



**SERVICE IS
OUR PRIDE**

FIRE CHIEF

About Brenham, Texas

Brenham, the county seat of Washington County and home to Blue Bell Ice Cream, is proud of its heritage and traditions. The City was incorporated in 1858 and by 1861, its citizens had positioned themselves to be a major part of railroad expansion during the Civil War by completing construction of tracks that connected them to larger ports. This advantage made Brenham economically important and laid the foundation for the area's growth and prosperity you see today.

Brenham offers a unique atmosphere and a flavor all its own. Brenham is located 70 miles northwest of Houston, 80 miles southeast of Austin, and 35 miles south of College Station. We have a population of 18,469, with a daytime population of over 42,000 - due to local workforce, tourism, and college students. The quality of life in Brenham tops the list of why residents stay here. It is a great place to live, work, and raise a family.

Our historic downtown, beautiful parks, and first-class sports facilities are just a few of the things that make it unique. The City is home to the first public school district and first county-owned junior college district in Texas. Brenham ISD provides a strong educational foundation and works in partnership with Blinn College to prepare area youth for continued educational pursuits or workforce placement. The City partners with other governmental organizations and the business community to ensure students receive the services they need to succeed. Brenham is one of a handful of municipalities that own and operate all utilities, including electric and gas, within the city limits. The Brenham Municipal Airport was dedicated in 1949 and now includes a 6,003-ft runway. The City has over 200 acres of parkland, including an aquatic center and sports complex. Tourism is a major industry for Brenham with over 125,000 visitors coming to the area annually. The new fire chief will find Brenham a diverse and progressive hometown with the challenges that a thriving and growing community brings.

Quick Facts

Size



13 Square Miles

Population



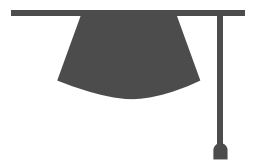
18,469

Weather Averages



78 High | 57 Low

Education



24% 4-year degree

Schools



1-ISD | 1-College
10-colleges and
major universities
within 2 hour drive

Median Income



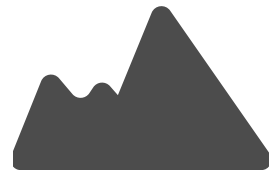
\$44,049

Median Home Price



\$242,000
calculated by Redfin

Attractions



8-parks | 298 acres



Governance & Organization

Brenham is a full-service community located midway between Houston and Austin on US-290. The City operates under a Home Rule Charter in a Council-City Manager form of government. The Council consists of a Mayor and six council members. The Council sets the policy for the operation of the government, and the City Manager, appointed by Council, administers those policies. The City Manager is responsible for appointing and supervising department heads. Public safety is essential in ensuring the community's quality of life and the City is committed to supporting that effort.

Under general administrative direction, the City of Brenham Fire Chief reports to the City Manager and is responsible for planning, organizing, and directing the city's fire prevention, fire suppression, and public education.

The City of Brenham has approximately 200 full-time employees, 45-85 part-time/seasonal employees, with a total 2023 fiscal year budget of \$74 million and a tax rate of \$0.4584 per \$100 of assessed property value.

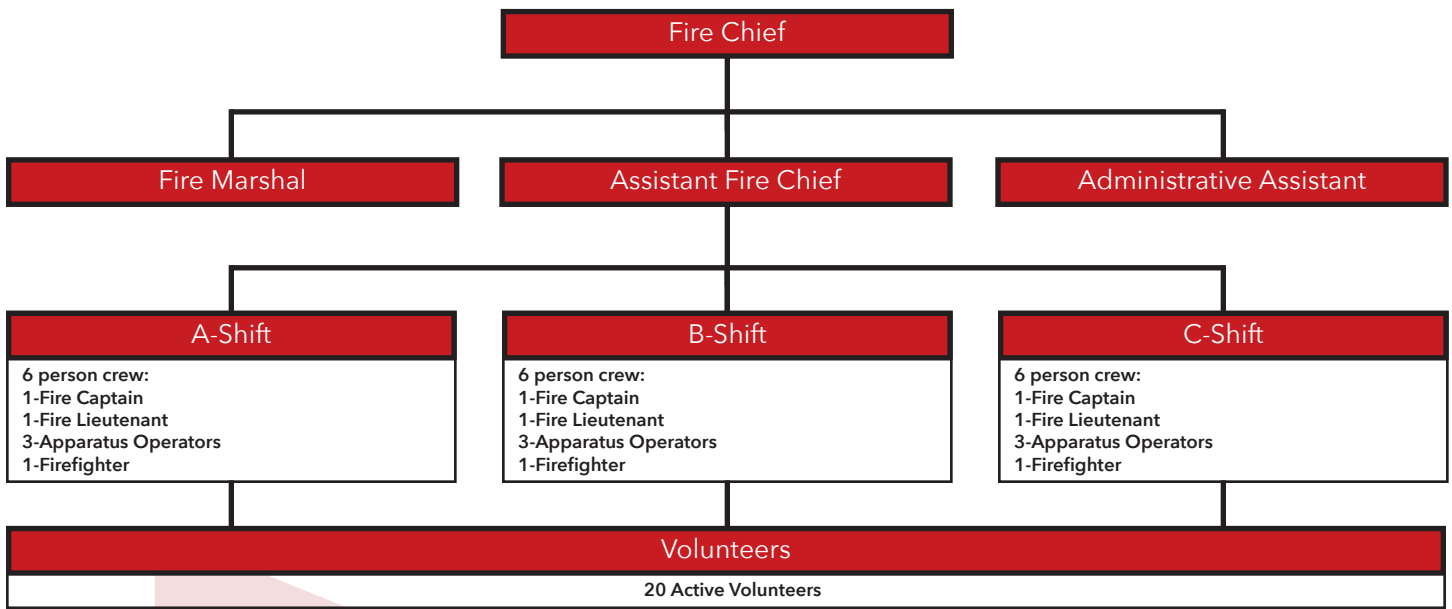
Ideal Candidate

The Fire Chief should have a proven track record of trust and outstanding community outreach in a fast-paced organization with high-service demands. Achieving operational efficiency without compromising effectiveness or service quality is essential. The candidate must demonstrate independent decision-making skills that balance organizational concerns and political sensitivity, as well as demonstrate an inclusive management style without relinquishing leadership responsibilities. Additional traits of the ideal candidate include:

