**THE CITY OF**

**LARGO, FLORIDA**

***invites your interest in the position of***

**FIRE CHIEF**

**THE COMMUNITY**

A diverse and engaged community of 85,000 residents, the City of Largo is seeking an experienced, collaborative and innovative leader to serve as the next Fire Chief. Largo is the 4th largest City in Tampa Bay and collaboratively provides superior fire and emergency medical services in an urban environment with county-wide dispatch and closest unit/automatic mutual aid response among 19 municipal and special districts. The Fire Chief serves in a leadership capacity within the Fire Rescue Department, as part of the City’s Executive Leadership Team, and as a partner in the county-wide Fire and Emergency Medical System.

Striving to work toward the Fire Rescue Department’s Vision - to be recognized as leaders in the fire service profession - the city is proud to have earned the designation as an ISO Class 1 in 2015. We are seeking an individual that will build off of these successes by continuing to grow and develop the culture of the Fire Rescue Department though employee engagement, mentoring and encouraging innovation.

The City of Largo has a land mass of nearly 19 square miles, including 640 acres of parkland., and is in the heart of Pinellas County- geographically located on the west coast of Florida, approximately 15 miles west of Tampa, immediately west of Tampa Bay. Largo is part of the Tampa Bay Metropolitan Statistical Area with a population of 2,915,000.

The area now known as Pinellas County was first inhabited by the Timucua Indians, one of four tribes in Florida. However, it wasn't until 1823 before Pinellas County saw its first permanent settler. A steady stream of settlers moved to the area throughout the 1800s and it was 1886, when the Orange Belt Railroad was coming through the area that residents came together to give their community a name and chose to name their town Largo. Because of its central location and rich farmlands, Largo quickly became the center of the area's citrus industry, earning the title "Citrus City." Largo citrus was being shipped by the ton to eager customers in the North. The town was officially incorporated in 1905, and in 1913 became the first town in Florida - and second in the nation - to adopt a town manager form of government.

Today, Largo is the fourth largest city in Tampa Bay Market and the 28th largest city in Florida thanks to a great quality of life for its residents, and affordable cost of living and proximity to a vast network of diversified businesses. Over the last decade, the City has developed such landmark projects as Largo Central Park, the Largo Performing Arts Center and the Largo Public Library. Downtown redevelopment is currently underway, as evidenced by the changes to West Bay Drive and the Clearwater-Largo Road District. Largo is rapidly achieving its vision of being the Community of Choice in Tampa Bay.

Largo has a fairly young population with over 40% between the ages of 35 and 60 years of age. The highest percentage of Largo residents are between the ages of 35 and 44, with less than 35% of the population at 60 years and older. Largo has a diverse workforce as demonstrated by the numerous active businesses in our area. While the health care and service industries are dominate clusters, Largo also has a strong representation in medical device manufacturing, aviation and aerospace, as well as homeland security and defense.

The City of Largo has services and programming dedicated to recycling, stormwater treatment and pollution management, urban forestry, and reclaimed water. The City's long-range plans include expanding access to community parks and recreational areas by developing a system of urban trails and community streets, which will be designed to create a network of green infrastructure and support multimodal transportation options. The City of Largo's Comprehensive Plan includes a policy tract that commits City departments to environmentally sustainable practices and works to foster environmental stewardship in the community.

Largo has 16 parks ranging from small neighborhood "pocket" parks to a large regional park of 180 acres, Largo Central Park. Parks amenities include walking trails, picnic shelters, observation decks, boardwalks, canoe/kayak launches, restrooms, interpretive signage, fitness stations and playgrounds. There is an environmental education center at the McGough Nature Park as well as community garden plots. The City maintains three major recreation complexes (Southwest Recreation, Highland Recreation and the Largo Community Center) with extensive fitness, educational and social programs.

Since 2004, the City Commission and City staff have used the Strategic Plan as a guide for policy decisions, budget updates, and capital project proposals. Largo is committed to strengthening neighborhoods; maintaining exceptional park and recreation amenities; fostering quality redevelopment projects; and improving facilities for bicyclists, pedestrians, and transit users. The City Commission renewed its commitment to long-range planning by adopting a new Strategic Plan in 2017.

**Learn more by visiting the official site of the City of Largo, Florida**

[**www.largo.com**](http://www.largo.com/)

**ABOUT THE GOVERNMENT ORGANIZATION**

The City of Largo operates on a Council/Manager form of government. **The City has six elected City Commissioners and one Mayor** elected in non-partisan, at-large elections to 4-year overlapping terms. The City Manager is appointed by the City Commission requiring five (5) votes to hire and fire. For Fiscal Year 2018, the City has an operating budget of approximately $149.500,000 for all funds and about 915 FTE positions.

