

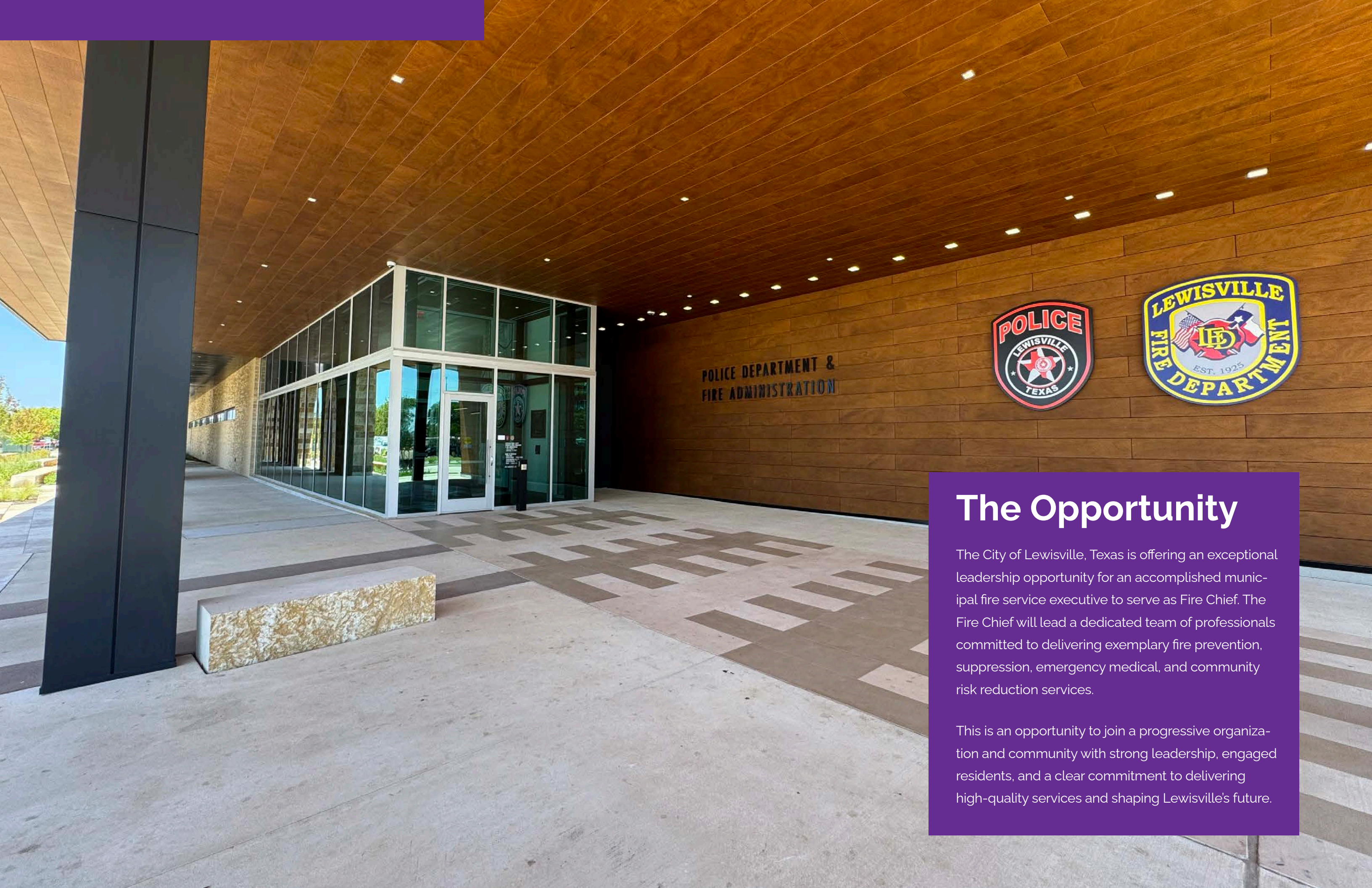


FIRE CHIEF

City of **Lewisville, Texas**

Recruitment Services Provided By





POLICE DEPARTMENT &
FIRE ADMINISTRATION



The Opportunity

The City of Lewisville, Texas is offering an exceptional leadership opportunity for an accomplished municipal fire service executive to serve as Fire Chief. The Fire Chief will lead a dedicated team of professionals committed to delivering exemplary fire prevention, suppression, emergency medical, and community risk reduction services.

