



CHIEF OF TRAINING SPRING FIRE DEPARTMENT

Harris County Emergency Services District No. 7
is searching for a Chief of Training.

Spring Fire Department

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THE COMMUNITY

We serve ~160,000 people across 62 square miles of unincorporated Harris County, Texas located 25 miles north of Downtown Houston with Interstate 45 bisecting our territory along with the Hardy Toll Road and State Highway 99 (Grand Parkway).

THE DEPARTMENT

Spring Fire Department operates under the authority of Harris County Emergency Services District No. 7. An Emergency Services District is a political subdivision of the State of Texas and is governed by Texas Health and Safety Code Chapter 775. The State Legislature has given ESDs the legal authority to levy ad-valorem (property) taxes and allows the collection of Sales and Use Tax as well.

Harris County Emergency Services District No. 7 is a Fire ESD only, which means we are only charged with providing fire suppression, prevention, and rescue services to our community. We also provide first responder services for Harris County Emergency Services District 11 Mobile Healthcare which is charged with providing EMS services within the territory we serve.

Spring Fire Department has a rich heritage that began in 1953 with 1 fire truck and 25 volunteers and has evolved into a combination department that focuses on our people. We believe that if our personnel are well taken care of, they will exceed the expectations of the community they swore to serve.

Spring Fire Department is a combination department with 30 volunteer, 10 part-time, and 117 full-time firefighters along with 17 support personnel responding from 9 fire stations with 49 apparatus and 180 personnel.

THE DISTRICT BUDGET

The forecasted revenue for 2022 is \$30.8M, the 2022 District Operating Budget is ~\$29.1M

THE VISION

To continue shaping the Spring Fire Department into an organization that has a combination of Career and Volunteer professionals that achieve only the highest standards in the fire service, while never losing perspective of the needs of the community in which it serves.

THE MISSION

To provide a wide range of programs designed to protect the lives and property of all who live, visit, work or invest in the Spring, Texas area from the adverse effects of fires, sudden medical emergencies or exposure to dangerous conditions created by man or nature.

THE HISTORY

From 1953 – 1997 the department provided service as a non-profit organization with strictly volunteers and 1 paid administrative person hired in 1992. In 1997 we began providing first responder services to our local EMS service provider and hired our first part-time firefighters to supplement the volunteers. In 2013 we began hiring full-time firefighters and have gone from 8 – 117 in just 9 years.