- Exceptional fiscal and administrative skills that focus on internal communication programs, team building, and professional development.
- Forward-thinking visionary who focuses on staffing and development models relating to a varying and growing community, demographics, and industry needs.
- Innovative professional with ability to communicate, listen, engage, and respond appropriately to the needs and input of others: within the organization, department, and throughout the community.
- High level of integrity and regularly operates in an open, consistent, and fair manner.
- Actively engaged with firefighters and volunteers and approachable, serving as a mentor, challenging them to stretch their capabilities.
- Ability to communicate short and long-term goals to the department while including them in the creation and achievement of the goals and vision.
- Capacity to build morale, lead by example, and hold both paid-staff and volunteer-staff accountable while eagerly recognizing exceptional performance.



Brenham Fire Department Organization Chart



Apparatus

- Engine 1 - 2015 Pierce Dash Pumper
- Engine 4 - 2002 Ferrara Inferno 1500 gpm top mount pumper
- Ladder 1 - 2007 Peirce Dash 100' Platform Ladder - 2000 gpm
- Ladder 2 - 2007 Pierce Dash 75' ladder - 1500 gpm
- Rescue 2 - 2015 Pierce Dash Rescue Pumper
- Booster 1 - 2011 Ford F550 quick attack/grass rig 250 gpm

Growth

Provide opportunities for personal and professional growth as a vibrant department focused on skill, professionalism, and customer service. Design for Station #2 has begun and funding for additional firefighters is planned in future fiscal years.

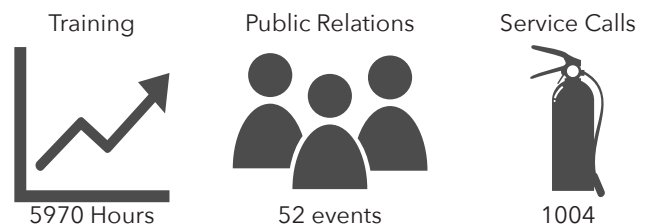
Relationships through Community

Provide intentional relationships within the department and with residents to foster trust and confidence.

Opportunities

Provide opportunities for firefighters to continually improve, train, and grow to better themselves and the department.

FY2023 Stats



Challenges & Opportunities

The incoming Fire Chief should have demonstrated experience leading a municipal fire department and an aptitude to take the department to the next level. The position requires an individual who can:

- Support a high-quality, high-functioning department, and support and foster a strong working relationship throughout the community. Leadership and encouraging teamwork among full time, part-time, and volunteers is essential.
- Set the foundation for functional leadership and developing a culture of teamwork and trust is a high priority. Continuous improvement of both individual and organizational performance requires a leader who can guide the department through change, set goals and objectives, and keep the department on the cutting edge of technology, industry trends, programs, and equipment.
- Migrate the organization from policy-driven to value-driven is a priority. It is critical for the new Fire Chief to maintain a high customer service level using vision-based leadership.

Focus on specific issues and challenges the community and the fire service, as a whole, are facing:

- Emergency preparedness requires fire departments to plan for events where many factors remain unknown. The need for new training, equipment, and technologies will require significant time and funding.
- The community activity load continues to increase due to many factors such as: population growth, new businesses and residential developments, and an aging population and building structures.
- Commercial development along Highway 290 will continue to grow. Increased traffic densities will impact response times and

require continuous monitoring of response plans. The new Chief will oversee future station planning and construction.

- Shifting population demographics of the community will require modification of current services, emphasizing bilingual and multilingual capabilities.



Education, Experience & Requirements

Bachelor's Degree with specialized course work in fire science and administration and emergency management preferred. At least twelve (12) years of progressively responsible experience in a career fire department with at least 3 years of management and administrative responsibility, including emergency management responsibilities. Certified Fire Executive (CFE) from the Texas Fire Chief's Academy, Executive Fire Officer (EFO) from the National Fire Academy, and Chief Fire Officer (CFO) from the Commission on Fire Accreditation preferred.

Certificates, Licenses & Registrations

- Have a valid Texas Driver's License by date of hire.
- Master firefighter certification from the Texas Commission on Fire Protection (TCFP).
- Comply with the Texas Department of Emergency Management training standards as determined by the Emergency Management Program Grant program (includes annually attending a 16-hour DEM course and completion of I 100, I 200, I 300, I 400, IS 700 and IS 800).
- Must obtain Head of Department designation from TCFP within one year of date of hire.
- Fire Officer III (TCFP) and Fire Officer IV (TCFP) preferred.



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HOW TO APPLY

This position will remain open until filled. Selected applicants will undergo a drug screen, driving record review according to the City's driving policy, extensive background check, including a criminal history, psychological testing, and a panel interview.

Online applications and resumes must be completed at jobs.cityofbrenham.org. For additional information, questions, or concerns contact Susan Nienstedt, Human Resources Director at HR@cityofbrenham.org.

