

**AN OUTSTANDING OPPORTUNITY TO SERVE THE CITIZENS OF
FORT MYERS, FLORIDA AS THEIR NEXT**

FIRE CHIEF

THE CITY OF PALMS

THE CITY OF
FORT MYERS
Florida

TO BE CONSIDERED: SEE PAGE 9 FOR APPLICATION INSTRUCTIONS.

"Caring for our Community"



CITY OF FORT MYERS, FLORIDA FIRE DEPARTMENT

FIRE CHIEF RECRUITMENT PROFILE



PROFILE OF THE CITY

Fort Myers is located in the lower west coast of Florida, midway between Tampa and Miami and has a current population of approximately 76,108 residents. The City encompasses 48.82 total square miles. The Caloosahatchee River borders the City to the north and west. It is part of the intercostal waterway connecting the Atlantic Ocean and the Gulf of Mexico.

The original town site of Fort Myers consisting of 139.45 acres was platted by Major James Evans of Nonsemond County, Virginia in the early fall of 1876 shortly after he acquired title to the fort site from the Federal government. The actual survey was made by Julian Arista, Deputy Surveyor of Monroe County, in which Fort Myers was then located. The plat was recorded in Key West in December 1876.

Much of the land in the original town was deeded by Evans to pioneers who had settled there and the streets were laid out to connect with the property they were occupying. This explains the irregularity of the street plan that has caused surveyors trouble ever since.

Not more than ten families lived in Fort Myers at the time the town plat was recorded. Fort Myers was a frontier cow town in every meaning of the term. The number of inhabitants slowly increased by the mid-1880's. By then, approximately 50 families were living within the town limits that had expanded to take in a subdivision opened by Major Evans. The need for public improvements and better law enforcement led the residents to incorporate the settlement as a town. This was done at a meeting of 45 electors on August 12, 1885. Town officials were chosen at the same meeting.

The City of Fort Myers is part of the Fort Myers-Cape Coral Metropolitan Statistical Area (MSA) that includes all of Lee County. The general concept of a metropolitan statistical area is one of a large popula-

tion nucleus, together with adjacent communities that have a high degree of economic and social integration within that nucleus. Fort Myers is the cultural and trade center for Lee County and the surrounding area. Commercial fishing in Lee County is a year-round operation with shrimp fleets making their homeports in Fort Myers and Fort Myers Beach. For recreation, the Thomas Edison and Henry Ford Winter Estates offer tours of their exhibits including a museum, botanical gardens and research laboratory. The Barbara B. Mann Performing Arts Hall, located on the campus of Southwest Florida University, operates year round and provides opportunities to see traveling artists and Broadway productions. A state-of-the-art spring training ballpark and player development complex became the new home to the Boston Red Sox in 2012.

FORT MYERS MUNICIPAL GOVERNMENT

The City of Fort Myers operates under a council-manager form of government, The Council consists of a Mayor elected at-large and six councilmembers elected by wards. All serve staggered, four-year terms and elections are held in November of odd numbered years.

Fort Myers City Councilmembers are dedicated to doing what is best for the community. They are collegial and have a great deal of respect for the abilities of City staff. The Council appoints two officials, the City Manager and The City Attorney.

The City provides traditional municipal services including Community Redevelopment, Engineering,





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Fire, Parks, Police, Recreation, Solid Waste, and Streets and Utilities (water and wastewater). It also operates a cemetery and municipal marina.

Fort Myers is a full service City with a staff of approximately 900 full-time and part-time employees. The City's general fund budget is \$99.8 million. Its total budget is \$334.6 million.

Additional information about Fort Myers is available at www.cityftmyers.com.

CITY OF FORT MYERS FIRE DEPARTMENT HISTORY



The first organized fire department in Lee County was the Town of Fort Myers Fire Department (now City of Fort Myers), which organized as a volunteer company in 1901 following a series of large fires in the downtown area. The day after it was formed, the new volunteer fire department responded to its first structure fire. Battling a house fire with hand-conveyed buckets, the firefighters were unable to save the home; however, they prevented the spread of fire to other buildings. Realizing that bucket brigades were no match for large fires, the department bought its first fire engine, a used button-hand pumper in August 1901.