This is an opportunity to join a progressive organization and community with strong leadership, engaged residents, and a clear commitment to delivering high-quality services and shaping Lewisville's future.



About Lewisville, Texas

Lewisville is a thriving lakeside community located 26 miles northwest of downtown Dallas along Interstate 35E. Situated in southeast Denton County—one of the nation's fastest-growing areas—Lewisville is home to more than 140,880 residents across approximately 47 square miles. With convenient access to Dallas/Fort Worth International Airport and the region's major transportation corridors, Lewisville offers exceptional connectivity and accessibility.

Lewisville blends small-town charm with big-city amenities and a distinctive, down-to-earth spirit. It is a hardworking community that values authenticity, connection, and service—where people show up, dig in, and deliver with integrity and purpose.

A strategic location, superior infrastructure, low tax environment, and talented workforce have positioned Lewisville as a dynamic economic hub. A diverse business community—including major employers such as Sysco Foods, Mary Kay, Kellogg's, Active Organics, Ericsson, and FedEx—provides a solid foundation for continued economic vitality and opportunity.

Natural amenities further enhance Lewisville's outstanding quality of life. Lewisville Lake, known as the "Urban Bass Fishing Capital of Texas" encompasses approximately 29,000 acres and 233 miles of shoreline, offering exceptional opportunities for bass fishing, boating, and water sports. More than 9,000 acres of protected natural areas surrounding the lake provide residents and visitors with abundant opportunities to enjoy the outdoors.



City Governance

The City of Lewisville operates under a Council/Manager form of government, with a seven-member City Council elected by Lewisville residents. Six Council Members are elected by residential districts to three-year terms, while the Mayor is elected at-large and votes only in the event of a tie.

Chartered as a municipality by the State of Texas in 1925, Lewisville's Council/Manager form of government is designed to provide residents with the highest quality of municipal services. The City Council establishes municipal policies and appoints the City Manager, City Attorney, City Secretary, and Municipal Judges. The City Manager is responsible for implementing Council policies and overseeing day-to-day operations with the support of the City's department directors and leadership team.

The City of Lewisville is a lean, high-performing, full-service organization committed to data-driven decision-making, fiscal responsibility, and continuous improvement. With 943 full-time equivalent employees and a General Fund budget exceeding \$148 million, the City maintains a balanced budget, healthy reserves, and one of the lowest combined tax rates in North Texas.

Lewisville delivers a broad range of high-quality municipal services, including fire and police protection, parks and recreation, economic development, public

services, water treatment, planning and zoning, library, animal services, environmental programs, community relations, and tourism.

Lewisville is a strategic and forward-thinking organization focused on shaping its future. In 2014, the City adopted the Lewisville 2025 Vision Plan, establishing a framework for the community's growth leading up to its centennial. The plan helped foster a more connected community, responsible resource management, and sustainable growth.

Building on that foundation, Lewisville has spent the last 18 months engaging residents, businesses, and community stakeholders in developing the **Lewisville 2035 Vision Plan**. This robust public engagement effort will help identify evolving priorities, address emerging challenges, and capitalize on new opportunities. The resulting vision will provide a roadmap for how Lewisville grows, invests, and plans for the next decade—guiding future decisions related to land use, budgeting, development, and maintaining a high quality of life.



The Lewisville Fire Department

The Lewisville Fire Department (LFD) was established in 1925 following a series of devastating fires that underscored the need for organized fire protection. In 1927, Lewisville hired its first paid Fire Marshal, marking an important milestone in the Department's history—one commemorated today through public art in Old Town Lewisville.

As Lewisville has grown in population and land area, so too has its Fire Department. New fire stations, modern apparatus, expanded services, and evolving operational strategies have enabled the Department to meet the changing needs of the community. Fire protection has evolved from a centralized model to a multi-station network providing comprehensive coverage across the City.

The Department also continues to embrace innovation and a strong commitment to the health and resiliency of its personnel. After nearly 52 years of operating on a traditional 24/48-hour schedule, the Department transitioned to a 48/96 schedule designed to support improved health, recovery, and overall well-being for its firefighters.

