



CITY OF PEARLAND, TX FIRE CHIEF

Help lead one of America's best-run cities



THE COMMUNITY

The City of Pearland, Texas, is a thriving, family-oriented community ideally located along the dynamic Gulf Coast corridor, just minutes from downtown Houston. With a population of approximately 132,000 residents, the City of Pearland is one of the fastest-growing cities in Texas and continues to attract families, professionals, and businesses seeking a safe, vibrant, and well-managed environment.

The City of Pearland offers an exceptional quality of life defined by safe neighborhoods, high-performing schools, extensive park and recreation amenities, and a strong sense of civic pride. The community's excellence has earned national recognition across several measures of livability



and organizational performance. In 2025, U.S. News & World Report ranked the City of Pearland #3 Best Place to Live in the U.S. and also named the City of Pearland #17 Best Place to Retire in the U.S.

Economic vitality is a hallmark of the City of Pearland. The local economy features a strong base in healthcare, life sciences, education, and advanced manufacturing. The City's strategic location and transportation access continue to attract new development and investment across commercial, residential, and industrial sectors.

Residents enjoy an active community lifestyle supported by more than 175 acres of developed parkland, miles of trails, and a wide variety of recreation programs and community events. The City of Pearland's commitment to safety, connectivity, and innovation continues to reinforce its reputation as a premier community of choice in the Houston metropolitan area.



THE ORGANIZATION



The City of Pearland Fire Department is a high-performing, full-service fire and emergency medical services organization dedicated to protecting life, property, and community well-being. The department provides comprehensive fire suppression, advanced life support EMS, rescue, and all-hazards response across approximately 70 square miles, serving both the city limits and Pearland's extraterritorial jurisdiction. The department's ISO Class 1 rating reflects a sustained commitment to operational readiness, training, infrastructure investment, and continuous improvement.

Operating from six strategically located fire stations, plus a fire administration building, the department delivers professional, around-the-clock emergency response. In addition to core fire and EMS operations, the department maintains specialized capabilities including an EMS Bike Team and participates with an EMS SWAT Team, enhancing response effectiveness during special events, in high-density environments, and for tactical operations.

During 2025, the department responded to 14,197 incidents, reflecting both the scale and complexity of service demands in a growing and dynamic community. Responses included, but not limited to, 92 structure fires, 175 non-structure fires, 759 motor vehicle accidents, and 10,819 EMS and rescue calls. The department also plays an active regional role, providing mutual aid assistance to neighboring jurisdictions on 360 occasions while receiving mutual aid support 55 times, underscoring strong interagency collaboration and regional partnerships.

The Fire Department operates with a Fiscal Year 2026 budget of \$35,387,726 and a total staffing level of 152 full-time equivalent employees. The organizational structure includes two Assistant Chiefs, five Battalion Chiefs, eight Captains, eighteen Lieutenants, twenty-one Driver/Operators, and eighty-nine Firefighters. The department has received Best Practices Recognition from the Texas Fire Chiefs Association and is well positioned for its next chapter of leadership and continued service excellence.



THE POSITION

The Fire Chief is the senior administrative and operational leader of the City of Pearland Fire Department and is responsible for the overall direction, performance, and effectiveness of the organization. Reporting to the City Manager's Office, the Fire Chief provides strategic leadership for fire suppression, emergency medical services, training, fire prevention, emergency management coordination, and all-hazards response while ensuring alignment with City goals, policies, and community expectations.

The Fire Chief is responsible for developing and managing the department's operating and capital budgets, establishing long-term strategic priorities, and ensuring that resources are deployed efficiently and responsibly. This role requires the ability to balance operational readiness and service excellence with fiscal stewardship, regulatory compliance, and workforce sustainability. The Fire Chief also plays a key role in regional coordination, intergovernmental partnerships, and mutual aid planning.



As a member of the City's executive leadership team, the Fire Chief works collaboratively with City leadership and provides clear, accurate, and data-informed recommendations. The position requires strong communication skills, sound judgment, and the ability to represent the department and the City with professionalism, credibility, and integrity.

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THE IDEAL CANDIDATE

The City of Pearland seeks an authentic, visionary, and people-centered leader who inspires collaboration and models integrity, accountability, and respect in every interaction. The ideal candidate brings both strategic insight and operational discipline and is able to think broadly about the future of the organization while executing effectively in day-to-day operations. This individual values transparency and understands that trust is built through consistent actions, sound judgment, and a clear appreciation of the broader municipal mission.

The successful candidate will be a proven fire service professional with a strong command of modern fire suppression, emergency medical services, and all-hazards response, paired with a deep appreciation for prevention, preparedness, and community risk reduction. Experience managing complex operating and capital budgets, implementing strategic initiatives, and leading organizational change is essential. The ideal candidate will balance

service excellence with fiscal responsibility while ensuring departmental priorities align with Citywide goals, available resources, and long-term sustainability.

Candidates must possess a minimum of a bachelor's degree in public administration, fire science, emergency management, or a closely related field. A master's degree is strongly preferred. Candidates must have a minimum of ten years of progressively responsible fire department management experience, including at least three years in a senior command or deputy/executive leadership role such as Assistant Fire Chief or Fire Chief. Experience in a full-service, career or combination fire department servicing a complex or growing community is highly desirable. The Fire Chief must obtain TCFP Head of Department certification within six months of hire, or a timeframe approved by the City. Fire Service Executive Officer and TCFP Fire Officer IV certifications preferred.

COMPENSATION AND BENEFITS

The City of Pearland offers a highly competitive compensation and benefits package designed to attract and retain top municipal leadership talent. The starting salary range for this position is \$180,000 to \$220,000, commensurate with qualifications and experience.

The City provides a fantastic benefits package that includes 100 percent employer-paid health insurance for employees and 60 percent coverage for dependents. The selected candidate will also receive four (4) weeks of paid executive leave, a comprehensive suite of professional development opportunities, tuition reimbursement, and more.

Retirement benefits are provided through the Texas Municipal Retirement System (TMRS), featuring a 7 percent employee contribution and an exceptional 2:1 City match.



TO APPLY

- Interested candidates should apply immediately by submitting a comprehensive resume and cover letter to 65th North Group at pearlandfirechief@65thnorth.com.
- Open until filled. First review of resumes February 4, 2026 at 5:00 p.m. CT.
- Direct all inquiries to 65th North Group, Dave Ross, at dross@65thnorth.com or 480-386-5344.



SELECTION PROCESS

After the first review deadline, 65th North Group will conduct a comprehensive evaluation of all submitted materials. Candidates whose backgrounds most closely align with the City's needs may be invited to participate in the next phase of the process.

Anticipated Timeline

- ◆ February 4, 2026 – First review of resumes (5:00 p.m. CT)
- ◆ Mid-February 2026 – Preliminary screening and virtual interviews
- ◆ Week of March 2, 2026 – Finalist interviews
- ◆ April 6, 2026 – Anticipated start date (flexible)