**ABOUT THE FIRE DEPARETMENT**

Including the Fire Chief, the Fire Department operates with 152 personnel including the following command staffing:

* Deputy Fire Chief
* Four (4) Division Chiefs
* Three (3) District Chiefs
* Six (6) Assistant Chiefs

The six Assistant Chiefs are aligned into five major functional areas of life safety, fire/EMS operations, professional standards, logistics, and disaster management.

The Fire Chief is responsible for policy and long-term planning. The primary responsibility is directing, programming and managing the Fire Rescue Department, and the coordination of emergency management for the City. The Fire Chief manages the day-to-day operations of the organization through a Deputy Chief and four Division Chiefs. Each division has clearly defined responsibilities and unique organizational goals.

The Fire Department has a Fiscal year 2018 Budget of $21.8 million and operates from six stations providing Fire and EMS service. Largo Fire currently serves the City of Largo, Unincorporated County and the West High Point areas as part of the Largo Fire and EMS District. Additionally, Largo Fire has contractual agreements to provide fire suppression and EMS services to the Town of Belleair and the City of Belleair Bluffs.

In 2017 Largo Fire Rescue responded to 29,558 calls for service. Eighty-nine percent of those calls were emergency medical calls, and eleven percent were non-medical/fire based calls for service. Largo Fire Rescue has an ISO Class 1 rating.

**ABOUT THE POSITION AND CANDIDATE**

The Fire Chief reports to and is under general supervision of the City Manager. The City Manager will be looking for the next Fire Chief to continue the legacy of excellence for Largo Fire Rescue. The new Chief will be innovative, creative, a good strategic thinker, someone who will have a productive working relationship with the IAFF Union and respectful of the Department’s outstanding workforce. He/She will be comfortable collaborating with Pinellas County Administration and the other Chiefs in the County as the City continues to seek solutions to the increasing EMS call volume.

The new Chief will be expected to effectively function as a member of the City’s Executive Leadership Team (ELT) consisting of the City Manager, Assistant City Manager and all Department Directors supporting the City’s mission, vision, and values with responsibility for:

* developing, evaluating, and recommending changes to the organization in an effort to continuously improve the culture, efficiency and environment of the workplace
* participating in the annual creation and review of city-wide priorities and initiatives for the organization
* helping to set internal policies for the creation of the annual Capital Improvement Program (CIP) and budget
* working both independently and collaboratively in teams across departmental lines and vertically among ranks to identify and solve organizational problems and resolve inter-departmental conflicts,
* supporting and implementing the City’s strategic plan and mission, vision, and values,
* interacting with the community to facilitate meaningful dialogue on matters of public policy and service delivery
* Serve as a role model/coach/mentor to peers and subordinates throughout the organization.
* ***NO INTERNAL CANDIDATES ARE EXPECTED TO APPLY.***

The new Fire Chief is expected to have the following **training and experience:**

* Bachelor Degree in Fire Administration or Public Administration or related degree with a Master’s Degree preferred.
* At least five years of recent experience as chief, deputy chief or division chief of a multi-station municipal, urban fire department (of similar size or larger) responsible for all EMS and fire related activities for the City.
* Best practice leadership and management skills.
* Valid Florida driver's license required \*or\* valid license from another state for transfer within 30 days of employment.
* Certification of Compliance as a State of Florida Firefighter/EMT certified; State of Florida Firefighter/Paramedic is preferred within one year from hire.
* Valid State of Florida Paramedic Certification preferred.
* Executive Fire Officer Certification and Chief Fire Officer Certified preferred.

**COMPENSATION AND BENEFITS**

The salary for the new Fire Chief is expected not to exceed ***$*130,000.00** annually. In addition, the City expects to provide an excellent fringe benefit package to the successful candidate. Reasonable relocation expenses will also be provided to the successful candidate.

**HOW TO APPLY**

For additional information on this outstanding opportunity, please contact W. D. Higginbotham, Jr., Senior Vice President, The Mercer Group, Inc. at 727-214-8673, [WDHiggin@mercergroupinc.com](mailto:WDHiggin@mercergroupinc.com)

**This position is being re-opened with a closing date of July 27, 2018.**

**A letter of interest and resume should be sent**

**electronically by the close of business, July 27, 2018 to:**

**W. D. Higginbotham, Jr.**

**Senior Vice President**

**The Mercer Group, Inc.**

**Daytona Beach Shores, Florida**

**Email -** [**WDHiggin@mercergroupinc.com**](mailto:WDHiggin@mercergroupinc.com)

*Resumes are subject to the provisions of Florida Public Records Statutes*

*The City of Largo, Florida, is an Equal Opportunity Employer. The City of Largo does not discriminate on the basis of race, color, religion, creed, sex, age, marital status, national origin, political ideas, or disability in employment or in the provision of services.*

**M** The Mercer Group, Inc.