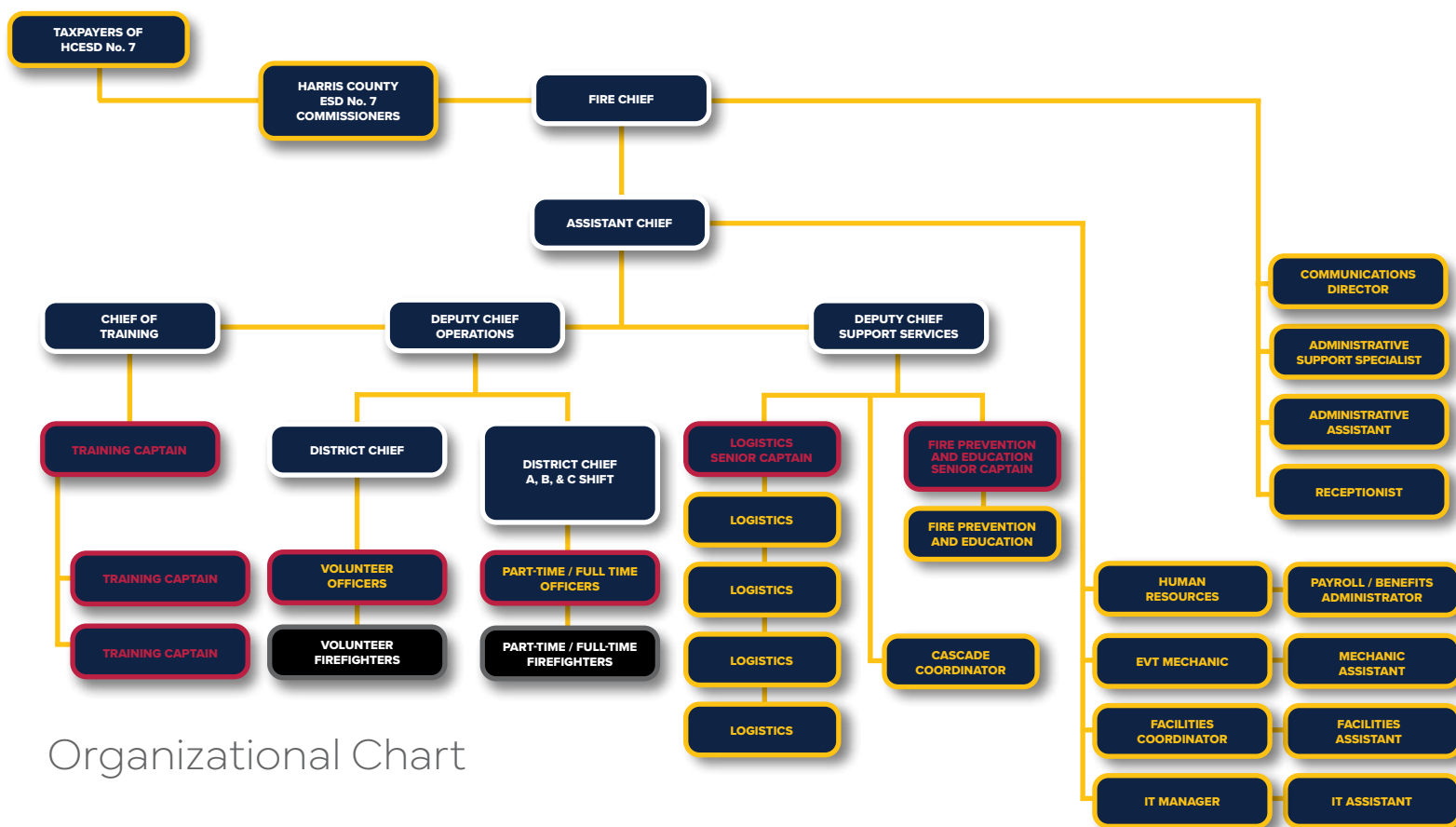
Even though the relationship between the non-profit and the district was exceptional, the department seamlessly transitioned from a contracted non-profit emergency services organization to and ESD fire department in April of 2020 moving all employees from the non-profit to the ESD.

We provide service to several Fortune 500 companies including Exxon Mobil, HPE (Hewlett Packard Enterprise), HP Inc., Amazon, and Southwestern Energy.

In June 2021 we received an ISO grading of Class 2.

THE ADMINISTRATION

The executive staff has a mixture of business, fire service, and law enforcement experience and works a flexible full-time schedule, while both the executive staff and command staff have career, combination, and volunteer experience.



Organizational Chart

THE LEADERSHIP

The Spring Fire Department is directed by Fire Chief Scott Seifert. His approach to leadership is to decentralize decision making by providing autonomy, while empowering his staff to make decisions and changes as necessary to improve the service to the community with only two rules. The first being that any change or decision made is communicated to the Fire Chief, and secondly, if a decision or change is being considered and that person is not 100% certain it would be beneficial to the department, they contact the Fire Chief for guidance.

The executive staff has an exceptional working relationship with the Board of Commissioners of Harris County Emergency Services District No. 7, and the commissioners are very supportive of the vision and initiatives the department pursues.



THE PERSONNEL

We have 117 sworn personnel and 17 civilian employees. The Fire Chief, 1 Assistant Chief, 2 Deputy Chiefs, 4 District Chiefs, 24 Captains, 11 Apparatus Operators, 71 Firefighters, 3 Training Captains, 5 Logistics Personnel, 2 Facilities Maintenance Personnel, 2 Apparatus Maintenance Personnel, 2 Information Technology Personnel, 2 Administrative Assistants, 1 Bookkeeper, 1 Communications Director/Public Information Officer, 1 Human Resources Director, 1 Payroll and Benefits Coordinator.

