



FIRE CHIEF

CEDAR HILL, TX





ABOUT THE COMMUNITY

Where Opportunities Grow Naturally

Nestled 20 minutes southwest of downtown Dallas, the City of Cedar Hill borders the eastern shore of Joe Pool Lake and Cedar Hill State Park. This thriving suburb's lush, tree-lined rolling hills and wide-open green space allow for hikes, bike rides and other outdoor recreational opportunities, and from specialty boutiques in historic downtown to enjoying a day on Joe Pool Lake, the community has found a perfect balance of big-city amenities and small-town charm.

With convenient access to I-20 and I-35 from U.S. Hwy. 67, Cedar Hill is home to many residents who commute to and from employment in the Dallas-Fort Worth metroplex. The City was incorporated in 1938 under the general laws of the State of Texas and is the oldest organized community in Dallas County. Cedar Hill became a home-rule city in 1975.

Financial Stewardship

Cedar Hill is known for its disciplined and strategic fiscal management. The City's budget reflects community priorities and council goals, aiming to exceed service expectations, maintain healthy fund balances, communicate transparently, and ensure long-term financial and operational resilience.

Strategic Vision & Planning

At its annual retreat, the City Council reaffirmed Cedar Hill's vision, mission, and values, setting strategic priorities in public safety, economic development, planning, communications, and neighborhood revitalization. Each area includes a detailed work plan aligned with the City's broader strategic goals.

Development & Economic Growth

Cedar Hill is a thriving regional retail hub, home to 11 shopping districts and over 3.5 million square feet of commercial space. The city's growth continues with the High Point 67 project by Hillwood, adding up to 2 million square feet of Class A logistics and manufacturing space—expected to generate \$100 million in taxable value and create hundreds of jobs.



POPULATION

49,426



MEDIAN AGE

36



MEDIAN INCOME

\$85,837



AVERAGE HOME VALUE

\$350,000

ABOUT THE COMMUNITY, CONTINUED

Pratt Industries recently opened a \$200 million, 1-million-square-foot regional center, and another 2 million square feet of commercial development is projected over the next five years.

Since 1994, the Cedar Hill Economic Development Corporation (EDC) has driven strategic growth— attracting targeted industries, revitalizing key areas, and supporting small businesses. Annual revenue has grown from \$150,000 to nearly \$4 million, fueling infrastructure upgrades and business-friendly initiatives. Nationally accredited by the International Economic Development Council, Cedar Hill EDC is recognized for workforce innovation and economic leadership.

Major Developments on the Horizon:

- **Balcones Ranch:** 840 upscale homes
- **East Penn:** Luxury apartments at Hillside Village
- **West Midtown:** New mixed-use, multi-family and retail projects
- **Downtown Redevelopment:** Transforming City-owned properties

These projects will welcome thousands of new residents, increasing density and attracting more retail, dining, and entertainment options—making Cedar Hill an even more vibrant place to live and lead.

Cedar Hill families attend Cedar Hill ISD, a district of approximately 7,625 students learning on 11 campuses spread across about 36 square miles. The district is well known for its athletic success — especially in football and basketball — as well as its lauded marching band and choir program. Students excel in the classroom as well, and the district provides the popular Collegiate Pathway, which culminates with scholars earning an associate degree as seniors. Beyond the City's limits, Cedar Hill citizens have easy access to more than 30 colleges and universities throughout the metroplex — in addition, of course, to the many museums, amusement parks, performing arts centers, and sports venues available to North Texas residents.

Cedar Hill's median household income is just over \$85,800, and median homes are priced at around \$350,000.



MISSION

The Mission of the Cedar Hill Fire Department is to protect lives and property through compassionate and professional emergency responses and community involvement and engagement.

VISION

Our Vision is for the Cedar Hill Fire Department to be nationally recognized for the care and service we provide to the community. We are known as a department that values our employees for their innovation, dedication, and compassion.

