



City of Lawrence  
FIRE MEDICAL

# LAWRENCE, KANSAS FIRE CHIEF

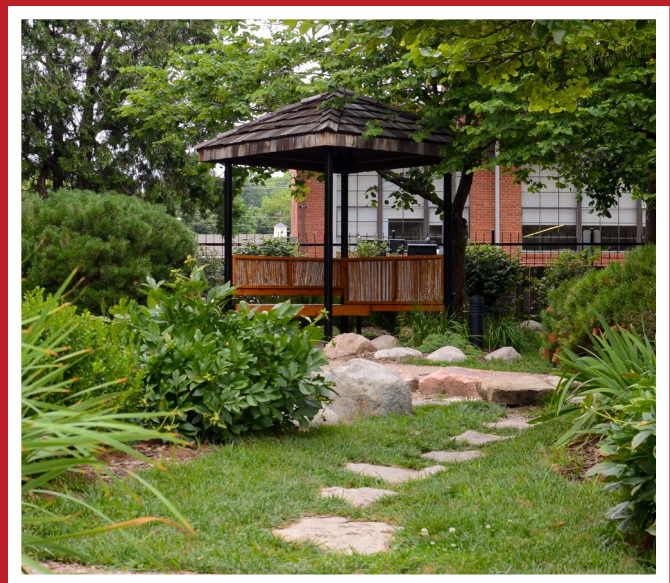


## EXECUTIVE RECRUITMENT



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## THE COMMUNITY

Lawrence is a dynamic and vibrant city located in northeast Kansas approximately 20 miles from the Kansas City metropolitan area as well as state capital, Topeka. Lawrence's location is ideal for taking advantage of the abundant amenities of the metro area including professional sports, world class museums and arts as well as easy access to the regional airport.

Lawrence is home to the University of Kansas (KU) and Haskell Indian Nations University, an inter-tribal university of Native Americans representing more than 150 tribal nations. KU has over 28,000 students and is recognized for its leading academic and athletic programs and beautiful campus environment. Lawrence has a highly regarded public school system as well and the community ranks 6th in bachelor's degree attainment per capita by the U.S. Census.

As a college community, Lawrence boasts diverse arts and cultural amenities, including the Lied Center of Kansas, the University of Kansas' performing arts center. In addition, the city offers attractive parks, award winning aquatics facilities and three well regarded golf courses. Nearby Clinton Lake is listed as one of the "50 Great Boating Lakes" by Boating World Magazine. Massachusetts "Mass" Street is recognized as one of the most beautiful main streets in America and offers many unique retail and dining options.

Lawrence possesses all the aspects of a friendly, active, and culturally diverse community. With the perfect combination of small-town hospitality and big city attractions, Lawrence is one of the premier communities in Kansas and the Midwest.





## MISSION STATEMENT

We create a community where all enjoy life and feel at home.

## VISION STATEMENT

The City of Lawrence – Supporting an unmistakably vibrant community with innovative, equitable, transparent, and responsible local government.