THE EQUIPMENT

We have a myriad of state-of-the-art apparatus made by Pierce manufacturing with a couple of E-One apparatus including 8 pumpers, 2 ladder trucks, 1 tower truck, 2 tenders, 1 rescue truck, 1 Rehab/Cascade/Command vehicle, 3 brush trucks, several evacuation and rescue boats, high water vehicles, UTVs, and a compliment of support and staff vehicles.



THE FUTURE

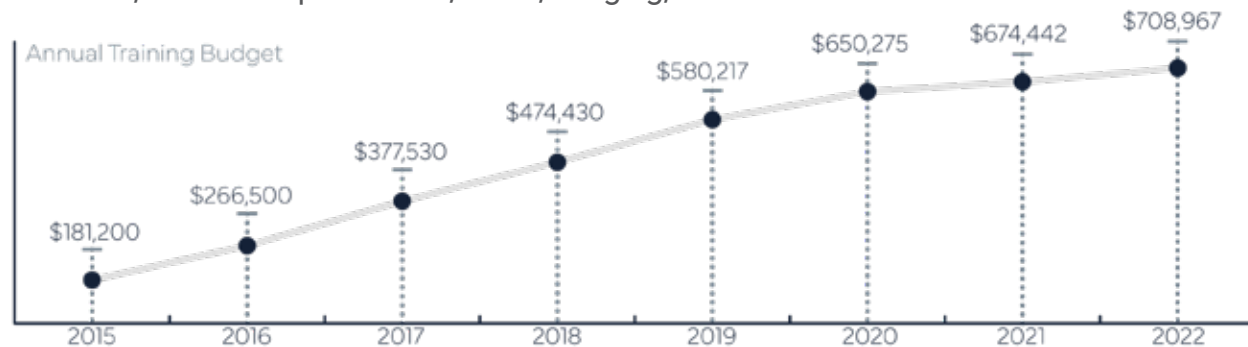
We just received a new state-of-the-art Technical Rescue Truck for our Rescue Team that went into service in Q2. We will also be receiving a tandem axle Ladder truck for Station 75 and replacement Engine for Station 77, which are currently in production with delivery in Q2, and just placed an order for a replacement Engine for station 78.

We will continue to add firefighters each year and will add a 2nd District Chief on duty daily beginning in the mid 2020's. Administratively we will be adding a finance director/accountant position in the early 2020's for long-term forecasting and planning. We also expect to add Executive or Command staff positions in Emergency Management and Community Risk Reduction in the future.

We will either remodel or rebuild 2 fire stations; with the possibility of adding 1 additional fire station (all the rest of the stations are 10 years old or newer.)

EDUCATION AND TRAINING BUDGET

The 2022 training budget of ~\$709,000 includes Training and Conference Tuition, Books/Materials, Membership Renewals, Travel, Lodging, and Meals.

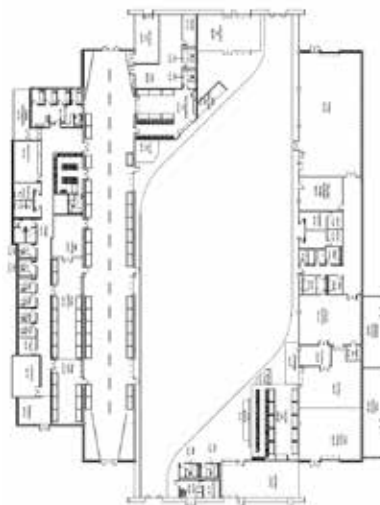
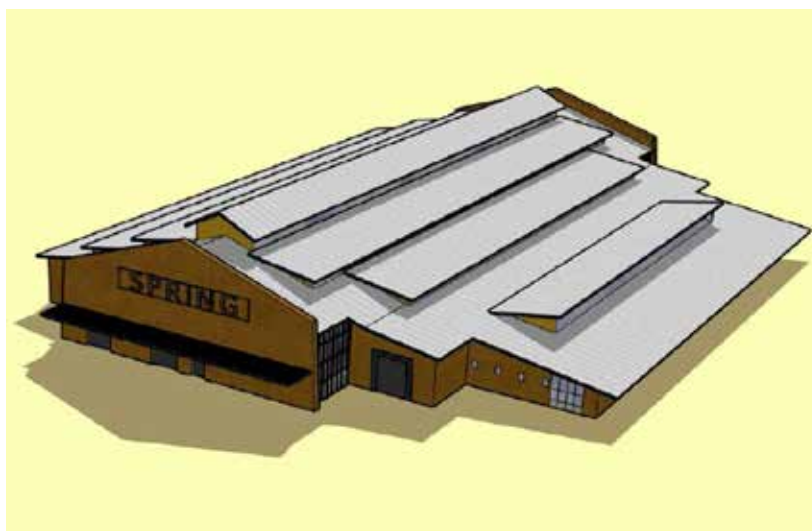


