



# Beloit

WISCONSIN

## FIRE CHIEF



### CITY OF BELOIT, WI



# EXECUTIVE RECRUITMENT

# FIRE CHIEF

## 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 an experienced public safety professional with strong leadership skills as candidates for its next Fire Chief. The City is home to the internationally renowned Beloit College and is 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 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 is staffed by 61 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. Currently the senior staff consists of an Assistant Chief and two Deputy Chiefs. The Assistant Chief is assigned to a shift as a shift commander – both Deputy Chiefs are also shift commanders. Each shift has a Captain (headquarters) and two Lieutenants (outlying stations) as the remainder of the supervisory staff. In 2018, the department responded to 8,332 total calls for service (4,691 EMS/Rescue and 3,641 Fire/Service calls).

The City is seeking an experienced professional 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 extensive 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 attributes include:

- Desire to be a part of a great team.
- The ability to 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 fire science/fire management, public administration or a related field from an accredited college/university. A master's degree preferred. The position requires 5-7 years of responsible and varied senior management experience in a directly related fire service capacity encompassing significant responsibility for the development and administration of fire department programs, services and resources. Candidate's successful completion of the Executive Fire Officer Program offered by the National Fire Academy is desired.

## 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 is estimated at 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, 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 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.



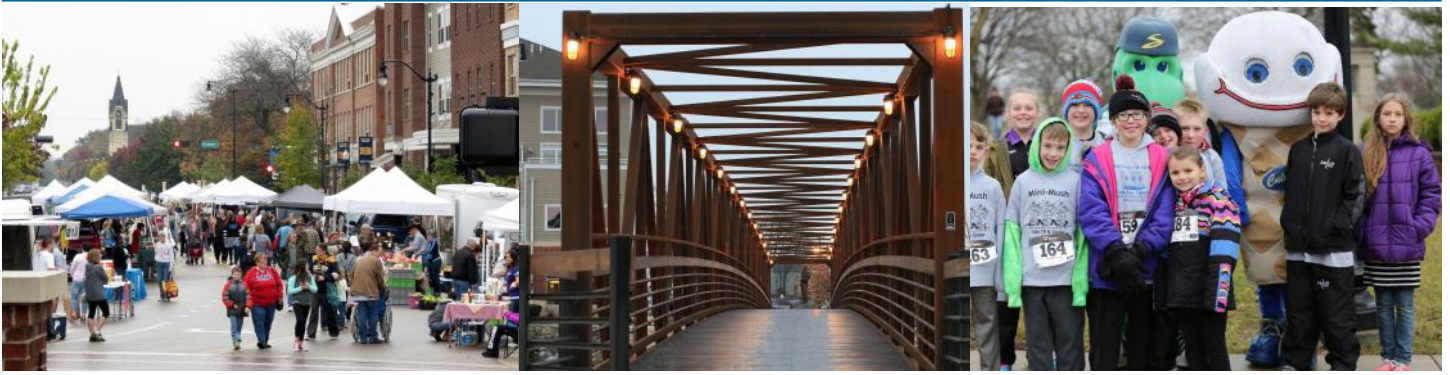
## Educational Opportunities

The City is served by a school district with enrollments that approach 7,900 students. The School District of Beloit has elementary and intermediate schools as well as one high school, with alternative programming and charter schools. In the last few years the school district completed a \$70 million renovation/reconstruction of its buildings including construction of a new intermediate school.

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 approximately 1,300 students from 49 states and 40 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 over 50 fields of study.