Today, the Lewisville Fire Department encompasses eight fire stations, one of which is a multi-company or "heavy house" station. The recently constructed Tittle-McFadden Public Safety Center jointly houses both fire and police operations. The Fire Department's members hone their skills through departmental and interagency training at the recently completed John Ashman Fire Training Complex. This joint training facility is shared with the Flower Mound and Highland Village Fire Departments. The facility includes three separate training structures and classrooms to enable fire department personnel to effectively prepare an "all hazards" approach to emergencies such as fires, natural and other disasters, technical rescues, and complex medical scenarios.

The Lewisville Fire Department is committed to excellence in fire prevention, public education, and community risk reduction.

Through proactive initiatives, LFD works to enhance public safety, reduce injuries, and minimize property loss. The Department's commitment to excellence is reflected in its Insurance Services Office (ISO) Class 1 rating, placing Lewisville among the top one percent of communities nationwide for fire protection. Strategic investments in infrastructure, resource deployment, and a state-of-the-art training facility position the LFD to sustain this distinction.

LFD provides comprehensive Emergency Medical Services (EMS) through strategically located fire stations enabling LFD to provide advanced life support and emergency transportation. Mobile Intensive Care Units (MICUs), equipped with advanced medical technology, provide critical pre-hospital care and life-saving interventions throughout the community.

The Department maintains specialized teams capable of responding to complex emergencies, including dive, swift water, as well as wildland fire incidents. Through interagency cooperative agreements, LFD partners with area agencies to create a force multiplier when addressing complex rescues.

The Emergency Management Division supports Lewisville's preparedness, response, recovery, and mitigation efforts; coordinates emergency communications and response; and partners with City departments and regional stakeholders to conduct training and exercises that strengthen community resilience.

The Fire Marshal's Office supports the work of the Fire Department by protecting the community through inspections, enforcing codes relating to fire safety, conducting plan reviews to evaluate building and site plans before construction to ensure compliance with safety standards, conducting fire investigations, and engaging in public education designed to reduce fire and life-safety risks.



42.2M
Adopted 2026 Budget



194
FTEs



8
Fire Stations



14,329
2025 Calls for Service



CLASS 1
Rating



The Position

The City of Lewisville is seeking a contemporary, forward-thinking fire service leader to serve as its next Fire Chief. Reporting to the City Manager's Office and serving on the Executive Leadership Team, the Fire Chief provides strategic operational and administrative leadership for the Lewisville Fire Department in the areas of suppression, rescue, prevention, and emergency medical services.

The successful candidate will be an ethical, accountable, and collaborative leader who, by bringing a clear vision for the organization's future, can build upon the Department's solid foundation while positioning it for continued excellence. Key priorities include:

Leading with Vision — Establishing a clear and compelling direction for the Department and inspiring a high-performing, service-oriented culture.

Driving Operational Excellence — Ensuring effective deployment of personnel and resources while maintaining exceptional service and industry-leading practices.

Strengthening Partnerships — Building strong, productive relationships with City leadership, other City departments, other governmental agencies, community organizations, business owners, and residents.

Advancing Innovation — Embracing modern technologies, creative solutions, and innovative programs which promote continuous improvement through best and most promising practices that enhance public safety and service delivery.

Investing in People — Fostering a positive, inclusive, and high-performing organizational culture that encourages employee engagement, accountability, professional development, and continuous improvement.

Leading and Managing Strategically — Aligning departmental priorities, resources, and budget with the City's broader goals and long-term vision.

SOUTHERN EXPOSURE
PHOTOS BY WATSON KOHANKIE

Opportunities

Lewisville is entering an exciting period of growth and transformation, particularly with the redevelopment of its popular Lewisville Lake waterfront. As residential, commercial, and visitor activity increases, the next Fire Chief will play a critical role in anticipating and aligning fire, EMS, water rescue, and other emergency-response capabilities with evolving community needs—while balancing future demands with responsible resource management.

At the same time, generational workforce changes present an important opportunity to strengthen the Department's leadership pipeline, organizational systems, and long-term readiness. Key opportunities include:

- **Lewisville Lake Redevelopment:** Assess emerging public safety and emergency-response needs and implement strategies to ensure appropriate resources as waterfront development progresses.
- **Fire Station 4:** Lead the acquisition of property for the future replacement and relocation of Fire Station 4 in north Lewisville, supporting growth and improved service delivery in the area.
- **Leadership Development:** Strengthen succession planning through mentoring, professional development, and intentional opportunities to prepare the next generation of Department leaders.
- **Departmental Accreditation:** Assess readiness and develop a strategic pathway toward recognized

fire service accreditation, using the process to strengthen performance management, community risk assessment, standards of cover, and continuous improvement.

