

CLEARWATER, FLORIDA FIRE CHIEF



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The City of Clearwater FL (117,292) is the county seat of Pinellas County Florida. To the west of Clearwater lies the Gulf of Mexico and to the southeast is Tampa Bay. It is the smallest of the three principal cities in the Tampa-St. Petersburg-Clearwater metropolitan area, most commonly known as the Tampa Bay Area. It covers 39.2 mi² of which 25.6 mi² is land and 13.7 mi² is water. Clearwater's downtown has been undergoing major redevelopment in recent years with the completion of several high-rise condos and a large marina. New bars, restaurants and other amenities are coming to the area renamed the "Cleveland Street District."

THE POSITION

The Clearwater Fire & Rescue Department is committed to maintaining a high standard of emergency service, with a focus on quality, cost-effectiveness, and all-hazard mitigation to protect and serve the Clearwater community. The Department is an integral part of the Clearwater, Florida community, providing a wide array of services to ensure safety and emergency response readiness.

The City seeks a fire service and EMS leader prepared to meet the demands of a community undergoing significant redevelopment and revitalization. The next Fire Chief will be an individual with a clear and dynamic vision for providing excellent, proactive emergency services. The Fire Chief position offers the ideal candidate the chance to build on a strong tradition of excellence. The Clearwater department is a modern, all hazards' fire/EMS (ALS) service agency.



THE COMMUNITY

Repeatedly, Clearwater Beach has been named the No. 1 beach in the country on Tripadvisor. This picturesque beach, located on a barrier island accessible from the mainland by bridge, has all the powdery sand and emerald-green water you could want. You will often see bicycles loaded on the county buses or the Clearwater Jolley Trolley, both of which offer convenient transportation around town.

Check out the brewery scene in north Pinellas County by hopping on the [Gulp Coast Craft Beer Trail](#). Then, catch a baseball game from the Philadelphia Phillies who have called Clearwater their spring training home for more than 75 years. [Clearwater](#) isn't only about beautiful beaches, it has a thriving art and outdoor recreation. Along with fishing and water sports, locals enjoy biking, ideally suited to the warm weather and relatively flat landscape.

On Cleveland Street, you'll find such treasures as the 1920s Bilheimer Capitol Theatre and a gallery by an internationally renowned glass sculptor. The walkable district is lined with eclectic boutiques and eateries. Nearby, Coachman Park hosts events throughout the year like the Martin Luther King Celebration, the annual Jazz Fest, music festivals, a monthly market and more. To learn more about the community you can visit [myclearwater.com](#), the Amplify Clearwater website, or the county's official destination marketing organization website [visitstpeteclearwater.com](#).

You will be glad to know it has some of the state's best schools, particularly for preschool and elementary students. Families also love the many parks and playgrounds. Moccasin Lake Nature Park, for example, features birds of prey exhibits and an observation tower, while Crest Lake Park had a splash pad, rain garden and arboretum. And if your family includes four-footed members, head to the dog parks at Sand Key Beach, Crest Lake Park, or Enterprise Dog Park.

Aligned with a population growth, employment and salaries are on the rise in Clearwater, with top industries including healthcare, retail, and accommodation and food services making it a great place to [work and live](#).

EDUCATION

The education system in Clearwater, Florida, is part of the Pinellas County School District, which is the seventh-largest school district in Florida and serves over 104,000 students across more than 140 schools and centers. Here are some key points about the education system in Clearwater:

SCHOOLS

- Public Schools: There are 30 public schools serving approximately 14,787 students. These include elementary, middle, and high schools.
- Private Schools: There are 29 private schools serving around 5,840 students.
- Magnet and Charter Schools: The district offers various magnet and charter school programs to cater to different educational needs and interests.