### Organizational Values:

Character  
Competence  
Courage  
Collaboration  
Commitment



## DEMOGRAPHICS/ GENERAL INFORMATION

Population: **101,211**

Square Miles: **33.56**

### **Race and Hispanic Origin:**

White, alone: **78.7%**

Black or African American Alone: **5.1%**

American Indian and Alaska Native: **2.4%**

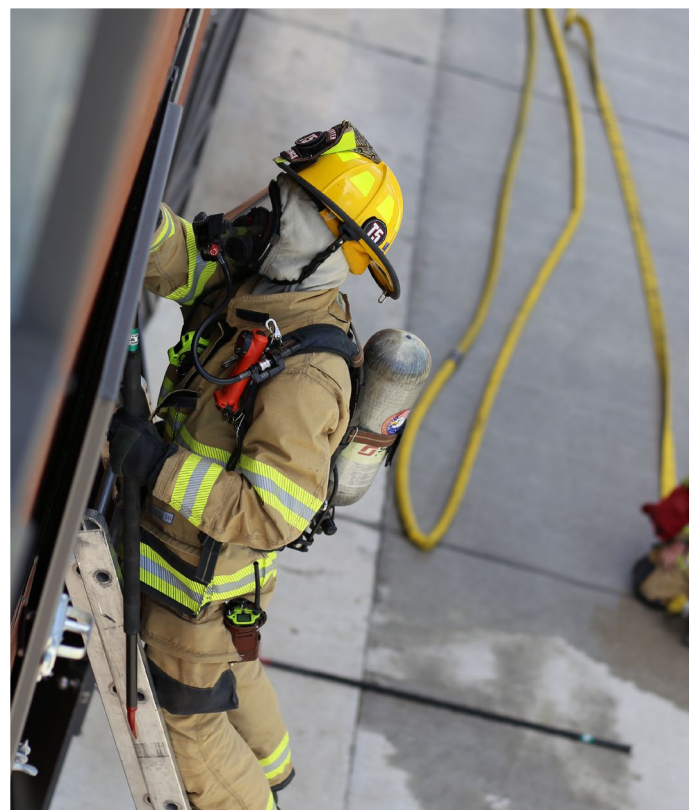
Asian, alone: **6.5%**

Two or more races: **6.0%**

Hispanic or Latino: **6.7%**

Median Home Value: **\$204,800**

Median Household Income: **\$55,598**





# THE CITY ORGANIZATION

The City of Lawrence operates under a non-partisan Commission- Manager form of government. The City Commission consists of five officials, elected through a system of staggered and overlapping terms every two years. There are no term limits. The City Commission elects a Mayor and Vice Mayor annually.

The City Commission is responsible for establishing policy for the city and hires the City Manager. The City Manager is the Chief Executive Officer who oversees all City departments and provides policy advice and recommendations to the City Commission.

Lawrence is committed to excellence in public service and management with a focus on continuous improvement and strategic planning and goal setting. The city has over 889 full time employees and the adopted 2022 fiscal year budget for Lawrence is just over \$400 million.

The City Commission's Strategic Plan identifies the following outcome areas:

- **Unmistakable Identity** – Lawrence is a welcoming community, synonymous with arts, diverse culture, fun, and a quintessential downtown. City parks and community events contribute to the vibrancy experienced by all people in Lawrence.
- **Strong, Welcoming Neighborhoods** – All people in Lawrence live in safe, functional, and aesthetically unique neighborhoods that provide opportunities to lead healthy lifestyles with access to safe and affordable housing and essential services that help them thrive.
- **Safe & Secure** – Lawrence is a community where all people safe and secure and have access to trusted public and community-based safety resources.
- **Prosperity & Economic Security** – The City of Lawrence fosters an environment that provides all people and businesses the opportunity for economic security and intentionally acknowledges, removes, and prevents barriers created by systemic and institutional injustice. Our community succeeds because of collective prosperity and a vibrant, sustainable local economy.
- **Connected City** — The City of Lawrence has well-maintained and functional and efficient infrastructure, facilities, and other assets. Connectivity supports accessible, sustainable methods for safely moving people and information throughout the community and the region. Investment in these assets reflects the City's commitment to contribute to the well-being of all people.

The commitments of the adopted strategic plan that define how the City of Lawrence conducts its work are:

- **Community Engagement:** Listen, share, and engage with our community to drive action and build trust in City Government
- **Efficient and Effective Processes:** Intentional and consistent delivery of City services
- **Equity and Inclusion:** Fair and impartial delivery of services so that no group is disadvantaged or burdened along with having inclusive representation and participation for all
- **Sound Fiscal Stewardship:** Efficient use and sustainable management of resources that align with community priorities
- **Engaged and Empowered Teams:** People throughout the organization are trusted, supported, and cared for as we build community
- **Environmental Sustainability:** A deep respect for our place in relationship with the planet and environment.



# THE DEPARTMENT & THE POSITION

Lawrence Douglas County Fire Medical (LDCFM) is a CPSE Accredited and ISO I Fire and EMS agency that provides service to the 134,917 residents of the city and surrounding Douglas County response area under a city/county shared governance model. The department operates from five (5) Fire/EMS and two (2) EMS only stations with over 156 operational and civilian personnel providing over 12,659 emergency responses annually (2020 annual report) and supported by an annual budget of \$30.7 million.

The Fire Chief is responsible to plan, direct and review the activities and operations of the Fire Medical Department including emergency medical and ambulance services, fire suppression, prevention, technical services, and administration; to coordinate assigned activities with other city departments and outside agencies; and to provide highly responsible and complex administrative support to the City Manager.

