

Fire Chief
City of Levelland
Texas



City of Levelland

Levelland, Texas, proudly serving as the county seat of Hockley County, is a thriving community located just 30 miles west of Lubbock. Known for its genuine West Texas hospitality, Levelland blends small-town charm with steady growth and a deep sense of civic pride. With strong roots in agriculture, oil, and education, the local economy provides stability and opportunity. Levelland is the preferred community in the South Plains. We are progressive while maintaining small-town values.

As the hub of the South Plains region, Levelland fosters a dynamic lifestyle rich in culture and community engagement. From parades and rodeos to family-friendly holiday festivals, the City's Main Street Program and Chamber of Commerce host vibrant events throughout the year. The historic Wallace Theater anchors the arts scene with live theater, concerts, and comedy, while South Plains College attracts top music talent and stages outstanding performances that enhance the community's cultural fabric.

For those passionate about athletics and outdoor activity, Levelland delivers. South Plains College fields nationally ranked teams in basketball, track and field, and rodeo. Local families and visitors alike enjoy year-round play at the Oxy Sports Complex, while the Mallet Event Center & Arena hosts everything from rodeos to regional expos. Education remains a cornerstone of the community. The Levelland Independent School District (LISD) is recognized for academic achievement and a strong commitment to student success. South Plains College, a respected institution for higher education and workforce training, adds to the city's educational strengths and supports a pipeline of skilled professionals.

Levelland proudly embraces its identity as the "City of Mosaics," reflecting the diverse pieces that make the community whole, arts, athletics, education, and civic service. For a Fire Chief, Levelland offers more than just a leadership role, it offers a place to thrive. With strong community values, engaged residents, and a supportive City team, Levelland is the ideal location to lead, serve, and make a lasting impact.

Population
12,652



Median Income
\$50,186



Median Home Value
\$145,569

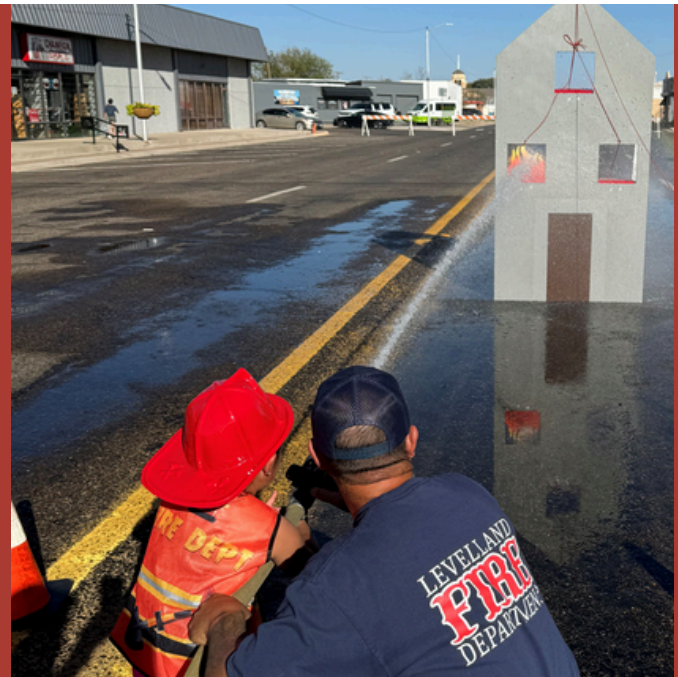


Workplace Culture

The City of Levelland is characterized by a commitment to collaboration, open communication, strong ethics, accountability, innovation, and a service-driven approach. The City prides itself on fostering an environment where employees feel valued and empowered to contribute their best efforts. Leaders and employees alike are encouraged to share ideas, provide feedback, and engage in dialogue. This approach ensures that everyone is aligned with the City's goals and can work together to achieve them.

Levelland's workforce is dedicated to upholding high standards of integrity and responsibility in all their actions. Employees are held accountable for their work, fostering a sense of trust and reliability within the community. The City encourages its employees to think creatively and explore new ways to better serve residents. This forward-thinking mentality helps Levelland stay ahead in addressing the evolving needs of its community.

The local government and management structure supports this positive workplace culture. The City Manager appoints the Fire Chief, ensuring that leadership aligns with the City's values. The Levelland City Council, comprised of the Mayor and four City Council members, plays a crucial role in governance. The Mayor is elected at-large for a three-year term, while council members represent residents in four election districts for two-year terms, with staggered elections ensuring continuity and stability.