Some of the top-rated schools in Clearwater include:

- [Ponce De Leon Elementary School](#)
- [Skycrest Elementary School](#)
- [Frontier Elementary School](#)
- [Countryside High School](#)
- [St. Petersburg College](#)
- [Everest University](#)
- [Clearwater High School](#)
- [Clearwater Central Catholic High School](#)
- [Ultimate Medical Academy](#)
- [Clearwater Academy International](#)
- [Nova Southeastern University](#)



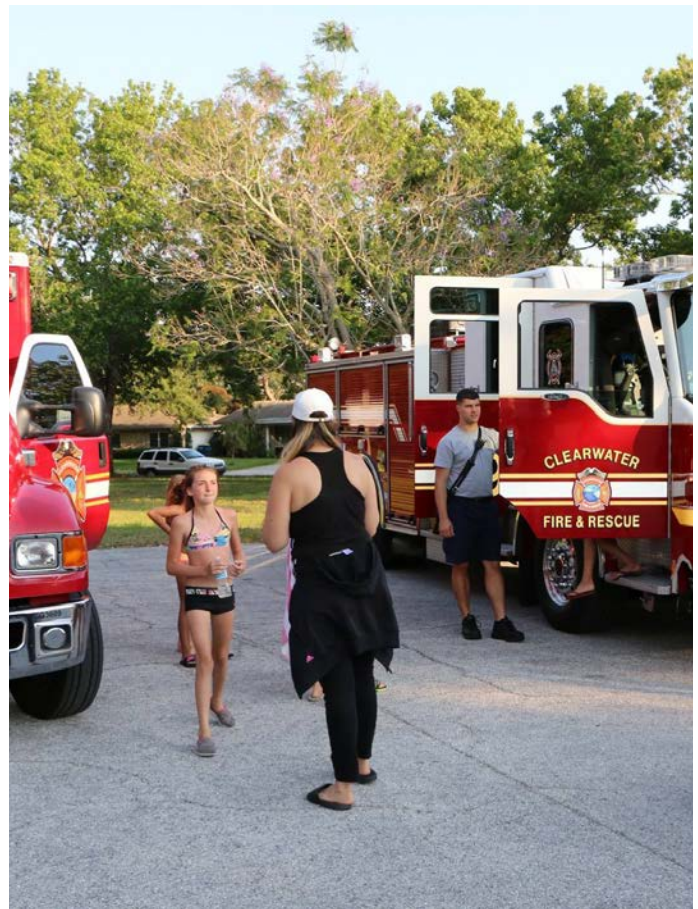
EDUCATIONAL PROGRAMS

- College Success Award: Some schools, like Countryside High School, have been recognized for their efforts in preparing students for college success.
- Specialized Programs: The district offers various application programs, including magnet, fundamental, and career academy programs.

STUDENT-TEACHER RATIO

- The student-teacher ratio in the Pinellas County School District is approximately 14:1.

The district encourages community involvement and offers various programs to engage parents and community members in the educational process. Clearwater's education system is committed to providing quality education and fostering a supportive learning environment for all students.



CITY GOVERNMENT

The City of Clearwater is governed by a Council/Manager form of government. The Mayor and four Councilmembers are elected for four-year terms. They are responsible for legislative and policy functions and appoint the City Manager and City Attorney. The City Manager serves as chief executive and administrative officer. Two Assistant City Managers provide oversight and direction of 21 operating departments and a workforce of 1900+ Full Time Equivalent (FTE) employees. The annual budget for 2024/2025 is \$753 million.

