THE COMMUNITY
The City of Round Rock, Texas, located just 15 miles north of downtown Austin, is one of the fastest growing and best managed municipalities in Texas. Round Rock is a major center of economic development in central Texas and its 113,000 residents enjoy an incredibly high quality of life. This progressive community is home to international industries, large shopping centers, major medical facilities, several university complexes, an outstanding municipal golf course, and a minor league baseball team. The City has an award-winning park system and school district, and is one of the safest cities with a population over 100,000 in the U.S.

Settlers began arriving in the area in the late 1830s and built Kenney Fort on the south side of Brushy Creek. In 1850, the original town, called Brushy, was established on the north side of the creek near the “round rock.” This historic table-shaped rock still marks a Brushy Creek crossing of the famed Chisholm Trail. In 1854, Brushy was renamed Round Rock and served as a stop on the Chisholm Trail throughout the 1860s and the early 1870s. In 1876, the residents moved the town about one mile due east to take advantage of the newly constructed International and Great Northern Railroad line (later known as the Missouri Pacific), which bypassed the old town. Round Rock was officially incorporated in 1912. The City’s historic district retains many of the buildings that stood at the turn of the twentieth century, and numerous events celebrate the City’s cultural heritage.

Round Rock is only 20-30 minutes away from area lakes and is home to a National Gold Medal park system that includes 34 developed parks spanning more than 1,700 acres and trail corridors. Old Settlers Park, one of the largest parks in the region, offers 645 acres of rolling countryside for local events and festivals, and is home to the newly expanded Rock’ N River Family Aquatic Center, an extremely popular spot for families in the summer. For golf lovers, City-owned Forest Creek Golf Course has been named one of the top five public-play courses in Texas.

The local Triple-A baseball team, owned by pitching legend Nolan Ryan, is an affiliate of the Texas Rangers. The Express makes its home at the City-owned Dell Diamond, the nation’s top Triple-A ballpark, according to Baseball America. The club was Minor League Franchise of the Year in its first year of play and set attendance records in each of its first five seasons.

The residents of Round Rock and surrounding communities in Williamson County are fortunate to have premier, technologically-advanced medical facilities like St. David’s Round Rock Medical Center, Scott & White Hospital, and Seton Medical Center Williamson in their backyard. These hospitals offer specialized care in many areas of medicine and include state-of-the-art digital diagnostic centers.

Round Rock Independent School District is consistently ranked among the elite in public education, with some of the finest specialized programs available. More than a dozen Round Rock ISD schools have been named National Blue Ribbon Schools since 1990, and the district continues to receive high marks for excellence across the state and nation.
THE COMMUNITY, CONTINUED
There are three higher education institutions with college campuses in Round Rock: Texas State University, Texas A&M Health Science Center, and Austin Community College. The City is within 50 miles of several other colleges and universities, including Concordia University, The University of Texas, and Saint Edward’s University in Austin, the University of Mary Hardin-Baylor in Belton, Central Texas College in Killeen, and Temple College in Temple.

Round Rock offers some of the best housing options in the area. Many neighborhoods are centered on family life, with easily accessible schools, parks, plenty of green spaces, and other amenities. The City also offers a wide range of housing choices, from starter homes to golf-course communities. Residents enjoy one of the lowest property tax rates in the region, with voters dedicating a half-cent sales tax to property tax reduction. Round Rock residents also pay the lowest combined average monthly utility and tax costs in Central Texas, with service that earned a 91% satisfaction rating. The City’s median household income is around $70,000 and median house value is around $225,000.

Round Rock has been ranked among America’s Best Cities to Live by Money Magazine. In addition, here are some recent accolades Round Rock has received:

- No. 12 best city for retirement (Bankrate.com)
- No. 1 Best Affordable Places to Live according to Livability.com (2015)
- Austin-Round Rock MSA ranks No. 5 in U.S. and No. 1 in Texas for “Top Cities to See the Most Economic Growth in 2016” by Bloomberg (2015)
- No. 4 of 75 for the Top Suburbs in America and the 8th most caring suburb in America (Movoto Real Estate Blog)
- Austin-Round Rock No. 4 in “America’s Fastest Growing Cities” according to CNN Money (2015)

GOVERNANCE & ORGANIZATION
The City of Round Rock operates under a Council-Manager form of government. The Round Rock City Council is comprised of a Mayor and six City Council Members. All members are elected at-large and serve three year terms with no term limits. The City Council appoints the City Manager to manage the day-to-day operations of the organization. The City employs over 900 staff and its current overall budget is $311.7 million. The ad valorem tax rate is $0.41465 per $100 valuation.

