



**FIRE
DEPARTMENT**

BATTALION CHIEF/ SHIFT COMMANDER

EXECUTIVE RECRUITMENT



**GovHR USA
GovTEMPS USA**



GovHR USA, LLC is pleased to announce the Recruitment and selection process for Battalion Chief position for the City of Beloit, Wisconsin.

This brochure provides background information about the City of Beloit and the Beloit Fire Department. Interested professionals may submit a resume, cover letter and contact information for (five) 5 professional references to Tim Sashko at www.govhrjobs.com.

Electronic submissions are required. Deadline is August 10, 2022. Questions may be directed to:

Tim Sashko at (847)380-3240x123, tsashko@GovHRUSA

Thank you for your interest in this outstanding opportunity!

Tim Sashko,
Vice-President

GovHR USA, LLC
630 Dundee Road, Suite 225
Northbrook, Illinois 60062
847-380-3240



PROFESSIONAL ANNOUNCEMENT

The City of Beloit, WI (pop. 36,966), located on the southern Wisconsin state line, is a community with a proud legacy of strength, beauty and diversity and is seeking experienced public safety professionals with strong leadership skills as candidates for its next Fire Chief. The City is home to the internationally renowned Beloit College and the gateway to the state of Wisconsin from Illinois greeting over 1,000,000 tourists annually through the welcome center at 39/90 and I-43.

The City covers 17.70 square miles with a downtown that is the historical, cultural and social center of the community residing along the Rock River and Turtle Creek with a dense cluster of small shops and boutiques along the riverfront park system. The City of Beloit prides itself on providing state of the art municipal services with a strong emphasis on customer service.

Including the Fire Chief, the Beloit Fire Department has a Deputy Fire Chief (shared with the City of South Beloit, IL – 10 hours a week) and is staffed by 64 shift and support personnel. Personnel from the rank of Firefighter through Captain are represented by the International Association of Firefighters Local 583. The department provides full Fire, EMS (ALS), Fire Prevention and Special Teams Operations. The new Battalion Chiefs will be assigned to a shift as a shift commander. Each shift has a Captain (headquarters) and two Lieutenants (outlying stations) as the remainder of the supervisory staff. In 2021, the department responded to 6,912 total calls for service, 5,108 EMS/Rescue and 1,804 Fire/Service calls). The City is seeking experienced professionals with the following attributes:

- Innovation: Bring fresh ideas to the organization and offer unique perspectives and experiences as well as a capability and desire to monitor the forefront of industry advances and assess adaptation and application to Beloit.
- Energy: Provide enthusiasm and focused energy to all projects and a passion for service to the community.
- Expertise and Intellectual Curiosity: Bring deep knowledge of Fire and EMS strategy, operation and innovation and a passion for continuous learning and improvement.
- Versatility: Play an important role in coordinating, facilitating, and managing projects that require involvement across multiple service areas with a balance of trust and delegation.
- Leadership: Be dedicated to effective leadership and building collaborative and positive relationships with those he or she leads and other staff members and outside organizations in the region. Building and actively working to sustain high trust relationships is paramount.
- Engaging Perspective: Demonstrates a balance of commitment to the organization as well as the senior management team of the city with a genuine confidence and approachable personality.

Other desired attributes include:

- Desire to be a part of a great team.
- The ability to balance focus on local and regional issues and staffing models with an emphasis and experience in police/fire collaborative dispatch operations, emergency management, and a strong collaborative incident management perspective.
- Strong background in collective bargaining with demonstrated skills in relationship building.

Successful candidates shall possess a Bachelor's Degree from an accredited college or university in fire science/fire management, public administration or a related field. The position requires 7 years of responsible supervisory experience in a fire department setting, including at least 2 years of professional managerial experience involving budgetary, program development, planning, and comprehensive supervisory responsibilities. A valid Fire Officer 2 Certification from the State of Wisconsin, or equivalent certification/training from another state is preferred. The annual starting salary range for this position is \$90,000 – \$105,000+/-, depending upon qualifications. The City of Beloit also offers an attractive benefits package. Interested professionals may submit a resume, cover letter and contact information for 5 professional references to T.E. Sashko at: www.govhrjobs.com. Electronic submissions are required. Deadline is August 10, 2022.



COMMUNITY BACKGROUND



The City of Beloit serves as the Gateway to Wisconsin, located near the junction of Interstates 39/90 and I-43. Beloit is strategically located for convenient access to much of the upper Midwest and the major metropolitan areas located in this region of the country. The City's diverse population estimate is 36,966; however, the Greater Beloit market area is home to 110,000 residents. The City celebrates its proud heritage, the diversity of its residents and entrepreneurial spirit and is especially proud of its world class riverfront, providing recreational and special event facilities, biking and hiking paths, and other amenities actively used on a year-round basis.

