015) and adding ALS service (2021) has increased the department's service level. The next Chief will be expected to maintain the highest level of service through proactive short- and long-term planning; assuring the community that the department has the plans, policies, and procedures necessary to be successful now and into the future.





MANAGEMENT STYLE AND PERSONAL TRAITS

Orion Township prides itself on employee engagement and communication. In preparation for the recruitment of its next Fire Chief, the Township distributed a survey to its stakeholders and asked them to provide guidance regarding what they would like to see in their next Fire Chief.

Top three leadership traits most important for the next Chief:

- Approachable
- Trustworthy
- Communicative

Top leadership styles needed to successfully lead the fire department:

- Team Oriented
- Coaching/Mentoring

Abilities/Skills most essential for the next Chief:

- Ability to build a culture of teamwork within the organization
- Skill in effectively communicating with department employees
- Knowledge of current best practices in fire and EMS services
- Ability to anticipate the long-term needs of the department

In addition, the Fire Chief will have a high level of personal and professional integrity, gaining respect and inspiring the trust and confidence of co-workers and elected officials, and other stakeholders. The successful candidate will have a strong interest in developing a positive work culture for employees who are passionate about serving their community and will exhibit a strong personal passion for public service.

BACKGROUND AND EXPERIENCE

Ideal candidates will have demonstrated experience in leadership, employee relations, strategic planning, and budget management. The successful candidate will also have exceptional communication skills and will be committed to intentionally engaging with all stakeholders of the Township.

Candidates are required to have:

Bachelor's Degree in Fire Science, Fire Administration, Emergency Management, Business Administration, Public Administration, or related field required. Advanced degree preferred.

Five years of directly related progressively responsible administrative and supervisory experience and experience in an integrated Fire-EMS organization.

Must currently have and maintain the following certifications: Michigan driver's license, Fire Officer 1, 2, 3 certifications; NIMS ICS 100, 200, 300, 400, 700, and 800; current/former EMT certification, paramedic preferred.

Starting salary is \$97,650 - \$115,500 (DOQE). The Township prides itself in offering excellent benefits, including: 100% employer paid premium health, dental, and eye insurance (or a generous health insurance opt-out payment); 14% employer contribution to retirement (no required employee contribution); and 75% unused PTO annual payout.

Apply at GovHRjobs.com with resume, cover letter, contact information and professional references by April 25, 2023. Any questions or inquiries regarding the position can be made to the attention of Jaymes Vettraino, Vice President, GovHR USA, 630 Dundee Road, Suite 130, Northbrook, IL 60062, Tel: (o) 847-380-3240.

Orion Township is an Equal Opportunity Employer. The Township values diversity, equity and inclusion, all qualified applicants will receive consideration with these values in mind.

[CLICK HERE TO APPLY](#)

***Credit for contributing to the narrative and photographs: Orion Township, Lake Orion Community Schools, GM.com, and Census.gov.*