SPRING FIRE CAMPUS (MULTI-PURPOSE COMPLEX)

Several years ago, 52-acres centrally located in our territory was purchased to build a multi-purpose complex that will be home to several buildings and a wide array of specialized training props.

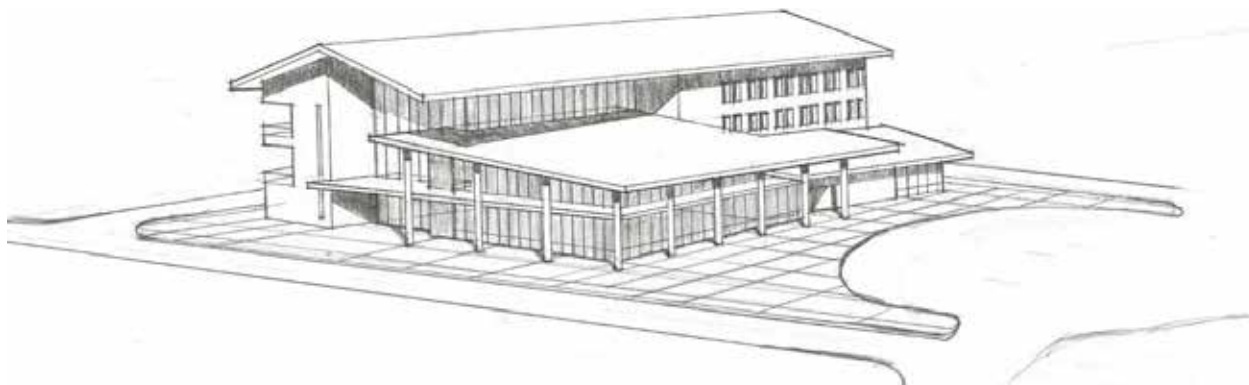


The master plan shows a 6-story LP burn building with each floor having a different configuration that will connect to a multi-level USAR structure with tunnels. A 2-story Class A residential burn structure, a 2 or 3 story Class A apartment building, covered outside classroom areas, a mock fire station to house training field apparatus and training field storage with a 2nd floor for housing 20+ personnel/strike team during a regional disaster event if necessary.



The logistics building will be the home of our apparatus maintenance division, facilities maintenance division, and logistics division which includes quartermaster, central supply, equipment, communications, bunker gear, uniforms, and SCBA. We expect this facility to open in late 2023 or early 2024.

TRAINING AND EDUCATION FACILITY



Training and Education are extremely important to the fire service and adult learning is much different than K-12. We recently completed the design of a 3-story ~80,000 square foot education building that will have a segmented lecture hall, theatre style classrooms, and additional learning spaces that can be transformed into combined spaces including a board room, computer lab and department operations center all located on the first floor.

A large portion of the 2nd floor will be for education and training personnel while a smaller portion of the 2nd floor will be used for our administration, accounting, human resources, and payroll functions. The education building's 3rd floor will be for executive leadership and additional administration as our needs increase. There will also be a portion of the 3rd floor available to build out at a future date if necessary.



WHY SHOULD I COME TO TEXAS?

Texas is over 261,231 square miles with more than 80 large state parks offering everything from hiking, canoeing, and rafting to waterfalls, caves, and desert landscapes. Texas has more than 370 miles of public beaches and decent surfing. There are eight state parks in the greater Houston area from Sea Rim State Park in the coastal wetlands to Stephen F. Austin State Park on the banks of the Brazos River. Texans get outside more than most and experience more thanks to our sub-tropic weather.