The City Center has undergone a complete transformation in the last decade and includes a charming downtown with tree-lined streets serving the pre-20th century commercial buildings, the internationally renowned Beloit College and

beautiful, historic residential neighborhoods. Newer neighborhoods provide modern housing amenities in all price ranges, from entry level to high end, custom built homes. Beloit combines the qualities of metropolitan living with the charm and neighborliness of a small town. Housing prices and property taxes are much lower than in larger metropolitan areas, but the quality and diversity of housing and public service is undiminished. The City is the "Gem of the Rock River Valley."

The junction of two Interstate highways in Beloit provides excellent transportation to the area. Interstate 43 begins in Beloit, and connects the City to Milwaukee, 73 miles to the northeast. Interstate 39/90 runs north and south and connects Beloit to Rockford, Illinois, 18 miles to the south, and Chicago, 100 miles to the southeast. Madison, Wisconsin's state capital, is 50 miles to the north on Interstate 39/90. Because of its excellent geographic location, Beloit has enjoyed a history of supporting manufacturing, warehousing, and distribution centers for many major corporations.

EDUCATIONAL OPPORTUNITIES

The City is served by school districts with enrollments that approach 5,600 students. The School District of Beloit has 6 elementary, 4 intermediate and one high school, with alternative programming and charter schools. The District has completed a \$70 million renovation/reconstruction of its buildings including construction of a recently built Intermediate School.

The City also has a new K4-12 tuition-free public charter school called The Lincoln Academy. The Lincoln Academy specializes in project-based and experiential learning models by providing career exploration and real opportunities and choices for graduates. Students begin to explore both college and career pathways as early as K4 by way of integrating career connections in with curriculum.

The City is also the host community to Beloit College, located just a block from Downtown Beloit. Beloit College is a private liberal arts college chartered in 1846. Today, Beloit College, with an enrollment of 1,300 students from 43 states and 39 countries, enjoys a national reputation for excellence. From its 40-acre wooded campus, the College serves as a cultural center for the community, offering a wide variety of theatre productions, lectures, concerts, and art exhibitions. Beloit College is one of the oldest institutions of higher learning in the state of Wisconsin and provides innovative educational programs for community residents of all ages as well as undergraduate degrees in 50 fields of study. The University of Wisconsin Whitewater at Rock County, with 644 students, is located ten miles from downtown Beloit. Blackhawk Technical College also has a campus in City Center Beloit as well as a main campus located between Beloit and Janesville. The College provides technical training to Rock County area students as well as current workers and designs customized training for area employers.



COMMUNITY, NEIGHBORHOODS AND CULTURAL AMENITIES



The community is home to beautiful parks, numerous cultural opportunities, and caring neighborhoods. Beloit has over 900 acres of scenic parks which provide ample areas for active and passive recreation. Nearly 200 civic, youth, music, art, garden, professional service, social, veteran, and fraternal organizations bring enrichment to all who join. The City is also home to a Chamber orchestra and a Civic Theater that are both very popular. Each year, Beloit hosts an international film festival that lasts for two weeks and brings in visitors from all over the world. An active YMCA facility as well as a Boys and Girls Club offer a variety of recreational and educational opportunities. The community has over 70 churches representing 26 denominations.

Numerous attractions and venues which draw visitors and enhance the quality of life for residents in the community include the Welty Environmental Center, Beloit College Poetry Garden, The Restored Beckman Mill, Logan Museum of Anthropology, the Beloit Historical Societies Lincoln Center Museum and the Hanchett-Bartlett Homestead.

A brand new community ballpark was opened in 2021, offering a revolutionizing fan experience for baseball fans in Beloit. Home of the Beloit Sky Carp Minor League Baseball Team, the ABC Supply Stadium offers state-of-the-art amenities while serving as a multi-purpose, year round event center in downtown Beloit.

Located on the Illinois side of the State line are the Bushnell Wheeler House, Historic Auto Attractions, Williams Tree Farm, Blackhawk Farms Raceway, and the Ridgewood Orchards. Beloit's riverfront park system, mainly Riverside Park, which was recently rebuilt, extends north of the downtown along the east bank of the Rock River. The Riverfront hosts concerts in the park every Friday evening in the summer months and has recreational opportunities such as paddleboat rentals and a canoe/kayak launch. Beloit has the second largest Farmer's Market in the state of Wisconsin with more than 5,000 people attending every Saturday morning in the late spring through the early fall. The annual Plein Air painting attracts visitors from throughout Wisconsin and northern Illinois.

