

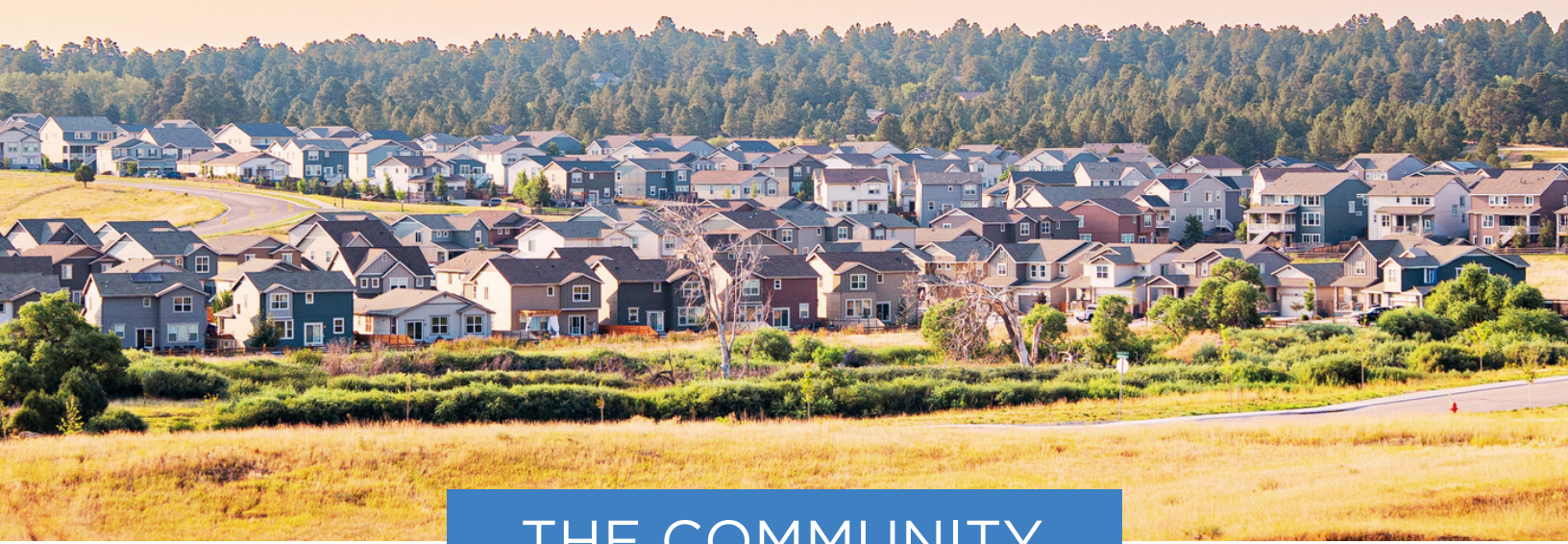
FIRE CHIEF

ELIZABETH FIRE PROTECTION DISTRICT



Why Apply?

The next Fire Chief of the Elizabeth Fire Protection District will have the opportunity to lead a highly respected, community-focused organization experiencing significant growth within one of Colorado's fastest-growing regions. The District is known for its strong organizational culture, committed personnel, supportive Board, and outstanding reputation for customer service. Leading a combination fire department serving an expanding community, the next Chief will inherit a solid operational foundation while guiding continued growth, strengthening EMS and organizational development, investing in future leaders, and positioning the District for long-term success.



THE COMMUNITY

Located about 45 miles southeast of Denver, the Elizabeth Fire Protection District protects the Town of Elizabeth and surrounding rural communities across a scenic landscape of rolling grasslands and pine-covered hills in western Elbert County, Colorado. Sitting at an elevation of roughly 6,500 feet, the region feels distinctly rural, yet remains within commuting distance of major employment centers in Parker, Castle Rock, and the Denver metropolitan area.

The Town of Elizabeth is the commercial and civic center of the area. The community began in 1855 as a sawmill camp along Running Creek until flooding forced the settlement to higher ground. The town's historic buildings and compact downtown still reflect its early role as a center for ranching, trade, and community life.

Community life across the District often centers on Elizabeth and the 103-acre Casey Jones Park, where residents from the town and surrounding rural neighborhoods gather for major events like the Elizabeth Stampede Rodeo, the ElizaBash parade, and the Elizabeth Celtic Festival. Sanctioned by the Professional Rodeo Cowboys Association since 1988, the Elizabeth Stampede Rodeo is the area's best-known tradition and remains a major expression of the community's Western heritage. Summer also brings weekly Friday Night Markets and a car show on historic Main Street, while the Mayor's Tree Lighting marks the beginning of the holiday season.

Continued growth in western Elbert County is strengthening Elizabeth's role as a regional center while bringing new residents to the District's rural neighborhoods, with convenient access to parks, trails, and open space throughout the region. Nearby Castlewood Canyon State Park encompasses more than 2,600 acres of Colorado's distinctive Black Forest region, with trails, rock-climbing areas, and sweeping views toward Pikes Peak. Elizabeth is served by both Denver International Airport to the north and Colorado Springs Airport to the south, each located about 50 miles away.



ELIZABETH FIRE PROTECTION DISTRICT

The Elizabeth Fire Protection District (EFPD) is a full-service combination fire and emergency services organization protecting the Town of Elizabeth and surrounding rural communities in western Elbert County, Colorado. The District serves a population of approximately 15,000 residents across roughly 111 square miles, with continued residential growth projected in the coming years.

EFPD began as the Elizabeth Fire Department in 1947 and became a tax-supported fire protection district in 1977. Today, the District operates from 3 stations and responds to approximately 1,600 calls a year. The District is governed by a five-member Board of Directors and operates with a 2026 general fund of approximately \$6 million.