The top marginal state income tax rate for Texas residents remains the lowest in the nation -- 0.0% -- according to the Tax Foundation. California has a top state income tax rate over 13%. Montgomery County property taxes are 43.12 cents per \$100 property valuation. There is an additional \$0.2231 per \$100 of taxable value for homes in The Woodlands Township. The most expensive property tax is for schools.

Harris County property taxes by themselves without all the other taxing districts is 37.69 cents per \$100 property valuation.

The average total tax rate on a Spring 77373 home is \$2.40 per \$100 property valuation

The average total tax rate on a Spring 77388 home is \$2.32 per \$100 property valuation

The average total tax rate on a Spring 77389 home is \$2.36 per \$100 property valuation

The average total tax rate on a home in Conroe 77384 is \$2.76 per \$100 property valuation

The average total tax rate for a home in The Woodlands 77381 is \$2.05 per \$100 property valuation

WHY SHOULD I COME TO SPRING, TEXAS?

Spring is home to several golf courses, high-end dining, a waterpark, the Old Town Spring shopping experience, and our Spring Creek Greenway offers a natural path between the towns of Humble and Tomball with Spring right in the center. Spring is under 75 miles from the Gulf of Mexico and 25 miles north of downtown Houston.

City Place (formerly Springwoods Village) is home to HP Enterprise, HP, Inc., Southwestern Energy, and the main US campus of ExxonMobil. City Place offers sophisticated living, restaurants, a high-end cinema, Marriott hotels, CHI St. Luke's hospital, and more.

The Woodlands is a couple of miles north of Spring and offers nightlife, high-end dining options, shopping, parks, trails, and lower property taxes.

WHY DO I WANT TO BE PART OF SPRING FIRE DEPARTMENT?

Spring Fire Department has been a leader in firefighter salaries in the region over the last few years. 73% of our 2022 budget is focused on wages, benefits, and insurance for our personnel. We have a large tax base that is solely committed to fire protection, public education and delivering premier service to our community. We also provide a highly skilled Technical Rescue Team and Honor Guard.

Spring Fire Department has a very active media and social media presence compared to most other agencies in our region. We are community focused and support many different initiatives including:

- Car seat inspections
- Smoke alarm blitzes
- Pet chip readers
- Food drives
- Toy drives
- Blood drives
- Medication Disposal
- Spirit Days
- Special Needs Days
- Firefighter Challenge
- BBQ Cookoffs
- Parades





THE POSITION

We are in search of a vibrant, experienced fire service professional to serve as the Chief of Training with a track record of accomplishments with an increased level of responsibility. The Chief of Training is an executive leadership position that will work collaboratively with the Fire Chief, Assistant Chief, Deputy Chief of Operations, and Deputy Chief of Support Services, along with other command staff, officers, personnel, support staff, and training division personnel and serves at the pleasure of the Fire Chief.

The ideal candidate will assist in guiding the future of the organization with a focus on education, training, and professional development, while providing career path guidance for all personnel. This position will also oversee fire training complex facilities and related personnel.

The ideal candidate must have the highest level of personal and professional integrity and adhere to high ethical standards while having self-determination and the ability to lead by example. Technical skills, presentation skills, and effective communication is a must while having the capacity to meet deadlines and perform under pressure.

The position requires the ability to manage the budget, programs, and activities of its training division staff while providing constant and never-ending improvement in all areas of responsibility. The position leads a training division that currently has 3 Captains; 1 which has been employed for 3 years and 2 which started in June of 2021.



OVERVIEW

This position involves administrative and hands on work in the performance and direction of activities to manage the training division. The primary duty is to ensure that all personnel are trained and competent to execute all responsibilities effectively, efficiently, and safely within the departments policies, procedures and guidelines, and compliance training, which is mandated by federal, state, and/or local policy.

This position requires the work outlined below is performed to the highest legal, ethical, and moral standards of Harris County Emergency Services District No. 7.

ESSENTIAL DUTIES

Essential duties are not intended to be an exhaustive list of all responsibilities, duties, and skills. They are intended to be accurate summaries of what the job involves and what is required to perform it.