The City's new Public Library is a source of community pride. A part of a repurposed, aging shopping mall, the Library represents the best of Beloit's renaissance with a state-of-the-art facility that is enjoyed by residents and visitors of all ages. The Library has a heavily utilized community room and has become a gathering place for community organizations. The repurposed mall site also includes an event center, Blackhawk Technical College, Beloit Area Community Health Center and a Community Action Agency.



BELOIT'S BUSINESS COMMUNITY



The City's economy is diverse and very active. Greater Beloit is the home of numerous industrial firms, several corporate headquarters, and many retail establishments. Beloit is home to the worldwide headquarters of the Hendricks Companies including ABC Supply, Hendricks Holdings and Hendricks Commercial Properties, an involved and dedicated corporate resident with more than 675 employees working in the City of Beloit. Other major employers in the Greater Beloit area include the Beloit Health System (1506 employees), School District of Beloit (1199), Birds Eye (650), Taylor Company (712), Frito-Lay (700), Amazon (500+), Beloit College (463), City of Beloit (384), Kerry Americas (330), Fairbanks Morse/Goodrich (288) and Hormel Foods (272). Downtown Beloit is the historical, economic, cultural and social center of the community. Located north of the confluence of the Rock River and Turtle Creek, the downtown is anchored by a core of historic buildings and the recently redeveloped Ironworks office and industrial campus. Downtown Beloit is one of two inaugural members designated to participate in the Wisconsin Main Street Program.



The City's 450-acre Gateway Business Park located along Interstate 39/90, holds numerous manufacturing, industrial and office campuses. The Gateway is co-owned by the City and the Greater Beloit Economic Development Corporation. The City Manager sits on the Board and the Executive Committee of the GBEDC. The business park also includes office, multi-family and single family uses. The Gateway Business Park is currently home to G5 Brewing Company, NorthStar Medical Radioisotopes, Pratt Industries, Amazon, Staples, Chicago Fittings, and Kettle Foods.

Final approval for a Ho-Chunk Casino in Beloit was granted by the federal government in May 2022. The Ho-Chunk Nation owns 32 acres of land in Beloit and construction is expected to start this year. The complex will include one of the largest casinos in the state, as well as a 300 room hotel, 45,000 square feet of meeting and convention space, and a 40,000 square foot indoor waterpark.

THE MUNICIPAL ORGANIZATION

BELOIT AT A GLANCE

Population: **36,657**

Current City Budget: **\$96,898,855**
(before CIP; CIP = \$52,242,751)

Current Fire Department Budget:
\$8,535,749

Bond Rating: **AA-** (Standard & Poor's)

Land Area: **17.7** square miles

County: **Rock**

Median Home Value: **\$96,400**

Median Household Income: **\$ 46,989**

Households: **13,753**

Housing Units: **15,177**

The City of Beloit, founded in 1836 and incorporated as a city in 1856, has operated under the statutory form of Council-Manager government since 1929. The City Council is the policy-making body of the City and consists of seven members who are elected on a non-partisan basis for two-year overlapping terms of office. A Council President, who serves as the Chair of the Council, is selected from among the Council by its Members. The City Manager is considered by statute to be the CEO of the municipal corporation. The Manager is appointed by the Council as a whole and is responsible for the overall supervision and administration of the City government.

The Manager has full appointing and oversight authority for the operation of the various City divisions and departments and has the responsibility of carrying out policies adopted by the Council. The Police Chief and Fire Chief are appointed by the Board of Police and Fire Commission and work closely with the City Manager on the operational and budgetary issues in their department.

The City of Beloit provides comprehensive municipal services, which includes full-time police and fire protection including emergency medical and Advanced Life Support ambulance services; the construction and maintenance of City streets; refuse collection and disposal; community planning and development; economic development; a complete parks and recreation program; and public library. The City operates as municipal enterprises a golf course; cemeteries; a community services center; the sewer, water and storm water utilities; mass transit; and public housing. Natural gas and electricity are provided by Alliant Energy (formerly Wisconsin Power & Light).

City services are provided by 380 full-time employees in the following departments: Fire, Police, Library, Public Works, Community Development, Economic Development, Finance and Administrative Services, and City Attorney. Eligible City employees participate in the Wisconsin Retirement System, which is administered by the State.