The District's staffing model includes 24 full-time career line personnel, 18 part-time line personnel, 23 reserve members, and 7 administrative employees, including 5 full-time and 2 part-time staff. The District provides continuous emergency response with medic units, engines, and brush apparatus staffed or cross-staffed by career and part-time personnel. Reserve personnel are required to work a minimum of 36 hours per month and assist with station staffing based on their qualifications and certifications. The District also maintains several specialty response capabilities, including a Technical Rescue Team and a Snowcat Response Team, as well as mutual-aid relationships with South Metro Fire Rescue and neighboring fire protection districts.

EFPD protects a growing service area where commercial, agricultural, and industrial occupancies create unique response challenges. The District's fire risk is shaped by a varied wildland environment, including prairie grasslands, scattered timber, and the northern edge of the Black Forest, while year-round hazards range from winter storms and localized flooding to elevated wildfire conditions during periods of wind, low humidity, and dry vegetation.

The Elizabeth community places a high value on community connection and local tradition, hosting large events throughout the year. As both an emergency services provider and a visible community partner, EFPD plays an essential role in protecting residents, supporting public safety, and maintaining the strong relationship between the community and its first responders.





THE FIRE CHIEF

The Fire Chief serves as the District's chief executive and commanding officer, responsible for all aspects of the day-to-day administration, operations, and finances of the organization. The Fire Chief is also responsible for implementing the rules, policies, and procedures established by the District Board and carrying out the duties required by applicable laws, codes, medical protocols, and professional standards.

OPPORTUNITIES & CHALLENGES:

1) **Managing Growth While Preserving Organizational Culture**

Rapid residential and commercial growth will continue to increase service demands and organizational complexity. The next Chief must guide the District through this growth with thoughtful strategic planning, effective communication, and collaborative decision-making, while preparing for future staffing, facilities, and service delivery needs and preserving the culture and values that have made the District successful.

2) **Strengthening EMS and Operational Readiness**

As EMS continues to represent the majority of emergency responses, stakeholders expressed the importance of maintaining a balanced approach between fire suppression and emergency medical services. The next Chief will have the opportunity to elevate EMS leadership, training, and operational readiness while ensuring excellence across all service areas.

3) **Developing the Next Generation of Leaders**

The District has an opportunity to continue investing in leadership development, succession planning, mentorship, and employee growth. Building future leaders while empowering personnel at every level will be essential to sustaining long-term organizational success.

4) **Leading Community Growth, Development & Fire Prevention**

Continued community growth will increase demands on staffing, service delivery, and fire prevention efforts. The next Chief must strategically plan for growth while supporting the Fire Marshal function, development review, public education programs, and community risk reduction to ensure the District continues providing safe and effective services. Success will require thoughtful strategic planning, collaborative decision-making, and the ability to balance operational excellence with innovation.



IDEAL CANDIDATE TRAITS

Servant Leader with Presence – Visible, approachable, and engaged with employees, volunteers, elected officials, and the community. Builds trust through accessibility, honesty, and consistent interaction throughout the organization.

Culture Builder – Preserves and strengthens the District’s positive culture while fostering teamwork, accountability, respect, and collaboration between career and volunteer personnel.

Strategic & Visionary Leader – Thinks beyond day-to-day operations by developing long-term plans for staffing, facilities, service delivery, and organizational growth.

Community & Political Savvy – Builds productive relationships with the Board, community leaders, developers, regional partners, and neighboring agencies while effectively representing the District’s interests.

Fire Prevention & Community Risk Reduction Leader – Documented experience in fire risk reduction programs; values strong fire prevention and education efforts, code enforcement, inspections, fire investigations, and community risk reduction as integral parts of the district’s mission.

Operationally Credible – Brings strong fire and EMS leadership experience with an appreciation for all-hazards response, incident command, and emergency preparedness.

EMS Champion – Recognizes EMS as a core component of modern fire service delivery and supports balanced operational readiness through strong EMS leadership, training, and clinical excellence.

Strong Communicator – Direct, transparent, and consistent in communication. Explains the “why,” encourages honest dialogue, and creates an environment where employees feel informed and heard.

Coach & Mentor – Invests in leadership development, succession planning, mentoring, and professional growth while empowering others to succeed.

Financial & Administrative Competence – Understands budgeting, capital planning, staffing models, grants, and long-term financial sustainability while responsibly stewarding public resources.

Relationship-Driven Leader – Leads with integrity, humility, emotional intelligence, and accountability while building lasting relationships throughout the organization and community.



EDUCATION & EXPERIENCE

- Bachelor's degree in fire science, management or related field.
- A minimum of 10 years of experience with a progressive fire department in all functional areas.
- An equivalent combination of education and experience may be considered.
- Colorado CPR, First Aid, Haz-Mat Operations, and Fire Officer I certifications. Or equivalent certification from an accredited agency.
- Successful completion of NIMS/ICS certifications, including ICS 300, ICS 400, IS 700, and IS 800.
- Meet physical fitness requirements, established by the District for this position, specifically must be able to successfully complete the NWCG Light Walk Test.
- Within 90 days of hire, must be able to consistently respond from residence to any District boundary within 15 minutes.

COMPENSATION & BENEFITS

Elizabeth Fire Protection District offers an annual salary range of \$137,281 to \$150,010, based on qualifications and experience, along with a comprehensive benefits package.

RESOURCES

[2020-2030 Strategic Plan](#)

[2025 Annual Report](#)

[2026 Budget](#)

[2025 Financial Statements](#)

[District Map](#)

[Org Chart](#)

[Amended Service Plan](#)



**TO
APPLY**

Apply Online: gmphr.com

First Review: October 11, 2026

More Info: Gordie Olson, GMP Consultants
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