

OUTSTANDING OPPORTUNITY TO SERVE THE RESIDENTS OF

ORLANDO, FLORIDA

AS THEIR NEXT

FIRE CHIEF



ORLANDO, FLORIDA

Internationally recognized, Orlando is one of the world's most visited destinations. It is a vibrant, thriving city where creativity flourishes and excitement reigns. Here visions become reality. It is a diverse, inclusive city with opportunities for everyone. Known as "The City Beautiful," U.S. News & World Report listed it among the "100 Best Places to Live in America" in 2016 and WalletHub ranked it just behind Las Vegas as the "Most Fun City in America." That, along with Orlando's flourishing economy, makes it an excellent place for families to live, work and play.

Downtown Orlando is considered the "heart and soul" of Central Florida. A bustling center of commerce and industry, its fine restaurants, hotels, shopping, art galleries and entertainment make it a dynamic and vivid place. The local arts scene is thriving and ever-changing, offering vibrant entertainment and nightlife in the form of theater, clubs and numerous festivals.

Orlando's cultural scene offers opportunities that are second to none. From the Florida Film Festival to the Orlando Museum of Art and the Cornell Fine Arts Museum, amenities are world class.



The Dr. Phillips Center for the Performing Arts matches any cultural venue and hosts renowned national and international performers. The Amway Center offers concerts, the NBA's Orlando Magic and minor league ice hockey with the Orlando Solar Bears. Major league professional soccer can be found at the Orlando City Stadium where the Orlando City Lions (men's) and the Orlando Pride (women's) play their home games. The internationally known Universal Studios (including the "Wizarding World of Harry Potter") lies within the City's boundaries along with numerous passive and active recreational parks. Camping World Stadium, previously known as the Citrus Bowl, hosts a number of college and professional sporting events including the Citrus Bowl, the Buffalo Wild Wings Bowl, the AutoNation Cure Bowl and most-recently, the NFL Pro Bowl. For the more scientifically minded, the Orlando Science Center engages visitors with interactive and informative exhibits. A wide variety of housing is available and ranges from small to palatial. Transportation options are excellent including a commuter rail system with a stop right next to City Hall.

Primary and secondary education is provided by Orange County Public Schools. It is the 10th largest school district in the United States and offers a variety of educational opportunities. These include magnet programs in Aviation and Aerospace, Engineering, Foreign Languages / Dual Languages, Visual and Performing Arts, International Baccalaureate, International Studies, Criminal Justice, Digital Media, Hospitality, Leadership, Photonics, Medical Sciences and Veterinary Animal Science. There are also several highly regarded private schools in the area. The City of Orlando's After-School All-Stars program has been recognized as a "model 21st Century Community Learning Center" by the Florida Department of Education.

Orlando is home to more than twenty-five higher education institutions, the most notable being the University of Central Florida (UCF), the UCF College of Medicine, the Florida A&M University College of Law, Valen-

cia College, Seminole State College of Florida, Keiser University, and Le Cordon Bleu College of Culinary Arts. UCF is a public research university and one of the largest universities in the United States, with students from all 50 states and more than 150 countries. Ranked as the 13th most innovative school by U.S News & World Report, 42nd best value in public colleges by Kiplinger, and a "Best Southeastern College" by The Princeton Review, UCF clearly has much to offer prospective students.

Orlando is home to one of the nation's fastest growing life sciences and biotechnology industries. The long-established success of Orlando Health and Advent Health laid the groundwork for the addition of the Medical City at Lake Nona, which is now home to a number of prestigious tenants, including the University of Central Florida College of Medicine, Nemours Children's Hospital, the Orlando VA Medical Center, the University of Florida Research and Academic Center and the Burnett School of Biomedical Sciences.

Just outside the City limits are SeaWorld and Walt Disney World. The latter draws an average of 52 million people a year and is the most visited vacation resort in the world.

An hour east lies the Atlantic beaches and Cape Canaveral. To the northeast are Daytona Beach, St. Augustine and Jackson-



ville. To the southwest lies Tampa and the beaches of the Gulf of Mexico.