By 1905, City Council was paying the volunteer fire department \$10 for each fire extinguished and had purchased a new hand drawn fire engine with a 12-horsepower gasoline fire pump. The engine was put to its first real test in 1914, as the Lee County Packing House and the steam ship Thomas A. Edison were destroyed by fire. In June, a side-wheel steamer, a large warehouse, and a pier were destroyed. Later that year, two hotels and six other buildings were destroyed by a wind-driven fire. This series of fires alarmed the City Council who quickly voted to purchase the city's first motor driven fire engine.

On September 13, 1920, the City appointed its first paid fire chief and authorized him to hire six full-time firefighters, at the monthly wage of \$10 per month. In 1922, the City installed a Gamewell Fire Alarm System and placed 20 call boxes around the City. By October 1949, the City Council approved plans to build Central Fire Station in the amount of \$88,345 and it would be financed by City parking meter funds. The building was planned to provide accommodations for two 16-man shifts.

In 1969, the Fort Myers Fire Department received their charter to establish Local 1826 of the International Association of Firefighters. In September 1988, Fort Myers union members voted to join five other local fire departments and formed the Southwest Florida Professional Firefighters, Local 1826/IAFF, Inc. The state legislature in Tallahassee also required paid firefighters to be certified. Florida was one of the first states to establish a minimum set of standards for a firefighters training program. A fire training center was established and designed to meet the minimum requirements. It became the fire approved training center for the City.

A milestone for firefighters in 1971 was the origination of the Emergency Medical Technician Program



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that trained firefighters to give victims on-scene care while they waited for an ambulance. By 1972, a third fire station in South Fort Myers was constructed to improve fire protection in the fastest growing area of the City. Today, the station located on Jefferson Ave. continues to receive the most calls for service within City boundaries. During this timeframe, workweek hours for 59 firefighters were set at 56 hours. St. Petersburg Junior College began offering an associated degree in Fire Science and a Fire Prevention Bureau was established. Today, the workweek hours for all firefighters is set at 48 hours.

The City Fire Department's I.S.O. (Insurance Service Organization) rating was 5 in 1979. At the time, this was the best rating in the County. Today, the Fire Department rating is 2 (1 is the highest rating).

In its 10+ decades of service to the community, the Fort Myers Fire Department has followed the tradition of fire departments everywhere by attempting, wherever and however possible, to be of assistance to other departments. Currently, the Department operates from six fire stations encompassing a jurisdiction of approximately 49 square miles, including 8.3 square miles of the Caloosahatchee River. One hundred twenty (120) full-time paid personnel, including administrative and fire prevention personnel, responding to an average of 15,000 to 16,000 calls for service annually, are employed at the Fort Myers Fire Department. An additional twenty-one firefighter positions are currently being funded by the 2014

SAFER (Staffing Assistance for Firefighters and Emergency Response) through December 2017. These additional personnel have allowed the Fort Myers Fire Department to improve response times to incidents and maintain compliance with 1710 NFPA standards.

Since 1901, when a group of concerned citizens met to organize a volunteer fire department to combat the ravages of fire, a tradition has grown that survives today. In the words of former Fort Myers Fire Chief (1988-1994), William H. Conrod, "the firefighters and other personnel of the Fort Myers Fire Department have proven their courage and devotion to duty and their dedication to the protection of the citizens and visitors of the City. The key to the success of the Fort Myers Fire Department is teamwork, a tradition as firmly established as that of public service."

ORGANIZATIONAL STRUCTURE



The Fort Myers Fire Department protects a population of more than 76,000 permanent residents and provides a variety of services including fire suppression, Advanced Life Support (ALS), hazardous materials response, technical rescue response, water rescue, marine firefighting, public safety education, fire code enforcement and plan review, and emergency management. The Department operates six stations covering an area of nearly fifty square miles.