GOVERNANCE & ORGANIZATION

Cedar Hill is a home-rule community governed by a council-manager form of government with a mayor and six council members serving as its legislative body. Council members are elected at large for two-year terms, without term limits. Together, they focus on community goals, major projects, and strategic planning.

The City Manager provides day-to-day executive leadership and administration to the municipal organization. Melissa Valadez was appointed City Manager in August 2024 and has served in various capacities within the City for over 23 years.

The City of Cedar Hill provides a full complement of traditional municipal services, including a police department, fire department & EMS services, engineering and public works, street maintenance, building inspection and code enforcement services, planning and zoning, parks and recreation services, a public library, municipal court, and human resources. Significant projects recently completed include an award winning library and signature park as well as a lagoon aquatic center.

In the current fiscal year, the General Fund Budget is approximately \$50 million, providing a workforce of 358 full-time employees and 52 regular part-time employees.



CHFD OVERVIEW

The Cedar Hill Fire Department was organized in May 1941, with 11 volunteer members. In 1964, the Cedar Hill Fire Department took a step that no other department within hundreds of miles had taken when it established an EMS response within the Fire Department.

CHFD is dedicated to providing top-notch service to the community, including emergency and non-emergency response services, community risk reduction and planning

- \$14 M annual operating budget
- Four (4) fully staffed fire stations
- Team of 78 highly trained personnel
- 12,164 total calls for service in 2024



THE POSITION

The purpose of this position is to assist in the protection of lives and property by leading the day-to-day operations of the fire department and its associated personnel. This is accomplished by serving as the executive manager and commander of the fire department. Duties include directing employees, planning and improving departmental operations, maintaining fire equipment, promoting fire safety, responding to alarms, preparing and managing the Department budget, and interfacing with other City employees and citizens.

We work as a joint regional collaboration, to include policies, dispatching and response. To be successful, candidates must possess a collaborative spirit and appreciate diversity in all aspects, with the ability to weave their tools within City operations.



OUR CITY VALUES

**PEOPLE
&
RELATIONSHIPS**

STEWARDSHIP

**HIGHEST
ETHICAL
STANDARDS,
BEHAVIOR &
INTEGRITY**

**SERVANT
LEADERSHIP**



CHFD VALUES CREED

As a Cedar Hill Firefighter:

I will have **Respect** for everyone I encounter, including those with whom I serve.

I will serve with **Integrity**. If it is not right, I will not do it. If it is not true, I will not say it.

I will have **Courage**. The kind that conquers fear. Fear of change. Fear of the unknown. Fear of failure.

I will serve with **Honor**. Having pride in my organization and never bringing discredit upon this great profession.

These core values are non-negotiable!

I am a Cedar Hill Firefighter and that makes me **R.I.C.H.**



OPPORTUNITIES

The incoming Fire Chief will help chart a course for the City of Cedar Hill as it grows and community leaders set new goals and priorities. Opportunities awaiting the new Chief include:

- Implementation of strategic plan setting future direction for the success of the department, including a 2027 bond initiative, proposing options for Station #5 and a public safety training center.
- Continued emphasis on community engagement into the culture and values throughout the organization starting with newest members to our most tenured employees.
- Strengthening a future service model combining community dynamics, industry best practices and cutting-edge technology to ensure exceptional service delivery.

ACCOMPLISHMENTS

Medical/EMS

- Heart Safe Community
- Mission: Lifeline EMS Gold Plus Level
- Emergency Medical Services for Children Gold Level
- Provided Bleeding Control training to CHISD Nurses & CHPD Officers
- Active EMTF Member

Fire Operations

- Certified Blue Card Incident Commanders
- Drone Incident Response Team
- Deploy personnel through TIFMAS, TEMAT, EMTF and Texas Task Force 1 & 2 to assist with statewide emergency response

Public Education

- Annual Teen Fire Academy
- Annual Citizen's Fire Academy
- Life and Fire Safety Program (LAFS) in conjunction with CHISD and other community partners
- Fire Explorer Program
- Mental Health Resiliency Program