- **48/96 Schedule:** Conduct post-implementation review of the recently implemented schedule and its impact on employee wellness, staffing, readiness, overtime, recruitment and retention, and overall service delivery.
- **Advance Four-Person Staffing:** Continue the implementation of the City's long-term strategy to transition to four-person engine staffing, using service demand, community growth, risk, and available resources to guide the phased-in approach.
- **Modernize Internal Systems:** Continue to streamline quartermaster operations through improved workflows, inventory management, technology, automation, and accountability.

The Lewisville Fire Department is well-equipped with modern technology and resources. The next Chief will have an opportunity to build on this solid foundation through creative workforce strategies, organizational innovation, and inclusive engagement—bringing people together to address challenges and position the Department for continued excellence.





Ideal Candidate

The Lewisville Fire Department enjoys an elevated level of support from the City Council, City Manager's Office, executive leadership team, and community—providing an exceptional foundation for an accomplished fire service executive to lead the Department into its next chapter.

Lewisville is seeking an experienced, forward-thinking, and people-centered leader who combines operational credibility with executive leadership, emotional intelligence, strategic vision, and a genuine commitment to public service. The next Fire Chief will be a visible, accessible, and relationship-driven leader who listens, communicates openly, explains decisions, sets clear expectations, and leads with fairness, accountability, and consistency.

The successful candidate will respect the Department's history, traditions, and accomplishments while embracing continuous improvement. The Chief will take the time to understand the organization, build relationships at every level, and work collaboratively with employees and City leadership to establish priorities and prepare the Department for the future.

A strong commitment to people and organizational development will be essential. The next Chief will strengthen the leadership pipeline through mentoring, professional development, and succession planning while fostering a culture in which employees feel valued, supported, challenged, and prepared to assume greater responsibility.

As a member of the City's executive leadership team, the Fire Chief must think beyond the boundaries of the Department and contribute to citywide success. The ideal candidate will build effective

relationships with the City Manager's Office and other executives, elected officials, regional partners, employee associations, and diverse community stakeholders. The Chief will understand how Fire Department decisions affect the broader organization and community and will actively build trust before it is needed most.

The successful candidate will bring comprehensive knowledge of fire suppression, EMS, emergency management, community risk reduction, workforce development, and organizational administration, complemented by the ability to use data, technology, performance measures, and industry best practices to improve outcomes. The Chief will balance today's operational demands with tomorrow's opportunities, providing thoughtful leadership on capital projects, staffing and apparatus needs, service delivery, and regional partnerships.

Consistent with Patrick Lencioni's *Ideal Team Player* philosophy, Lewisville seeks a Chief who is **humble, hungry, and smart**—a leader with quiet confidence, strong emotional intelligence, sound judgment, and a genuine commitment to trust, teamwork, and collaboration.



Ideal Candidate *(Continued)*

Lewisville's next Fire Chief will be:

- **A relationship builder** who earns trust through visibility, accessibility, inclusivity, consistency, and responsiveness.
- **A strong communicator** who listens and shares information openly, addresses difficult issues directly, and leads with fairness and accountability.
- **An emotionally intelligent leader** who remains calm and decisive during emergencies, challenges, and periods of uncertainty.
- **A strategic thinker** who translates vision into clear priorities, measurable goals, and meaningful results.
- **A developer of people** who invests in mentoring, professional development, and succession planning.
- **A collaborative executive** who advances the success of the entire municipal organization.
- **A credible fire service professional** who understands both operations and administration and empowers subject-matter experts without micromanaging.
- **A thoughtful change leader** who honors the Department's culture while challenging it to continuously improve.
- **A responsible steward** of personnel, finances, facilities, apparatus, technology, and public resources.

Lewisville seeks more than an accomplished fire service professional. The next Fire Chief will be a trusted executive leader who can translate City priorities into meaningful action at the station level, appropriately advocate for the Department and its people, and remain visible and engaged throughout the organization and community.