CITY OF FORT MYERS, FLORIDA FIRE DEPARTMENT

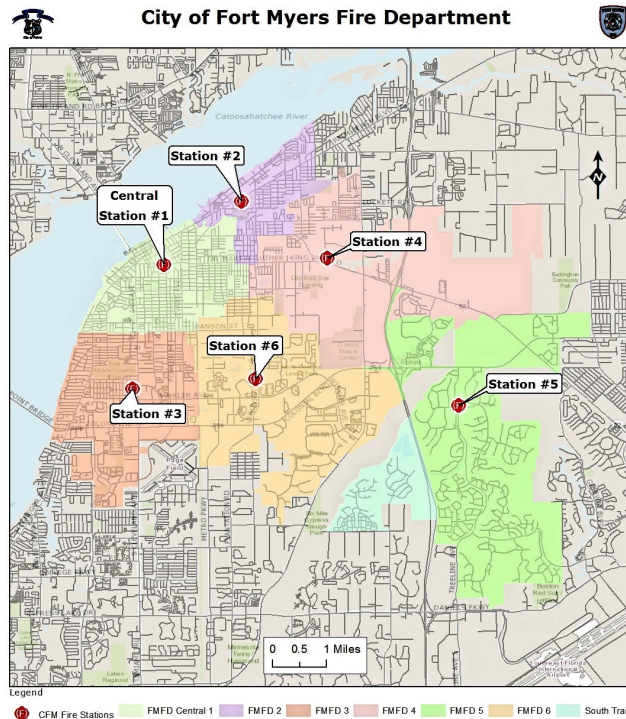
FIRE CHIEF RECRUITMENT PROFILE



The Fort Myers Fire Department uses a variety of positions to achieve the mission of serving its residents and visitors alike in any time of need. The staffing structure includes a variety of operational, command staff, and administrative positions that operate on a full-time basis.

2017 Operating Budget			
Fort Myers Fire Department			
Revenue			
Permit Fees	\$	640,000	
Inspections		70,600	
Fire Assessment Fees		3,620,000	non ad-valorem assessment based upon demand & historic calls for service (Residential \$77.91; Commercial based on sq. ft.)
Lee County Fire Protection		27,800	Maravilla Enclave
Lee County HazMat Team		108,000	City is lead HAZMat team in Florida Region 6 area
Alarm Permits		26,500	
Alarm Service fees		13,300	
Reimbursed Expense		35,000	
Donations		2,500	
	\$	4,543,700	
Expenditures			
Salaries & Benefits	\$	18,112,700	85.3% of all operating expenditures
Fixed Costs		1,063,100	City Fleet and ITS services
South Trail Interlocal		850,000	South Trail Fire District provides fire protection & rescue services for specific City properties
Operating expenses		1,216,500	includes R&M, supplies, utilities, tuition reimbursement, equipment, fuel, contract services
	\$	21,242,300	
Grants			
SAFER grant	\$	2,769,119	salaries & benefits only
State Homeland Security grant		41,297	federal pass-through \$ for HazMat Team training & sustainment of equipment

FIRE CHIEF	1
Deputy Fire Chief	1
Division Chiefs	3
Fire Marshal	1
Fiscal & Program Manager	1
Administrative Support Staff	4
Fire Inspectors	5
Battalion Chiefs	3
Captains	21
Engineers	39
Firefighters	62





DIVISIONS

Administration Division

The Administration Division is responsible for the development of policies and procedures, human resources, strategic and operational planning, and financial/emergency management. The Administration Division oversees all divisions that make up the Department.

Operations Division

The Operations Division is the largest division within the Fort Myers Fire Department. This Division is comprised of more than one hundred twenty-five personnel working three alternating twenty-four hour shifts out of six stations. The Operations Division is responsible for ensuring adequate staffing for six engines, two ladder trucks, and two rescue units and for all emergency and non-emergency response activities including:

Emergency Medical Services

Hazardous Materials

Marine (two fireboats)

Public Assistance

Technical Rescue

Training Division

The Training Division provides training and employee development in order to ensure effective, efficient, and safe emergency response. The Division consists of the Division Chief of Training, three Fire Training Coordinators – Fire, and four Fire Training Coordinators – Medical. The Division Chief works a forty-hour week, Monday through Friday, and the Fire Training Coordinators are assigned to shift work. Duties include development and implementation of the Annual Training Plan (ATP), fire training, medical training, and employee development. Additionally, the Division Chief serves as the Depart-

ment's Health and Safety Officer and responds to all major incidents to serve as the Incident Safety Officer.

Special Operations Division

The Special Operations Division is responsible for specialized operations and programs. This Division manages and coordinates the following programs:

Fire Explorers

Honor Guard

Special Operations

Emergency Management Division

The Emergency Management Division provides and coordinates mitigation, preparedness, response, and recovery programs necessary to protect people, property, and the environment from major emergencies and disas-





FIRE CHIEF RECRUITMENT PROFILE



ters (natural and man-made) that may occur in the City. It is FMFD’s commitment to help as many community residents as possible and to be prepared for any emergency situation that may impact the region.