ABOUT THE DEPARTMENT
The Round Rock Fire Department (RRFD) is a professional, well-equipped, and highly trained municipal fire department. The RRFD responds to fires, Emergency Medical Service, and other emergency and non-emergency requests for service. RRFD employs 137 personnel, who operate out of seven fire stations on twelve fire units across a nearly 64 square mile response area. The response area includes the incorporated city limits as well as contractual services provided to Williamson County Emergency Services District (ESD) #9, with a combined population base of over 150,000 residents. Additionally, the RRFD conducts fire inspections, public education, and fire investigations through the Fire Marshal’s office, provides both ALS and BLS first responder services (EMS Ambulance and transport services are provided by Williamson County Emergency Medical Services), and oversees the City’s Office of Emergency Management and Homeland Security. Currently, the City of Round Rock enjoys an ISO class rating of 2.
ABOUT THE DEPARTMENT, CONTINUED

The RRFD maintains three active specialized teams: Technical Rescue, Hazardous Materials Response, and Wildland Firefighting. All three teams participate as part of a larger regional response model across Williamson County and the greater Austin-Round Rock Metropolitan Statistical Area (MSA).

The RRFD has a significant presence across the region and state. Select members of the department participate in a number of State of Texas programs, including the Texas Task Force 1 USAR Team, the Texas Intrastate Fire Mutual Aid System, and support at the Texas Division of Emergency Management State Operations Center. Additionally, RRFD maintains exceptional relationships with their regional public safety partners. The department has enhanced its regional profile and provides collaborative training with other fire departments in the areas of incident command, firefighter safety, and regional response methods.

Since 2000, members of the Round Rock Fire Department fall under Texas Local Government Code, Chapter 143 Civil Service. In April 2016, the firefighters were granted the right to Meet and Confer when the first three-year agreement was approved by the City Council. The Round Rock Fire Department enjoys a positive and productive relationship with the Round Rock Professional Firefighters Association, Local 3082.

In 2013, the City successfully passed a bond issue, which included $16.5 million for the construction of new fire stations and $27.4 million for the construction of a Joint Police and Fire Training Center. Construction has begun on two new fire stations and construction of the Joint Police and Fire Training Center is targeted to begin late 2016 or early 2017. Additional station construction is scheduled to begin in early 2018.

The Department’s current operating budget is just over $16 million annually, which is managed through a line-item budget format, overlaid with internal performance measures. During FY2015, the RRFD responded to 9,922 total calls, of which 59% were EMS incidents.

LEADERSHIP & INNOVATION

In 2016, the Round Rock Fire Department completed its first Strategic Planning process. The plan has identified six strategic goals, which are:

- **Leadership:** To provide for the long term health of the leadership team.
- **Community Relations:** To establish and maintain a positive public image.
- **Emergency Service Delivery:** To determine the acceptable level of risk with respect to providing a fiscally responsible level of service.
- **Emergency Management:** To provide for Emergency Management through well trained personnel, a properly sized and outfitted EOC, and thorough planning.
- **Public Safety and Education:** To provide our citizens a safe living environment and quality public safety education.
- **Trained Personnel:** To provide our personnel with the knowledge and education to deliver great service to our citizens, go home to their families after each shift, and have a long and fulfilling retirement.
IDEAL CANDIDATE
The City of Round Rock seeks an innovative, progressive, and creative Fire Chief with a collaborative management style to take its fire department to the next level in providing exceptional service to the public. The ability to work harmoniously with other City departments and external partners in the community and throughout the region will be critical to overall success.