Qualifications

Any combination of related experience, education, certifications, and licenses that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the requisite qualifications would be:

Experience: A minimum of ten (10) years of increasingly responsible command and executive leadership experience in municipal fire service, including at least eight (8) years in an executive leadership position (Fire Chief, Assistant Chief, Deputy Chief or equivalent) in an organization of comparable size and complexity.

Education: Graduation from an accredited university or college with a Bachelor's degree in Fire Administration, Public Administration, Emergency Management, or a closely related field. A Master's degree in these or related disciplines is preferred.

Completion of at least one of the following nationally recognized executive fire service leadership programs or equivalent executive leadership training is preferred:

- National Fire Academy Executive Fire Officer (EFO) Program
- Texas Fire Chiefs Academy
- IAFC Fire Service Executive Development Institute
- Executive Fire Officer Program

Certifications: Possession of or the ability to obtain Texas Commission on Fire Protection (TCFP) Head

of Suppression Department status within one year of appointment and, upon appointment, must possess the following:

- Texas Commission on Fire Protection (TCFP) Basic Structural Fire Protection Personnel Certification (minimum).
- Texas Commission on Fire Protection Fire Officer Certification (Advanced Fire Officer preferred).
- Texas Department of State Health Services paramedic certification.
- Valid Texas Class C Driver License or ability to obtain as required.
- Incident Command System (ICS) and National Incident Management System (NIMS) certifications appropriate for executive leadership.

Certified Emergency Manager (CEM), Chief Fire Officer (CFO), Executive Fire Officer (EFO), or other nationally recognized executive fire service credentials are preferred.

Additional Requirements: Must successfully pass a post-offer drug screening, driver's license check, criminal history background investigation, employment verification, education verification, reference checks, and any additional pre-employment testing or background investigations required by the City of Lewisville. These required certifications and qualifications must be maintained throughout term of employment.

Salary & Benefits

The salary range for the Lewisville Fire Chief is **\$220,000 - 240,000/year** with the final compensation dependent upon the successful candidate's overall qualifications and experience. In addition, an excellent executive benefits package is provided as outlined below. Key benefits include:

Retirement: The City of Lewisville is a member of the Texas Municipal Retirement System (TMRS). Employees contribute 7% of gross income on a pre-tax basis with a city match of 2:1 upon retirement.

Lewisville does not participate in Social Security but offers a 3.76% match for 457 contributions of 4%.

Health and Wellness: The City provides a comprehensive insurance benefits package as part of the total compensation package. These benefits support employees and their families through important life events to enhance quality-of-life outside work and to help employees and their families plan and prepare for the future and include medical, dental, and vision insurance cafeteria plans with a variety of plan options for employees and dependents. The City also offers Employee Life and Dependent Life Insurance options and Long-Term Disability Insurance. Also included are a near-site Wellness Clinic for preventative, acute, and behavioral health visits, and an on-site gym with cardio equipment and free weights.

Paid Leave

- Vacation (20 days per year)
- Sick Leave (15 days per year)
- Paid Holidays (11 days per year)
- Volunteer Hours (8 hours per year)

Work Schedule: The City offers a flexible work week schedule of 9-hour days, Monday – Thursday, and a 4-hour day on Friday.

Equipment:

- An assigned City vehicle is provided.
- Personal Protective Equipment is provided.
- Technology: Laptop and Cell Phone are provided.

Relocation Assistance: In accordance with municipal policy, the City will pay reasonable and customary moving expenses for relocation to Texas based on three bids.

Residency: Lewisville does not have a residency requirement. However, a reasonable response time is required in accordance with municipal policy. Residency in Lewisville is preferred.





Application & Selection Process

Interested candidates are encouraged to apply by no later than **Tuesday, November 10, 2026**. The first review of applications will occur on November 19, 2026.

Submit a comprehensive résumé and compelling letter of interest online at:

www.mosaicpublic.com/careers

Due to the public nature of searches in the State of Texas, confidential inquiries are welcome and recommended. Should you have any questions and before submitting any materials, please contact:

Jacqueline Seabrooks, Senior Consultant | Jackie@mosaicpublic.com | (916) 581-1430

Interested individuals should be aware that Mosaic Public Partners will work closely with the City of Lewisville throughout this process to ensure confidentiality to the degree allowable by the State of Texas' laws governing open records.

The City of Lewisville is an Equal Opportunity Employer.

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and

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