The Orlando International Airport is the 41st busiest airport in the world and Orlando Sanford International Airport offers flights by low cost carriers to points within the United States, Mexico, the Caribbean and Europe. The City also enjoys convenient access to Port Canaveral, the third busiest cruise port in the world. A few hours further away are the first and second busiest - the Port of Miami and Port Everglades in Fort Lauderdale.

The City Beautiful lives up to its name as a lively, diverse, thriving city, offering incredible opportunities in entertainment, education, economy, and livelihood.

COMMERCE

The most well-known element of Orlando's economy is the tourism industry. More than 68 million tourists visited the region in 2016, spending more than \$33 billion. The Orlando area features 5 of the world's 10 most visited theme parks. The convention industry is another large factor in the region's economy. The Orange County Convention Center offers more than two million square feet of exhibition space and is now the second largest convention center in the United States. Plans are underway to add another 800,000 square feet by 2022. The result is that the City competes with Chicago and Las Vegas for hosting the most convention attendees in the country.

Orlando is also a vibrant business hub. More than 150 international companies, representing approximately 20 countries, have facilities in the area. Particularly important is the hi-tech industry (accounting for \$13.4 billion annually). In fact, Orlando is nationally recognized for innovation in digital media, agricultural technology, aviation, aerospace and software design.

Orlando itself has a number of significant development projects that have been recently completed or are well underway. Probably the most notable is in Lake Nona. This 7,000 acre mixed-use, planned community lies within the City limits, just southeast of the Orlando International Airport. It is home to Lake Nona Golf & Country Club, the multi-facility Orlando Medical Center at Lake Nona and an array of retail centers, recreational facilities and residential options.

THE GOVERNMENT

The City of Orlando has a strong mayor/commission form of government with a mayor (who serves as the city's chief executive officer) and a legislative branch of six commission dis-

tricts. Mayor Buddy Dyer has served as Mayor of Orlando since 2003.

Reporting directly to the Mayor are the Chief Administrative Office (CAO), the Chief Financial Officer, the City Attorney and the Chief of Staff. The CAO oversees several departments including Economic Development; Families, Parks and Recreation; Fire/EMS; Housing and Community Development; Human Resources and Labor Relations; Police; Office of Sustainability; Public Works and Transportation. The City's total budget for FY 2018/19 is \$1.27 billion and it has approximately 3,300 employees.

The work environment is collaborative and the government is recognized as progressive and proactive. It runs like a business and is a place where excellence not only matters but is achieved. The pace is fast-moving with a highly professional staff. Mayor Dyer was named the Public Official of the Year (2012) and served on President Obama's Advisory Council for Trade and Policy Negotiations in 2010. Among the City's many recognitions are the Certificate of Achievement for Excellence in Financial Reporting (received every year since 1978), the Award of Excellence in Public Procurement (2016), the Climate Protection Award (2011) and a variety of awards for economic development. Orlando's Fire Department is one of only 15 departments in America to have both International Accreditation and an ISO 1 Classification.

Approximately 90% of Orlando City employees are covered by collective bargaining agreements and represented by one of five unions and nine bargaining units. Sworn Fire Department employees below the rank of Assistant Chief as well as Emergency Communications Specialists are represented by the International Association of Firefighters.



Orlando City Hall

THE CITY OF ORLANDO

The City Beautiful is home to more than 280,000 residents from all walks of life. This diversity is reflected in the City's policies which aim to fill the Mayor's Key Initiatives of making Orlando A City for Everyone, continuing Economic Growth, ending Homelessness, increasing Public Safety, expanding Sustainability efforts, and enhancing Transportation. Proactive and focused efforts in all priority areas contribute to making Orlando a truly world-class city.

THE FIRE DEPARTMENT

The mission of the Orlando Fire Department is to protect the life and property of the citizens and visitors of Orlando. The Department is staffed by 641 total employees of which 547 are sworn personnel. The Department provides services from 17 fire stations with full fire, first response advanced and basic life support, 911 EMD Dispatch and medical transport, arson investigation, bomb mitigation, dive rescue, community risk reduction and aircraft rescue, special teams operations, and disaster preparedness program. The Department responded to more than 60,000 calls in 2018.