Fire Prevention Division

The Fire Prevention Division is responsible for the enforcement of fire and life safety codes pertaining to all commercial and multi-family structures. This Division also completes fire plan reviews, fire inspections, and investigates concerns involving fire and life safety hazards received from the public and other agencies. The division includes the following staff members:

Fire Marshal

- Senior Fire Inspector
- Senior Staff Assistant
- Plan Reviewer
- Three Field Inspectors

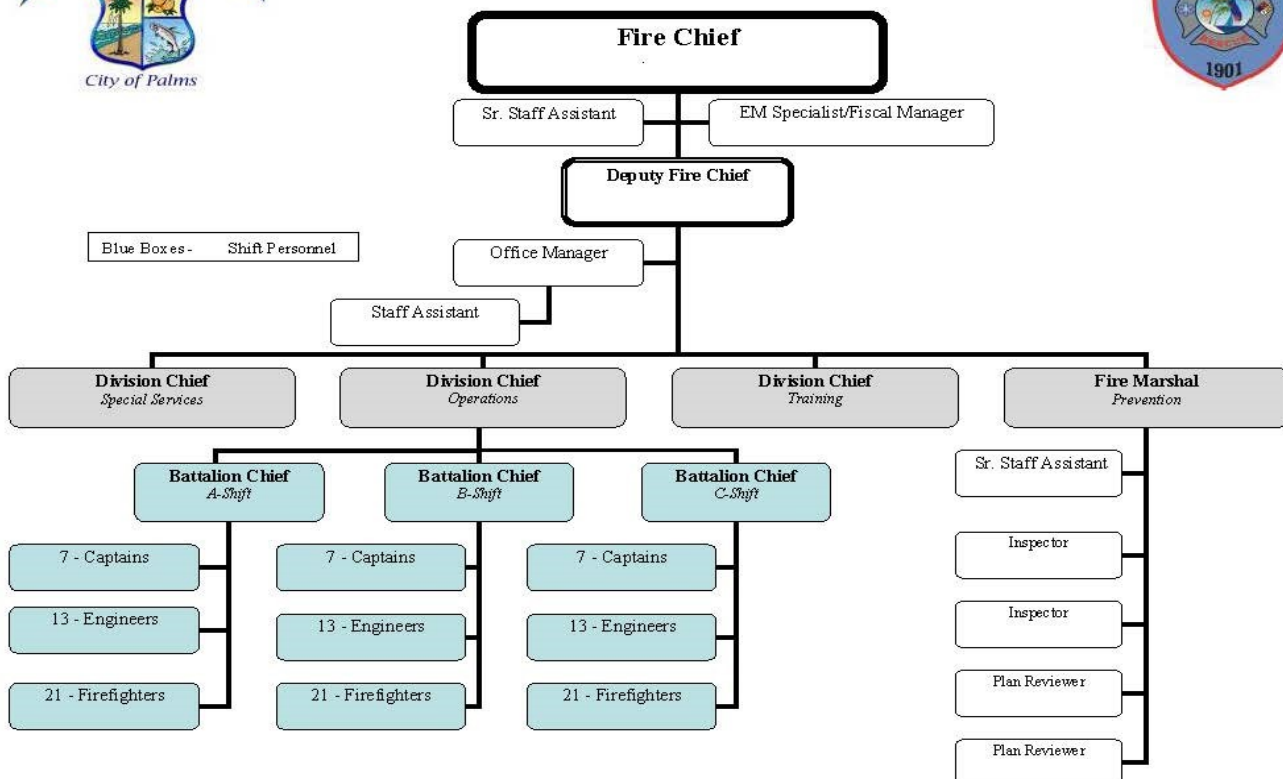
Public Education Services Provided

The Fort Myers Fire Department is dedicated and committed to keeping our citizens, businesses, and community safe. Currently we offer several education and training programs such as:

- Fire Station Tours
- Fire Extinguisher Training
- Truck Visits
- School Visits
- Assisted Living Visits
- Daycare Facility Visits
- CPR Certification
- Knox Box Sales and Installation
- Smoke Alarm Installation



Fort Myers Fire Department
Organizational Chart





CITY OF FORT MYERS, FLORIDA FIRE DEPARTMENT

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The Position of Fire Chief

The City of Fort Myers is seeking qualified applicants for the position of Fire Chief. The Fire Chief manages, directs and supervises the activities of the Fire Department including Fire Prevention and Fire Code/Life Safety Code Enforcement, Fire Suppression, Hazardous Materials, Technical Rescue, Training, Public Relations, Administration, Emergency Medical Services, Emergency Management and other related programs within the City.

