



NOW HIRING

FIRE CHIEF

CITY OF MACON

This position will be open until filled. Candidates must complete the City of Macon online application (www.cityofmacon-mo.gov/jobs). A resume with cover letter and contact information for five work-related references and any questions should be addressed to the attention of Todd Farley (firechief@cityofmacon-mo.gov), 660-346-7552.

Experience/Education Requirements:

- Bachelor's degree in public safety from a four-year college or university.
- Firefighter I and II certification.
- Fire Officer I and II certification.
- Medical Fire Responder certification, EMT preferred.
- Haz-Mat Operations certification.
- Five years of experience as a line officer in a fire department or
- Any equivalent combination of education, training, and experience that demonstrates the ability to perform the duties of the position.

Compensation and Benefits:

Salary range \$48,000 – \$55,000 negotiable depending on qualifications and experience. The City provides an excellent benefit package (full medical 100% for the employee) and retirement program (LAGERS) fully funded by the City. Residency within the city limits of Macon is required within 60 days.

City Management Team:

The next fire chief will be an integral part of the City management team as a department head. The Fire Chief will be expected to participate in key decisions regarding budget development, administration, economic development, capital planning, and all city and department policy development and updates.

City Demographics:

Incorporated in 1859 and is the County Seat

-Land Area	6.13 square miles
-Population Density	872 people/square mi
-Population in 2019	5,341
-Median resident age	38.6
-Estimated median household income (2019)	\$38,290
-Estimated median house value (2019)	\$101,313
-Estimated mean house prices (2019)	\$155,508
-March 2019 cost of living index	74.0 (US average 100)
-Unemployment in November 2020	2.9%

Community

The City of Macon, MO is seeking an energetic, innovative, and motivated individual to lead the fire department and participate in City leadership as a department head. The City of Macon is a full-service municipality located in north central Missouri at the crossroads of US Highway 63 and 36. The proximity of Macon to large metropolitan centers provide additional opportunities to enjoy higher education opportunities, cultural amenities, excellent health care organizations, and sporting and entertainment venues. For the outdoor enthusiast, the four distinct seasons allow for excellent hunting, fishing, boating, and other outdoor activities. The City of Macon hosts eight public parks, and two fitness centers.

The Macon Police Department and Macon County Sheriff Department maintain a very low crime rate in the City and County.

The Samaritan Hospital is located in the City of Macon, provides exceptional, personalized care to its patients, and works jointly within the community to meet the health care needs of the community. The hospital's ambulance service provides the only emergency and non-emergency advanced life-support transport within Macon County including the City of Macon.

The Macon County R-1 School District has a long-standing reputation of providing a high level of education to its students as demonstrated in a consistent graduation rate of 89%. The school district maintains a commitment to providing the students and community with the best educational opportunities possible.

The Moberly Area Community College (23 miles from Macon) provides educational opportunities of higher learning including a Fire Academy. Other institutes of higher learning include Truman State University, Columbia College, University of Columbia, Lincoln University, Westminster College and William Woods University.

Department Profile

The Macon Fire Department is a combination department with 7 full time personnel (Fire Chief, one Assistant Chief, two Captains, and three Engineers) and 11 reserve Firefighters. The department provides fire suppression, rescue services, EMS first response, haz-mat response at the operations level and a fire prevention program aimed at reducing community risk. The department responds to approximately 700 emergency/non-emergency calls for service annually and works closely with all fire departments in Macon County. The City of Macon Fire Department is the only fire department in Macon County with a full time component.

The reserve firefighter program provides off-duty response to incident requiring additional staffing along with providing on-duty relief when a full-time firefighter is on leave. Mutual aid is utilized within the County and the City of Macon receives and provides mutual aid support from and to the surrounding fire departments regularly. The full time firefighters are represented by the IAFF.

Challenges

The new Fire Chief is expected to maintain and further develop relationships with the City Administrator and department heads and the community as a whole. The Fire Chief is a leader within the community and is expected to interact with a variety of community stakeholders, citizen groups, business and industry.

- Community relations: The fire department, City Council, and City Administrator enjoy strong working relationships with community and business groups representing a diverse set of stakeholders including leaders of the School District, Churches, Businesses, and Service Organizations. For northern Missouri, the City of Macon has a robust retail presence and is easily accessible through a variety of State Highways and rail. Many business owners are also active in the community. The next Fire Chief will be expected to build relationships and seek opportunities for the fire department to serve in traditional and non-traditional mechanisms within the City, County and Region.
- Staff Development, leadership, and labor-management relations: The new Fire Chief will need to step into this role providing professional, modern leadership to identify, analyze and address organizational concerns. Leadership/management development of the department officers and aspiring officers, training of personnel, strategic planning and an enhanced level of community risk programs for the community.
- The IAFF local is a new addition to the department after formal adoption of the Local representing the full time personnel. The new Fire Chief will be active in the collective bargaining environment and negotiation of the first contract. The Fire Chief will be expected to utilize the founding principles of the Labor/Management initiative as the principle norm when working with Union Leadership.
- Funding will continue to challenge the City and the fire department. The new Fire Chief will be expected to enter the budget process with a team approach working with the City Administrator and department heads to identify and prioritize the needs of the City. The fire department does benefit from a public safety sales tax passed in 2017. The revenue from this sales tax has provided new apparatus (platform ladder truck, engine and total replacement of SCBA). This sales tax does not have a sunset and will continue to provide capital revenue for the fire department.