The University of Wisconsin – Whitewater at Rock County, with 1,220 students, is located ten miles from downtown Beloit. Blackhawk Technical College main campus is located between Beloit and Janesville. BTC 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 proud of its local chamber orchestra and symphony, as well as a Civic Theater that are all very popular. Each year, Beloit hosts an international film festival that lasts for two weeks and brings in visitors from all over the world ([beloitifilmfest.org](http://beloitifilmfest.org)). 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 ([weltycenter.org](http://weltycenter.org)), Beloit College Poetry Garden, Beckman Mill ([beckmanmill.org](http://beckmanmill.org)), Logan Museum of Anthropology ([beloit.edu/logan](http://beloit.edu/logan)), the Beloit Snappers Minor League Baseball ([milb.com/beloit](http://milb.com/beloit)), the Beloit Historical Society's Lincoln Center Museum and the Hanchett-Bartlett Homestead ([beloithistoricalsociety.com](http://beloithistoricalsociety.com)). Beloit has the second largest Farmer's Market in the State of Wisconsin ([downtownbeloit.com](http://downtownbeloit.com)) with more than 5,000 people attending every Saturday morning in the late spring through the early fall.

The Beloit Public Library ([beloitlibrary.org](http://beloitlibrary.org)) is a source of great 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.

Beloit's riverfront park system, mainly Riverside Park, extends north of the downtown along the east bank of the Rock River. The Riverfront hosts many concerts and events throughout the year and has numerous recreational opportunities such as paddleboat rentals and a canoe/kayak launch.

## Beloit's Business Community

The City's economy is diverse and very active. The Greater Beloit area 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, Kerry Ingredients and Flavors, and Regal. All of these companies are involved and dedicated corporate resident with thousands of employees working in the City of Beloit. Other major employers in the Greater Beloit area include the Beloit Health System, the School District of Beloit, Frito-Lay, Beloit College, Fairbanks Morse/Goodrich and Hormel Foods. 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 is home to numerous manufacturing, industrial and office campuses, including Northstar Medical Radioisotopes, Pratt Industries, Staples Fulfillment Center, Chicago Fittings, Kettle Foods, Kerry Ingredients & Flavors, G5 Brewing, Specialty Tools, The Morse Group.

## The Municipal Organization

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 at large 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 City 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. While the Fire Chief is appointed by the Police and Fire Commission, the position reports to and is supervised by the City Manager for all operational and budgetary issues in the Fire 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 a golf course; cemeteries; a senior community center; the sewer, water and storm water utilities; mass transit; and public housing.

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

### **Beloit at a Glance**

Population:	36,966
Current City Budget:	\$96,814,199
Current Fire Department Budget:	\$7,945,451
Land Area:	17.7 square miles
County:	Rock
Median Home Value:	\$72,500
Median Household Income:	\$45,682
Households:	13,781
Housing Units:	15,177

### **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**

**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.

**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 we are going to do.

**Leadership** is developed and shared throughout the organization with an emphasis on continuous improvement.

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

**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.

**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 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 the next Fire Chief.

### Education, Experience, Management and Leadership Style

#### General Candidate Attributes

- Candidates must have a record of leading and managing in a fiscally responsible manner and an understanding of how to balance the fire department's operations and other needs within 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 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.
  - Candidates must be able to develop and recommend administrative, organizational and operational changes and to assist in the annual preparation of the operating and capital budgets.

### Management Style and Personal Traits

- Possess complete integrity and exemplify professional and personal characteristics of impeccable behavior which meet the highest ethical standards.
- Utilize strategic planning and goal-setting utilizing a team-oriented approach that invites creativity and innovation.
- Be committed to excellent customer service with the desire to always improve upon the fire department's operations, policies and procedures in order to remain a high-performing department.
- 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, the Police and Fire Commission, City staff or elected officials.
- Be able to speak at public presentations to community organizations, citizen groups and other gatherings and be able 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.

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## **COMPENSATION AND HOW TO APPLY**

The annual salary range for this position is \$125,000 +/-, 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 Tim Sashko at [www.govhrusa.com/current-positions/recruitment](http://www.govhrusa.com/current-positions/recruitment).

Electronic submissions are required. Deadline is January 24, 2020.

Questions may be directed to:  
Tim Sashko at (847)561-3886  
tsashko@GovHRUSA.com  
Thank you for your interest in this outstanding opportunity!

**Tim Sashko, Vice-President**  
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