The Fire Chief develops long-range plans and programs to provide an appropriate level of fire prevention and emergency medical and firefighting services to the City. The Fire Chief develops and maintains a comprehensive all-hazard emergency plan for the City.

The Fire Chief oversees the preparation, development and administration of the operating budget and Capital Improvement Program for the Department; supervises and controls expenditures; and assures compliance with established fiscal policies of the City.

The Fire Chief reviews the work of subordinate personnel concerning the various activities of the Department. He/she supervises and evaluates the performance of assigned staff; reviews and approves hiring, training, promotions and assignments; disciplines and recommends the termination of employees as appropriate.

The Fire Chief oversees operations at major incidents and coordinates activities of Police, Fire, and other agencies involved in the incident.

The Fire Chief oversees the review of building plans relative to conformance with various State and local Fire Codes/Life Safety Code Enforcement, and City Ordinances.

Makes recommendations and assists in the development of new ordinances or resolutions affecting emergency services.

The Fire Chief establishes and oversees public relations programs for the Fire Department with public schools, businesses, industry, news media, and other public and governmental agencies. He/she prepares and presents a variety of reports and makes presentations verbally and in writing concerning activities of the Fire Department to the City Council, Planning Commission, and other governmental agencies.

The Fire Chief directs the maintenance and repair of Fire Department equipment, apparatus and facilities, evaluates Departmental requirements and approves appropriate purchases of supplies and equipment.

MINIMUM REQUIREMENTS

Bachelor's degree from four-year accredited college or university with a degree in Fire Administration, Public Administration or related field.

Fire service experience of at least ten years.

Eight years of experience in increasingly responsible fire supervisory, management and/or command experience or related work.

Possession of a valid Florida driver's license at the time of appointment or the ability to obtain one within 30 days and an acceptable driving record.

Meet State Fire Marshal and Florida Statute requirements for certification (F.S. 633.412 and F.S. 633.414) as a Florida Firefighter II and Florida Fire Officer II.



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Must obtain within one year of hire: NIMS 100, NIMS 200, NIMS 300, NIMS 400, NIMS 700, NIMS 800 and NWCG S130/190.

Thorough knowledge of principles, practices and procedures of fire prevention, fire suppression, emergency medical services, hazardous materials, public education, and administration.

The Ideal candidate will have a proven and highly successful track record in managing a modern municipal fire department comparable to FMFD. The new chief will maintain the highest level of ethics, integrity, accountability and honor. He or she will be an effective and impartial leader with outstanding interpersonal skills, a talent for communications at all levels of the organization, strong management skills, and excellent organizational skills. The new chief must have the necessary ability to direct, manage, and affect confidence in Fire Department personnel at all levels. FMFD's chief will represent the Fire Department before the City Council, Planning Commission and various other civic and governmental agencies.

Prefer a Masters Degree from an accredited college or university and graduation from National Fire Academy's (NFA) Executive Fire Officer Program (EFO)

TO APPLY:

The City of Fort Myers will provide the new Fire Chief with a highly competitive salary and excellent benefits, with beginning salary negotiable depending on qualifications (DOQ).

To apply, please submit your resume and cover letter with current salary by March 27, 2017 to:

Robert E. Slavin, President

SLAVIN MANAGEMENT CONSULTANTS

3040 Holcomb Bridge Road, Suite A-1

Norcross, Georgia 30071

Phone: (770) 449-4656

Fax: (770) 416-0848

E-mail: slavin@bellsouth.net

Web site: www.slavinweb.com



City of Palms



Note: Under Florida Law, resumes are public documents and will be provided to the media upon request. Please call prior to submitting your resume if confidentiality is important to you.

AN EQUAL OPPORTUNITY RECRUITER/EMPLOYER



Fort Myers Fire Department

Vision

The Fort Myers Fire Department aims to become nationally accredited and build a premier agency that is recognized as a leader in the use of technology and the model for providing exceptional customer service.

Mission

The Fort Myers Fire Department mission is to meet our community’s needs and exceed expectations through exceptional emergency response, life safety and community support services.

Our Core Values

Respect - To value self, others, property, and diversity.

Commitment - The state or an instance of being emotionally impelled.

Compassion - Understanding the emotional state of another.

Integrity - The quality of being whole, complete, unbroken or undivided.

Slogan

“Caring for our Community”