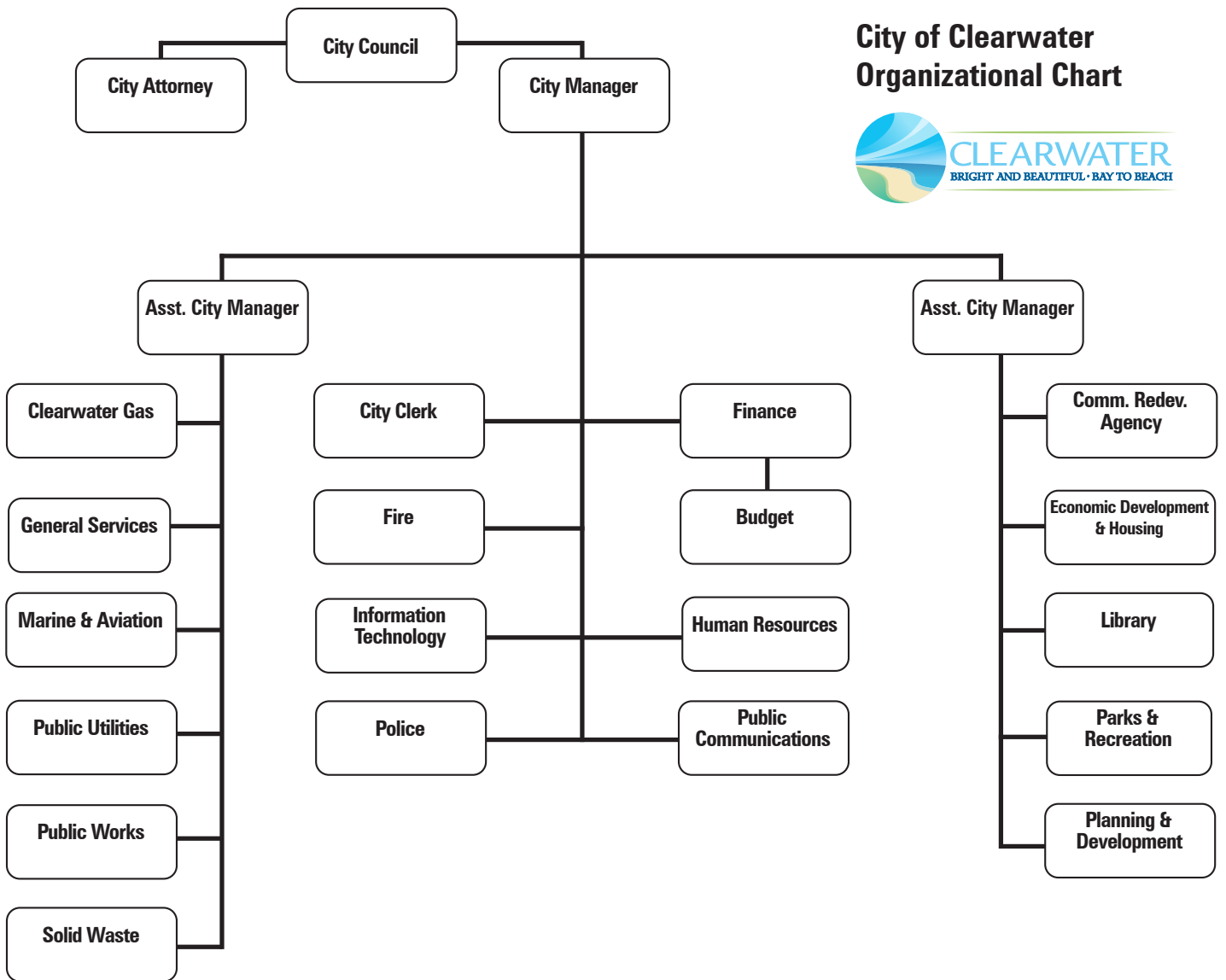
In 2023, the city adopted a Strategic Plan to declare its commitment to provide quality, sustainable, cost-effective municipal services that foster and sustain a healthy residential and economic environment. This mission faces new challenges resulting from the two hurricanes impacting the city in 2024. Rebuilding and redevelopment to address business and housing needs are immediate and foreseeable priorities. The city has adopted a Comprehensive Plan that will serve as the road map for the future of the Community. [Clearwater 2045 – A bright and Beautiful Future](#). In addition to a plan they have adopted a [Plan of Implementation](#) that addresses Intergovernmental Coordination, Capital Improvements and Property Rights Elements.



CLEARWATER FIRE DEPARTMENT

TO PROUDLY SERVE OUR COMMUNITY

City of Clearwater Organizational Chart





In conjunction with the City's strategic direction, Clearwater Fire & Rescue's objective is "to advocate and sustain a leading emergency service organization with a focus on quality, cost effectiveness, and all-hazard mitigation that exceeds our customer's expectation."