PURSuing PREMIER

DISTINCTIVE CHARACTER

CLEAN

SAFE

VIBRANT PARKS, TRAILS & NATURAL BEAUTY

ENGAGED COMMUNITY

EXCELLENT, SAFE & EFFICIENT INFRASTRUCTURE

STRONG & DIVERSE ECONOMY

TEXAS SCHOOLS OF CHOICE



IDEAL CANDIDATE

The City of Cedar Hill is seeking an innovative, community-oriented servant leader ready to join its municipal family as the next Fire Chief. To succeed in this role, candidates must possess a collaborative spirit and appreciate diversity in all aspects, with the ability to weave their tools within the City.

City leaders are looking for someone with a strong track record of successfully leading all aspects of fire operations. Candidates should be experienced in developing and implementing strategic plans and goals; establishing appropriate staffing levels; allocating resources; monitoring the efficacy of service policy methods; and monitoring workloads.

They will work effectively with other departments and the community to promote a safe city and have an exceptional aptitude to anticipate problems, identify alternative courses of action, prepare proactive recommendations, and present, defend, and support those recommendations before the City Manager, City Council, advisory groups and citizens.

EDUCATION & EXPERIENCE

Candidates who wish to be considered for this position must demonstrate a combination of education, experience, and certifications that reflect a high level of professional achievement and readiness for leadership in fire and emergency services, including the following qualifications:

- Bachelor's degree in EMS, Fire Science or closely related field.
- At least ten (10) years of related experience, including training in Fire Protection Technologies, with a fire-based EMS background preferred.
- Valid Class B Texas Driver License
- Texas Commission on Fire Protection (TCFP) Master Firefighter Certification
- Texas Fire Chief Certified Fire Executive (CFE), Fire Service Chief Executive Officer (FSCEO) or Executive Fire Officer (EFO) preferred.

COMPENSATION & BENEFITS

The salary range for this position is up to \$185,000, depending on the experience and qualifications of the successful candidate. Cedar Hill also offers a comprehensive benefits package, including medical, dental, vision, and life insurance; 12 paid holidays and vacation and sick leave; additional supplemental plans; and medical and dependent care reimbursement accounts.

Employees also receive education reimbursement assistance, longevity pay, and access to the City’s recreation center. This position will be eligible for \$442 in monthly car allowance, City- issued phone and laptop, as well as a flexible schedule.

Cedar Hill participates in the Texas Municipal Retirement System featuring a 7% employee contribution and 2:1 employer match and offers additional deferred compensation plans through ICMA and Nationwide.

APPLICATION PROCESS

Please apply online at www.cedarhilltx.com/jobs

For more information on this position, contact:

Tracey Kerezman, Director of Awesome People
tracey.kerezman@cedarhilltx.com
972-291-5100 x 1053



Scan to Apply!

The City of Cedar Hill is an Equal Opportunity Employer and does not unlawfully discriminate on the basis of genetic information in compliance with the Genetic Information Nondiscrimination Act (GINA), race, sex, color, religion, national origin, veteran status, age, or disability in hiring, conditions, or termination of employment. Final applicants for employment with the City of Cedar Hill are subject to drug testing and background screening.

RESOURCES

City of Cedar Hill
cedarhilltx.com

Fire Department
cedarhilltx.com/535/Fire

Annual Budget
cedarhilltx.com/1135/Budget

Annual Comprehensive Financial Report
cedarhilltx.com/108/Annual-Comprehensive-Financial-Report

Annual Report
cedarhilltx.com/annualreport

Comprehensive Plan
cedarhilltx.com/2005/Comprehensive-Plan

Economic Development Corporation
cedarhilledc.com

City Culture
cedarhilltx.com/jobs

Cedar Hill CVB
visitcedarhilltx.com

Cedar Hill ISD
chisd.net

Hillside Village
shophillsidevillage.com

Cedar Hill Chamber of Commerce
cedarhillchamber.org