The Chief Position

The City of Levelland is seeking an accomplished, forward-thinking fire service professional to serve as its next Fire Chief. The ideal candidate will be a proven leader with strong operational and administrative experience, capable of mentoring, communicating with, and empowering both career and volunteer firefighters in the continued development of a high-performing, professional organization. This is an opportunity to lead a department positioned for strategic growth and long-term investment.

The Levelland Fire Department is an ISO Class 2 combination department consisting of 10 career firefighters and up to 25 volunteers. The department operates on a 24/48-hour shift schedule with three shifts, led by a captain or lieutenant. LFD responds to approximately 700 calls for service annually, including vehicle extrication, and is an active participant in a 15-county regional rescue team. Emergency medical services are provided by the local hospital authority, allowing the department to maintain a focused fire-rescue mission.

With an FY26 operating budget of approximately \$1.57 million and the development of a comprehensive fire department salary study, the incoming Fire Chief will play a key role in guiding future staffing strategies, enhancing recruitment and retention, and advancing apparatus and facility planning. Planned initiatives include modernization of equipment, evaluation of an aerial apparatus to expand service capabilities, and continued investment in training and operational readiness.

Levelland benefits from a strong workforce development partnership with South Plains College, which operates a Fire Academy locally. This relationship provides a reliable pipeline of well-trained recruits and creates opportunities for collaboration in training, certification, and professional development. The next Fire Chief will have the opportunity to build upon these assets while shaping the future of fire protection services for a growing and supportive community.

9 FTEs



Budget
\$1.57 Million



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The Candidate

The City of Levelland seeks a demonstrated fire service leader who values professionalism, accountability, and the contributions of career and volunteer firefighters in a combination department. The ideal candidate will be committed to building trust within the organization, strengthening morale, and fostering strong relationships between the Fire Department, City leadership, and the community.

Under the direction of the City Manager, the new Fire Chief will plan, direct, manage, and oversee all activities and operations of the fire departments. Ideal candidates will be adept at developing, implementing, and monitoring departmental goals, objectives, policies, and procedures that align with the City's strategic vision and reflect the best practices of fire suppression. The successful candidate will possess excellent communication skills, enabling effective communication with the City Council, departments, and outside agencies. The candidate will also need to be able to communicate effectively internally, fostering interdepartmental cooperation.

Education

- A bachelor's degree in public administration, Fire Science, Fire Service Administration, Emergency Management, or a related field is preferred

Experience

- Seven (7) years of progressive experience in a career or combination department with fire suppression and fire prevention responsibilities.
- Five (5) years of administrative management and supervision is required.
- Experience in a volunteer fire department is preferred

License/Certification

- Must obtain a Texas Commission on Fire Protection (TCFP) Head of Suppression Department certificate within 12 months of employment.
- Preferred Fire Marshal & TCOLE license
- Must be able to obtain a Texas Class B-exempt driver's license.

Compensation

The City of Levelland offers an expected starting salary of \$110,000, commensurate with experience and qualifications. The City provides a comprehensive and competitive benefits package that includes medical insurance with dental and vision options, term life insurance, paid holidays, vacation leave, and sick leave.

Levelland's cost-of-living index is 73.2, meaning that housing, everyday goods and services, and overall living expenses are significantly lower than national averages. This allows the Fire Chief's salary to provide greater purchasing power, enhanced housing affordability, and a higher overall quality of life compared to a comparable salary in other communities.

Retirement benefits are provided through the Texas Municipal Retirement System (TMRS), with a 6% employee contribution and a 2:1 employer match, supporting long-term financial security. Together, compensation, benefits, and cost-of-living advantages position Levelland as an attractive opportunity for senior fire service leaders seeking both professional impact and personal stability.



How to Apply



The position is open until filled. First Review Deadline: March 2, 2026, at 3pm CST

Please include references with your application

Please submit your cover letter and resume in PDF format to

humanresources@levellandtexas.org

Faxed and mailed submissions will not be considered.



For more information on the position, contact:

Andrea Corley, Employee Success Team

humanresources@levellandtexas.org

Candidate materials will be screened in relation to the criteria described in this brochure. Candidates will be invited to participate in the selection process. The selection process will include interviews with the City and its representatives. Appointment is subject to completion of a thorough background and reference verification.



The City of Levelland is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, genetic information, or any other status protected by law or regulation. It is the City's intention that all qualified applicants be given equal opportunity and that selection decisions are based on job-related factors.