- The department consists of eight (8) fire stations, covering 40.7 square miles with a staff of over 200 personnel. They staff (8) engine companies, (2) truck/tower companies, (5) EMS/Rescue companies, (2) marine units and (1) squad.
- The department is made up of Fire Administration, Emergency Management, Fire Prevention Services, Fire Operations, Health and Safety, and Clearwater Beach Patrol. The staff includes the Chief, supported by the Deputy Chief of Operations. Under the Deputy Chief of Operations are (6) District Commanders, an Assistant Chief of Administration, Division Chief of Training, Division Chief of EMS and the Fire Marshal/Fire Prevention Services. Shift operations include (45) Lieutenants and (129) Fire Medics, Firefighters and Driver Operators (see brochure for more details).
- The department has a Class 1 ISO rating, and a budget of more than \$37 million.
- The agency typically responds to more than 45,000 service and emergency requests annually.
- Fire Operations is budgeted under two separate programs: Fire Operations and Emergency Medical Services (EMS). Pinellas County contracts with the City to provide emergency medical services on their behalf and costs are budgeted separately for reporting and accounting purposes.
- Fire Operations' personnel provide basic and advanced life support services as well as fire services. Additional responsibilities include response to hazardous materials conditions to stabilize the incident with help from the Pinellas County Hazardous Materials team. Fire Operations include specialized teams such as the Marine Response Team, Special Operations Response Team, Technical Rescue Team, and Dive Team for critical incidents.
- The Division of Fire Prevention conducts more than 10,000 fire and life safety fire code reviews annually for commercial properties. The department is dedicated to advocating and sustaining a leading emergency service organization with a focus on quality, cost-effectiveness and all-hazards mitigation.

QUALIFIED CANDIDATES:

- The city is seeking an experienced, innovative, collaborative fire/EMS leader with demonstrated managerial, interpersonal and customer service skills. Successful candidates will be able to demonstrate a balance of commitment to the organization as well as the senior management team of the city with a genuine confidence and approachable personality to residents, business and governmental leaders. This position requires the ability to act with honesty, integrity, trustworthiness, and dependability at all times.
- It is particularly important the next Fire Chief be an integral and engaged leader of the Fire Department, with a strong background in modern fire, EMS, Community Risk Reduction, emergency management and all hazards' practices.
- The new Fire Chief must understand the need to use data for problem solving, assessing community risk and vulnerabilities with exceptional computer skills.
- The Fire Chief should have a positive track record of strong bargaining relations with proven experience in fostering collaboration with Bargaining Unit members.
- The ability to mentor and foster leadership roles within the staff, succession planning, and a global vision of the community's needs and vision are critical. Creativity and the ability to guide and balance change is a must.
- The capability to be an active participant in operations and training to safely function as a command officer on incident scenes.
- The ability to develop strong relationships with surrounding Fire/EMS agencies supporting regional response planning and programs.
- The next Fire Chief will also have a demonstrated record of fairness, transparency, and consistency in the administration of Departmental policies and procedures and the willingness to address issues in a positive and timely manner. This position requires well-developed writing, public speaking skills, and the utmost integrity.



MINIMUM QUALIFICATIONS:

State of Florida Firefighter Certification (or equivalent under Florida Law - 69A-37.054 Out of State Firefighter Certificate of Compliance and Special Certificate of Compliance) with EMS experience; State of Florida Certified Paramedic or at least 8-10 years of prior paramedic experience is preferred; bachelor's degree in public or business administration or a related field from an accredited program (Masters Degree preferred) and eight to ten (8-10) years' experience in a fire department at a responsible command level; Executive Fire Officer (EFO), Chief Fire Officer (CFO – CPSE) program graduate/certification highly desirable.

SALARY, BENEFITS AND APPLICATION

The starting salary range is \$139,590 – \$181,500 +/- DOQ, and an excellent benefit package is offered. Residency in the city limits is encouraged but not required.

Candidates should apply by April 20, 2025 @ 1700 hours CST with **resume, cover letter and contact information for five work-related, or professional references** to www.GovHRjobs.com. Questions may be addressed to the attention of T.E. Sashko, MGT/GovHR USA GovHRUSA 790, Suite 225 Frontage Road Northfield, IL 60062, or (847) 380-3240x123. The City is an Equal Opportunity Employer.