- Administer department policies procedures and guidelines for the management of instructional resources, staff, facilities, records, and reports
- Administer a training record system so that the information meets all agency and regulatory requirements and can be readily accessed
- Develop online forms and appropriate reports as required for documentation of training activities for the district and individual personnel
- Develop recommendations for policies to support education and training programs, so that division goals are achieved
- Participate in the selection of instructional staff that assists with meeting district policies and instructional goals
- Develop and maintain a performance-based instructor evaluation plan so that instructors are evaluated at regular intervals
- Write training equipment purchasing specifications that support training program goals
- Evaluate findings and conclusions; make recommendations that are unbiased, support and reflect the department goals, policies, procedures, and guidelines
- Plan, develop, and implement comprehensive training programs and curriculum
- Design programs or curriculum to support the district's goals; ensure knowledge and skills are job related; performance based; adult learning principles are utilized; and programs meet time and budget constraints
- This position is also responsible for all other duties as assigned





KNOWLEDGE, SKILLS AND ABILITIES

- In-dept knowledge and experience in leadership and management
- Background in significant operational experience
- Demonstrate effective verbal and written communications, and interview skills
- Effective resource management
- Effective time management
- Decisiveness and Interpersonal skills
- Demonstrate resilience when experiencing challenges and criticism
- Ability to work independently and accurately with minimal supervision on a continual basis
- Establish and maintain effective working relationships with other fire department personnel, ESD Commissioners, surrounding agencies, the public, and other interested and affected parties
- Perform to the highest legal, ethical, and moral standards
- Develop credibility and trust with department leadership and personnel
- Display impeccable character while maintaining a professional reputation
- Possess outstanding communications, management, and leadership skills
- Operation of standard office equipment, personal computer, software, web applications, and Microsoft 365 products including Word, Excel, PowerPoint, Outlook, Teams, SharePoint, OneDrive, Planner, Forms, Bookings, etc.

ANCILLARY RESPONSIBILITIES

- Participate in local, regional, state, and national conferences and seminars on prevention, investigation, education, emergency medical first responder and suppression to maintain a continuing level of professional and technical competence
- Participate in recruitment, retention, and training of new firefighters
- Assist with Community Risk Reduction programs
- Assist with Department Operations Center when activated due to weather or other related emergencies
- Attend all Executive staff, Command staff, Officers, ESD meetings, and all formal ceremonies

MINIMUM QUALIFICATIONS

- Texas Commission on Fire Protection (TCFP) Advanced Firefighter or equivalent
- Texas Commission on Fire Protection (TCFP) Instructor II or equivalent, must complete Instructor III within 1 year of hire
- Texas Commission on Fire Protection (TCFP) Fire Officer II or equivalent
- Texas Department of State Health Services (TDSHS) Emergency Medical Technician or National Registry
- FEMA NIMS 100, 200, 700, 800
- FEMA NIMS 300, 400 within 6 months of hire
- Texas Class B Driver's License within 6 months of hire
- Applicants outside of the State of Texas must be eligible for certification through TCFP and TDSHS
<https://www.tcfp.texas.gov/services/transferring-to-texas>

COMPENSATION

The salary range is \$100,000 - \$120,000 depending on qualifications and experience and will work a flexible full-time schedule.

Benefits include 100% employer paid premiums for group health, dental, vision, life/disability insurance for the employee, and 80% employer paid premiums for group health for employee's spouse and family. You will receive a department issued vehicle, cell phone, and laptop.

RETIREMENT

We provide retirement through the Texas County and District Retirement System (TCDRS) which is a defined contribution plan that is funded by a required 7% employee contribution with a **250% district match** (17.5%) which is the highest in our area. Our plan requires a 5-year vesting with retirement eligibility at 20 years or the rule of 75 (age plus years of service equals 75), or 60 years of age.

EQUAL OPPORTUNITY EMPLOYER

Harris County Emergency Services No. 7 provides equal employment opportunity to qualified persons regardless of race, color, sex, religion, national origin, age, sexual orientation, gender identity, disability, veteran status, or other categories protected by law.

HOW TO APPLY

For any questions about this opportunity, please contact Human Resources at careers@springfd.org



APPLY BY JULY, 1ST, 2022

APPLY ONLINE

(Click the link above or visit www.springfd.org)



WWW.SPRINGFD.ORG



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