THE BELOIT FIRE DEPARTMENT



Including the Fire Chief, the Beloit Fire Department is staffed by sixty-four (64) personnel. Personnel from the rank of Firefighter through Captain are represented by the International Association of Firefighters Local 583. Thirty-three (33) Personnel are certified Paramedics and all personnel on the department must be certified as EMT's (National Registry). The department provides full Fire, EMS (ALS), Fire Prevention and Special Teams Operations. The department responded to 6,912 total calls for service in 2021 5,108 EMS/Rescue and 1,804 Fire/Service calls.



CITY OF BELOIT VISION STATEMENT

The City of Beloit's vision is to become a place anyone could proudly call home for a lifetime.

CITY OF BELOIT MISSION STATEMENT

The City of Beloit's mission is to provide outstanding public service.

CORE ORGANIZATIONAL VALUES

B - Be Safe: Safety comes first. WE each play a role in the health, safety and welfare of the public at large and must act in ways that enhance our own personal safety, the safety of our co-workers and those we serve.

E - Ethical Behavior: We are dedicated to high ethical and moral standards and uncompromising honesty in our dealings with the public and each other. We do what we say, and we are going to do.

L - Leadership: Is developed and shared throughout the organization with an emphasis on continuous improvement.

O - Outstanding Public Service: We are committed to providing outstanding services to our diverse public and internal customers.

I - Inclusion of Diverse People and Ideas: We respect the unique contributions of our fellow employees, citizen, groups, and organizations through the community by seeking out their opinions, talents and needs.

T - Teamwork to Creatively Solve Problems: We are a team of diverse employees, working internally across departments and divisions, as well as externally with our many stakeholders to creatively solve problems.

CANDIDATE QUALIFICATION CRITERIA

The Board of Police and Fire Commission and the City seek candidates with high integrity, an entrepreneurial spirit, strong financial acumen and a commitment to excellence in customer service to serve as Battalion Chief.

EDUCATION, EXPERIENCE, MANAGEMENT AND LEADERSHIP STYLE

General Candidate Attributes

- Candidates must have a record of leading and managing in a fiscally responsible manner, understanding how to balance the fire department's operations and other needs with budgetary constraints.
- Candidates must have experience working closely with all supervisory levels in the department on the development of policy initiatives and strategies for implementing those initiatives with the vision to plan strategically for the community and the region's safety.
- Candidates must have a record of being an open communicator practicing transparency in local government whenever possible and a "no surprises" approach with respect to communication with the elected officials.
- Candidates must have experience in and knowledge of employee and labor relations and possess a reputation for dealing in a friendly, open and fair manner with both individual employees and the local bargaining group.
- Candidates must have knowledge of how to effectively utilize information technology, encouraging personnel to embrace technology and its benefits.
- Candidates must have experience in planning, supervising and participating in line operations, interpreting and enforcing rules and regulations and policies, evaluating employee performance, recommending and carrying through with personnel actions, recommending the hiring and training of personnel.
- Candidates must be able to supervise, participate and support operations including fire prevention, public education, fire pre-planning, building equipment and maintenance and training activities as well as reviewing and preparing records and reports.
- Candidates must demonstrate the ability and experience to assume command at emergency incident scenes, directing personnel and equipment until relieved by the fire chief.
- Candidates must be able to develop and recommend administrative, organizational and operational changes and assist in the annual preparation of the operating and capital budgets.
- Candidates must be able to maintain training records, schedules and make necessary arrangements for staffing needs including training seminars, workshops, etc. and conduct continual evaluation of department personnel performance and overall effectiveness.



CANDIDATE QUALIFICATION CRITERIA

MANAGEMENT STYLE AND PERSONAL TRAITS

- Possess complete integrity and exemplify professional and personal characteristics of impeccable behavior which meet the highest ethical standards.
- Practice strategic planning and goals setting with the fire chief and department staff, utilizing a team-oriented approach that invites creativity and innovation.
- Be absolutely committed to customer service with the desire to always improve upon the fire department's operations, policies and procedures to ensure the City's goal of being a high performing department within the City.
- Embrace the community, the region and the regional partners with a genuine desire to engage and where appropriate work with residents, businesses, neighboring governmental units, the higher education community and not for profit organizations.
- Be an excellent communicator and a good listener; be someone who honestly and openly seeks and enjoys the input of others whether they are citizens, department personnel, Board of Police and Fire Commission, City staff or elected officials.
- Be nimble in public presentations to community organizations, citizen groups and other gatherings with the ability to convey a message in a genuine, transparent manner.
- Possess strong leadership skills, understanding when it is critical to exercise leadership and when to be flexible and adaptable to new ideas.
- Project a calm demeanor with the desire to work through issues thoughtfully with an optimism that challenges are surmountable and achievable.

