



FIRE CHIEF RECRUITMENT



OSHTEMO COMMUNITY

Oshtemo Township is beautifully nestled on the western edge of Kalamazoo County in southwest lower Michigan. Comfortably seated halfway between the cities of Chicago and Detroit, the area offers an abundance of urban and rural settings for everyone to enjoy, including about a half-hour drive to beautiful Lake Michigan. Originally known as an agricultural region, Oshtemo is now predominantly a residential community with a strong commercial area along West Main Street, which serves communities in the western and northern parts of the county and beyond. As a community with a large residential base, growing and convenient commercial base, low taxes, as well as the public school districts of Kalamazoo, Mattawan, and Otsego, Oshtemo is an attractive place in which to live and work.

Because of these and other attractions, Oshtemo's population growth remains steady and strong. Between 1980 and 2010, Oshtemo Township's population nearly doubled from 10,958 to 21,705. The recent 2020 US Census reports the Township's population to be 23,747, which is a 6.8% increase over the last 10-years. Projections from the 2011 Master Plan suggest that the Township's population will continue to increase steadily, reaching more than 33,000 residents by the year 2040. Of the 24 communities in Kalamazoo County, Oshtemo is the 3rd largest municipality.

OSHTEMO FIRE & RESCUE

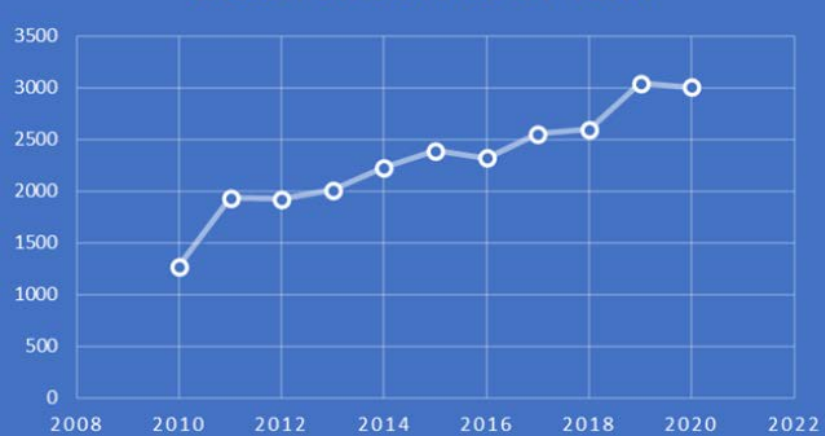
Oshtemo Fire and Rescue (OFD) is a combination department consisting of 15 FTE members represented by IAFF Local 5240 and 20+ Paid On-Call (POC) colleagues. The Department is a full-service agency partnering with departments locally and regionally to provide an effective response to all hazards including Fire, EMS, technical rescue, and hazardous materials.

OFD is in the process of developing its Standards of Cover (SOC) as part of the CPSE's Quality Improvement through Accreditation.

A Township-wide special assessment was created in 1966 which provides financial support exclusively dedicated to fire operations. The rate is currently set at 3.75 mills which provides a projected revenue of 2.8 million in 2022.

Our Township's most recent community-wide survey (2017) ranked fire response in the top two programs that citizens would support a needed raise in taxes.

CALLS FOR SERVICE BY YEAR



An indicator of the community's growth is the continued increase in service demand. The last decade has produced a 300% increase in calls for service (CFS) with a projection of reaching 3,400 CFS in 2022. Understanding how best to plan for continued growth will be critically important to ensuring the ongoing success of the OFD.

OSHTEMO TOWNSHIP FIRE CHIEF

The next Oshtemo Township Fire Chief will be blessed as they quickly realize the firm support provided by the Township's community and its elected officials. This is evidenced by the improved levels of staffing over the past few years resulting in an enthusiastic and highly skilled workforce. Tasks ahead will be the planned purchase of a replacement engine in 2023 and the prospect of replacing OFD's headquarters fire station sometime soon after that. If you meet the minimum qualifications and desire to manage a growing, passionate agency, don't miss the opportunity to apply.

MINIMUM QUALIFICATIONS

EDUCATION & EXPERIENCE

A bachelor's degree in fire science, a management field applicable to the fire and EMS services, or a closely related field from an accredited college or university and a minimum of 10 years of experience in fire service. A master's degree in fire science, in a management field applicable to the fire and EMS services, is preferred. Per allowance of Michigan Compiled Laws 15.601-15.603 (Public Act #212 of 1999 or "Residency Act") full-time fire personnel may not establish residency further than 20 miles from the nearest Oshtemo Township border.

- Ten (10) years of fire service experience.
- Experience in driving and operating emergency fire service vehicles.
- Experience in program management and administrative duties.
- Experience as Assistant Chief or Fire Chief of a fire department.
- Six (6) years of providing direct personnel supervision.
- Eight (8) years of routinely providing incident command system services.
- Experience negotiating and implementing labor contract provisions
- Skilled in the use of typical office software i.e. Microsoft Word, Excel, and PowerPoint.
- Must possess, or be able to obtain within 30 days of establishing residency, a valid Michigan State driver's license, without record of suspension or revocation in any State.
- No felony convictions or disqualifying criminal histories within the past ten years.
- Must be able to read and write the English language.
- Must be of good moral character and of temperate and industrious habits.

Any equivalent combination of experience may be considered at the discretion of Oshtemo Charter Township

PLEASE SEE THE JOB DESCRIPTION FOR ADDITIONAL DETAILS





OFD SERVICES

FIRE SUPPRESSION

Current staffing levels deploy a minimum of two firefighters at two of OFD's three stations. As part of that staffing, the Department relies heavily on its paid-on-call firefighters to achieve an effective response force (ERF) for the more significant events as well as routine station staffing. OFD's apparatus fleet includes two engines, two aerials, one rescue engine, two brush trucks, and various other small vehicles.

OFD participates in a countywide initial and mutual aid agreement for additional response capacity via the Mutual Aid Box Alarm System (MABAS). Through these collective efforts, Oshtemo holds an ISO rating of 4 for the areas with a fire hydrant and 7 in the rest of the Township.

EMERGENCY MEDICAL SERVICES

The Department is licensed by the State of Michigan as a non-transporting medical first responder (MFR) agency. A component of that is OFD's ability to provide extrication from vehicles, machinery, and most any other entrapment. As is true industry-wide, EMS alarms make up approximately 70% of OFD's calls for service.

TECHNICAL RESCUE

OFD staff maintains an awareness level of training in low/high angle, structural collapse, confined space entry, vehicle, machinery, and water/ice rescue. Trench Rescue is a regional specialty of OFD as it trains and is equipped to provide response at the operations level.

OFD also has members on Michigan's 5th District Technical Rescue Team, which has adequate equipment and materials to mitigate high/low angle, collapse, and confined space at the technician level.

HAZARDOUS MATERIALS

Haz-Mat responses are provided by a cooperative countywide operations level team that OFD supports with select membership.

HOW TO APPLY

Oshtemo Township Fire Chief

Salary Range: \$90,000–\$100,000 Annually/Negotiable

Starting salary is dependent upon experience and qualifications. Oshtemo Township also includes an excellent benefits package.

For more information, an application, and a complete job description visit us online:

<https://esci.us/executive-search/current-executive-recruitments/>

Please submit a **signed and completed application, cover letter, resume**, and any other relevant supporting documentation no later than 5:00 p.m. Eastern on Friday, April 22, 2022.

Application materials must be sent electronically to: recruitment@esci.us



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