The next Fire Chief should be a professional command level fire officer with demonstrated experience leading a municipal fire department. The selected candidate will have extensive knowledge of fire suppression, emergency medical services, and emergency management, but will also clearly understand that just taking care of fire and emergency services is not enough. The Fire Chief will be an organizational leader who embraces a holistic approach to management, quickly becoming an active part of the City leadership team, and continually striving for the success of the entire organization.

The City desires a hands-on leader who is fully engaged with the team and dedicated to achieving the department’s mission. It will be important for the new Fire Chief to be actively involved with department members, engaged in personnel development and succession planning, mentoring, and challenging department members to stretch their capabilities. The Fire Chief will empower staff to achieve a high level of individual success and team performance.

The individual who leads the fire department must possess a high level of integrity and must operate in an open and fair manner. The chosen candidate should be politically astute, without being political, and possess the keen ability to communicate, listen, and respond effectively at all levels within the organization. Communicating long-term goals and plans to department personnel and including the team in the creation and achievement of the department’s vision will be critical to maintain a positive work environment and high level of morale. Leading by example, holding staff accountable, and recognizing exceptional staff performance will be key facets of the next Fire Chief’s management approach.

It will be vital for the new Fire Chief to be visible and involved within the community, developing and promoting effective partnerships with other local, regional, state, and federal agencies. The selected individual will have the interpersonal skills necessary to foster productive relationships with schools, organizations, and residents, providing education and guidance in the areas of emergency management and preparedness, fire prevention, and safety.

The successful candidate will possess a comprehensive set of administrative, personnel, municipal finance, and budgetary skills. The next Fire Chief will provide support and overall guidance for the implementation of a recently completed strategic plan to deal with the rapid growth of the community. Experience with the development of a mutually supportive labor relations environment, possession of exceptional negotiating skills, and thorough knowledge of fire inspection and investigative procedures are essential.

EDUCATION & EXPERIENCE
A bachelor’s degree from an accredited college or university in fire science, public administration, or a related field, and at least 10 years of local government fire service experience is required. A master’s degree is preferred. Designation as a Chief Fire Officer, graduation from the National Fire Academy Executive Fire Officer program, and at least five years of experience as a Chief Fire Officer in a similar sized community, or as an Assistant Chief in a larger community, are highly desired qualifications.
EDUCATION & EXPERIENCE, CONTINUED
The successful candidate must be an intermediate level firefighter certified by the Texas Commission on Fire Protection Personnel Standards and Education or have the training, experience, and certification to achieve certification by the Texas Commission on Fire Protection within 12 months of appointment. IFSAC or NPQB Certification as a Fire Officer III or IV is preferred.

The new Fire Chief must possess all of the skills and training required of firefighters and must have a high degree of managerial talent and superior communication expertise. Knowledge of the budgetary process and local state laws relating to fire, EMS policies, and local and national fire codes is required.

COMPENSATION & BENEFITS
The City of Round Rock offers a competitive starting salary, dependent on qualifications and experience. The City participates in the Texas Municipal Retirement System (TMRS) at a 7% employee deposit rate with a municipal matching ratio of 2:1. In addition to reasonable relocation expenses (for out of area candidate), a full range of leave and insurance benefits are also provided.

APPLICATION PROCESS
Please apply online at: http://bit.ly/SGRCurrentSearches

For other information on this position please contact:
Bill Peterson, Senior Vice President
Strategic Government Resources
Bill@GovernmentResource.com
469-450-4442

The position is open until filled. To review the status of this position, please visit: http://bit.ly/SGRCurrentSearches

The City of Round Rock is an Equal Opportunity Employer and values diversity in its workforce. Finalists for this position will be subject to a comprehensive background check.

RESOURCES
City of Round Rock
http://www.roundrocktexas.gov/

Round Rock Fire Department
http://www.roundrocktexas.gov/departments/fire/

Round Rock Fire Department Strategic Plan

Round Rock Fire Department on Facebook
https://www.facebook.com/RoundRockFireDept/

Round Rock Accolades List
http://www.roundrocktexas.gov/about/awards-and-accolades/accolades/