The Orlando Fire Department is the only fire department in Florida to have an ISO 1 classification, International Fire Accreditation, CAAS accreditation (EMS transport), Emergency Management Accreditation Program (EMAP) certification and ACE accreditation (911 Communications Center).

THE FIRE CHIEF

The Fire Chief is appointed by the Mayor, confirmed by the City Council and serves at the pleasure of the Mayor. He or she reports on a day-to-day basis to the Office of the Chief Administrative Officer. The Chief's major job function is to provide counsel and administrative leadership to and for the Mayor and Chief Administrative Officer in all matters of public safety pertaining to development and maintenance of City fire protection and EMS.

- The Department is highly regarded and supported by the community.
- The Department is well-funded with up-to-date apparatus that is well-maintained and replaced on a realistic life cycle basis.
- New stations are currently being built in response to community growth and changing needs of the Department

Examples duties and responsibilities assigned to the Fire Chief include but are not limited to:

- Administration of Emergency Operations - The Fire Chief may assume command of any fire emergency operation he determines warrants his personal direction.

Examples of typical duties are:

- Plans, assigns, and coordinates activities performed by a large group of employees engaged in varied emergency situation abatement.
- Provides executive leadership and administrative assistance to insure that Orlando continues to operate a professional, cost effective fire department.



- Coordinates the functions and operation of the Department in a manner consistent with City policy.
- Ensures proper compilation, submission, and execution of operating and capital budgets.
- Governs the research, development, implementation, and maintenance of programs and procedures providing for efficient and orderly utilization of human and material resources.
- Supervises the planning, organization, and control of Fire Department policies.
- Leads in setting Departmental goals and objectives.
- Delegates authority and responsibility to subordinates for goal achievement and accountability.
- Provides managerial supervision of Special Investigative

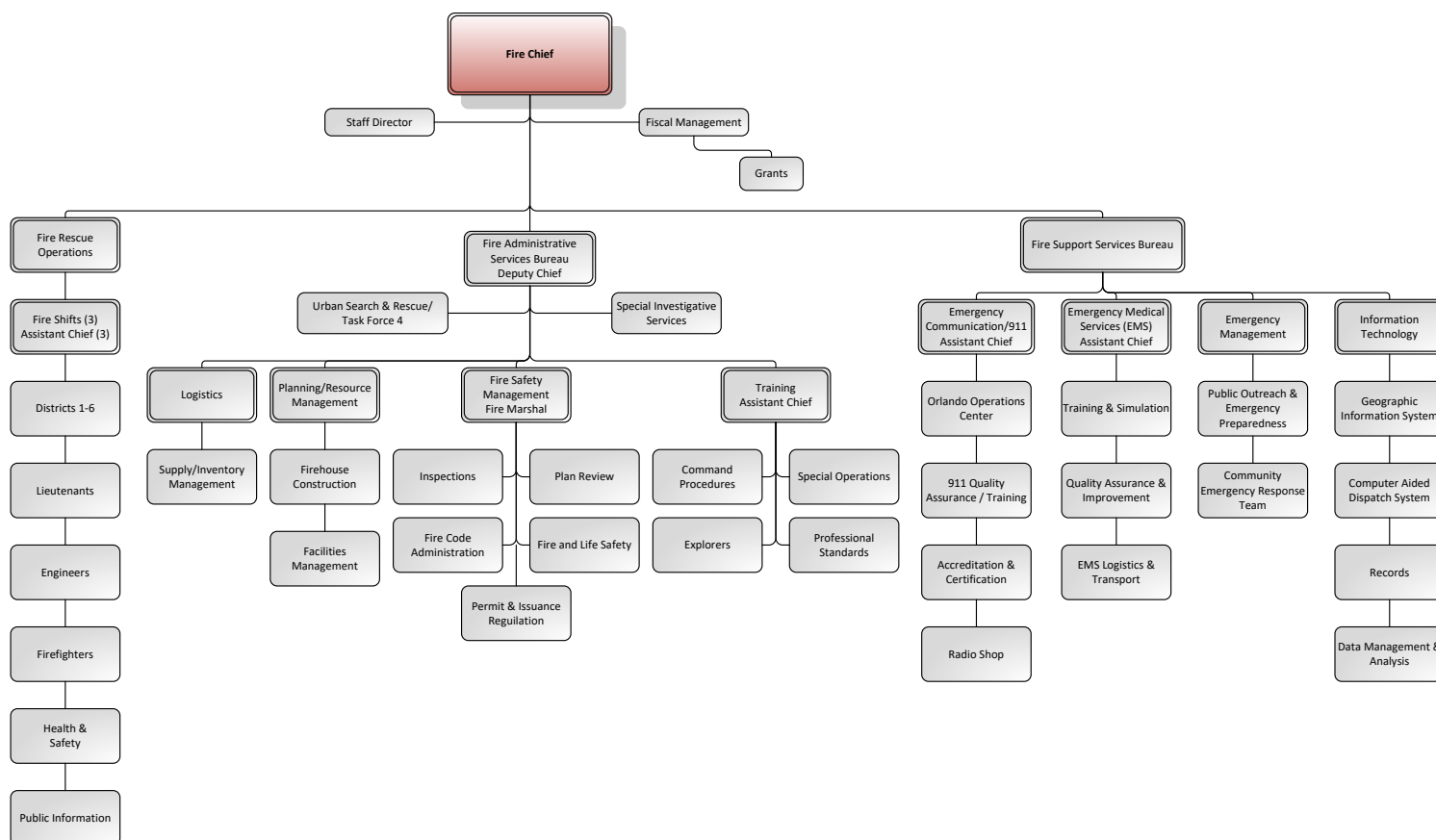
Services to ensure proper investigation of fires, false alarms and bomb threats.