The Fire Chief reports to the Assistant City Manager but maintains direct contact with the City Manager, and collaborates with other city department directors, city, county, and regional partners. The Fire Chief serves as co-leader of the Safe & Secure Strategic Plan Outcome Team.



## OPPORTUNITIES FOR THE NEXT FIRE CHIEF

Many opportunities exist for the new Fire Chief. Some of the primary opportunities identified in the departments 2021 - 2026 Strategic Plan include:

- Improving internal communications and information exchange for enhanced continuity throughout the organization.
- Enhance communications with the community and external partners to understand the department's commitment to their expectations.
- Produce and implement a comprehensive leadership and career development program, investing in the creation of a qualified, educated workforce that promotes a supportive work environment.
- Promote and provide a culture of wellness, emphasizing the physical, mental, and emotional health of the individual and the organization.
- Succession planning to fill vacancies more effectively, shorten onboarding time and ensure continuity of knowledge and activities.
- Improving the recruitment process to positively obtain and retain qualified professionals through progressive, diverse opportunities.
- Strengthen collaboration with community partners, such as the University of Kansas, LMH Health and Bert Nash Community Mental Health Center.
- Guide discussion and implementation of 2020 Station Optimization Analysis and its recommendations, including the placement of current fire stations ensuring maximum service provision to the community and addressing any identified service gaps or excessive response times from current stations.



## CANDIDATE QUALIFICATION CRITERIA

Candidates should be strategic and collaborative leaders who understand how to balance financial excellence and sustainability while looking ahead to changing service needs and models. In addition, candidates must have excellent communication and interpersonal skills, an inclusive management style and the ability to build strong partnerships and consensus at all levels of the organization.

## CANDIDATE REQUIREMENTS:

- A bachelor's degree in fire science, emergency medical services or a related field. A master's degree or possessing the designation of Executive Fire Officer (NFA), Chief Fire Officer (CPSE) or similar certifications are preferred.
- A minimum of 10 years' experience and demonstrated leadership in an EMS/fire service command position in a department of equal or greater size and responsibility.
- Thorough knowledge of operational characteristics, services and activities of comprehensive fire suppression, fire prevention, technical services and administrative programs, and emergency medical and ambulance services including high-angle or aerial rescue, water rescue, extrication, confined space rescue, trench and building collapse rescues, and hazardous materials response.
- A thorough understanding of and demonstrated experience in NIMS and ICS type incidents and activations is preferred.
- The successful candidate will also have experience with the technical and administrative aspects of emergency medical and ambulance services, fire suppression, fire prevention, technical services, and administration.

## ADDITIONAL DESIRED ATTRIBUTES AND SKILLS:

- An innovative, collaborative, and experienced fire medical professional with demonstrated public safety leadership experience and successes who also excels in the areas of strategic planning, management, interpersonal communication, emergency management, community risk reduction, and customer service.
- Demonstrated success in the areas of team building and working within a similar department structure.
- Demonstrated ability to be transparent, objective, adaptable, flexible, and visible along with being relationship oriented and can build trust with both internal and external stakeholders.
- Participative and engaging communicator that has the ability to bring fresh ideas and vision to the organization, has a high-level of energy, with a versatile approach to interacting with the community, city officials, staff and other stakeholders.
- A person that understands the need for, and how to use, data for problem solving, community risk reduction efforts, and effective community education and engagement.
- The ability and desire to coach and mentor staff in order to foster personal growth and leadership talent.



# COMPENSATION & BENEFITS

The salary range for this position is \$141,529 - \$209,227 with an expected hiring range of (\$141,529 - \$156,035) DOQ. A generous benefit and retirement package is also offered by the city, details which are available at [https://lawrenceks.org/hr/employee\\_benefits/](https://lawrenceks.org/hr/employee_benefits/).



## HOW TO APPLY

Candidates must apply by May 6, 2022, with resume, cover letter and contact information for five work-related references to [www.GovHRjobs.com](http://www.GovHRjobs.com) to the attention of Charlene Stevens, Senior Vice President, or John Storm, Vice President, GovHR USA, 630 Dundee Road, #225, Northbrook, IL 60062. Tel: (847)309-9403.

**The City of Lawrence, KS is an Equal Opportunity Employer.**