- Ensures the preparation and presentation of incendiary fire cases and other fire related crimes to the State Attorney for prosecution.

Work Related Activities:

- Provides for OFD representation at Civil Service Board meetings.
- Conducts sufficient Fire Department staff meetings to ensure proper coordination and meeting of Departmental needs.
- Attends City Council meetings.
- Periodically visits Fire Department facilities to observe their condition and promote participatory management principles.

ORLANDO, FLORIDA FIRE DEPARTMENT Organizational Chart





- Serves as Coordinator and oversees the City of Orlando Disaster Preparedness Program.
- Responsible for budgetary control and compliance.
- Responsible for Department optimization and advancement of new initiatives to increase efficiency and contain costs.
- Responsible for developing staff for increased managerial responsibility and accountability including appropriate feedback.

For more information about the City of Orlando and the Orlando Fire Department, visit the City's web site at www.cityoforlando.net.

Minimum job requirements include a Bachelor's degree from a four-year accredited college or university in Fire Administration, Public Administration, Business Administration or a related field combined with at least five (5) years of increasingly responsible fire supervisory, management and/or command experience or related work. Must meet applicable Florida certification requirements within one year of beginning employment. Prefer, but not required, Masters Degree from an accredited college or university and graduation from the National Fire Academy Executive Fire Officer Program. The new chief must either have a valid Florida drivers license or obtain one within 30 days of hire.

The Ideal candidate:

- Will be a strong, energetic, self-confident, fair and principled leader.
- Will be capable of earning the respect and trust of all important stake holders.
- Will be innovative and an effective agent for positive change, not simply change for change sake.
- Will embrace diversity and be committed to making the Fire Department appropriately reflective the ethnic and gender diversity of the Orlando community.

- Will be visible and assessable to Fire Department employees at all Departmental worksites on a regular basis.
- Will be committed to the professional development of department personnel at all levels, especially mid level employees.
- Will have a full breadth or professional experience which includes familiarity with all major Fire Department functions.

Compensation: for the Fire Chief will be highly competitive and will include an excellent benefit package. The City is prepared to pay reasonable and customary moving expenses. City residency is preferred but not required.

Application and Selection Process: The position will remain open until filled and will move forward immediately upon receipt of a sufficient pool of well-qualified applicants. For best results, please email your resume and cover letter with current salary by May 13, 2019 to: slavin@bellsouth.net.

For additional information about this position, contact:

Robert E. Slavin, President

SLAVIN MANAGEMENT CONSULTANTS



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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