

Cisco Fire Department Comprehensive 5 Year Plan



2025-2030

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The Future of the Cisco Fire Department

It is an honor and privilege to serve as the fire chief for the Cisco Fire Department. As the Fire Chief for the Cisco Fire Department, trying to predict the future is difficult and challenging. With each year, the budget process brings new challenges as our department and city evolves. The fire department must continue changing paths as the needs of our city change. Financial times can be hard and challenging, our department must continue to provide services to our citizens and surrounding areas.

Our calls for service increase each year. With Cisco being on the current path of growth, our calls for service will increase even more. We will continue to provide high quality services to our citizens while seeking out supplemental funding sources and operate efficiently as possible. Our officers and members continue to meet the increase and demands placed on them every year. They do so without asking for praise and most do it for free. They do so because they are dedicated to the City of Cisco, Eastland County, and the Cisco Fire Department.

We as the leadership, staff and volunteers have a vision of what the Cisco Fire Department will look like in the coming years. We have a solid foundation to build on but will need your support so that we can achieve these goals. Without a solid foundation in our organization, it will never be possible to build a structured organization that will stand for years to come. We know and understand the issues we face. The purpose of this plan that we are presenting to you is to identify the needs of our organization and outline a process on how to meet those needs.

Our intent is to improve the services that we provide to our city and county. We hope that this document will provide you with an understanding of the Cisco Fire Department. This document is our road map on how we see our department structured in the future. We will continue to develop productive and professional relationships with each of you and the citizens of this city. We look forward to the continued positive and supporting relationships with the present and future city council, city management, Eastland County, and the community for its continued support of the Cisco Fire Department. The Emergency Service District (ESD) should be considered for the future.

I, as the Fire Chief, hold the officers and members of our department in the highest regard. Their performance, attitude, and energy are what make this such an outstanding organization. We as an organization must inform the city management, council, and community of the resources necessary to achieve our mission. I do have plans to retire within the next 3 to 5 years and would love to participate in assisting the city in choosing the next fire chief.

Walter A. Fairbanks Sr
Fire Chief

Our Mission

“Through professionalism, dedication, integrity and training the Cisco Fire Department works to safeguard the lives and property and to enhance the quality of life for the people of Cisco. This will be accomplished by providing a vast range of emergency services, strong public relations, and fire safety education. We also endeavor to protect and preserve the health of our membership and return our personnel safely to their families.”

Our Vision

“The Cisco Fire Department’s goal is to improve department and public safety through intensive and specialized training., while increasing our response capabilities through cost effective measures.”

Our Core Values

- Recognize that we are here to serve the needs of the community and its citizens.
- Strive to provide the best service possible, in a professional and positive manner.
- Operate with a high sense of ethics, honesty, and integrity.
- Treat our citizens with respect, dignity, and fairness.

- **To maintain a professional, diverse, and inclusive department.**
- **Pride and ownership in the community and the department.**

What does the Cisco Fire Department do?

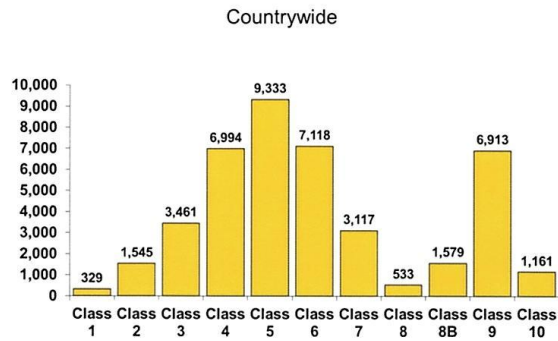
The Cisco Fire Department enhances the quality of life for our citizens by providing the following services.

- ***Fire, Rescue, Hazmat Response*** – Action taken in response to an unexpected and dangerous occurrence to mitigate its impact on people or the environment. Emergencies can range from fires and natural disasters to hazardous materials problems and transportation incidents.
- ***Fire Prevention*** – The goal for fire prevention is educate the public to take precautions to prevent potential harmful fires and educated about surviving them. It is a proactive method of reducing emergencies and the damage caused by them.
- ***Plans Reviews*** – The Cisco Fire Department review plans, specifications, calculations, and other related documents for all new and remodeled commercial and industrial buildings or for other structures that require fire safety systems. These plans are reviewed for compliance with the provisions of all adopted codes.
- ***Public Relations*** – The Cisco Fire Department participates in public relations events every year, with station tours, smoke detector checks, and other related events at local businesses. We believe that keeping a positive image in our community is key to our success.
- ***Fundraisers*** – The Cisco Fire Department does annual fundraisers to help fund expenses that are not included in our annual operating budget. These events not only raise funds for our department, they also are gatherings for our community that help bond our citizens together. This year 2021 will be the 20th anniversary of the tragic day of 9/11. The fire department will be celebrating its 140th Birthday on 9/11 along with a memorial service.
- ***Fire Investigations*** – Sometimes referred to as cause and origin investigation, is the analysis of fire related incidents. After firefighters extinguish a fire, an investigation is launched to determine the cause and origin of the fire or explosion.

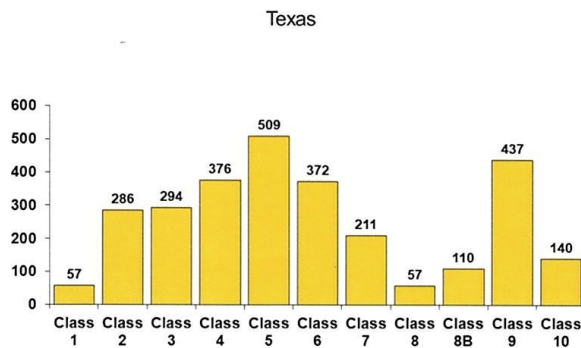
- ISO 2 Rating** – Insurance Service Office (ISO) expert staff collects information about municipal fire protection efforts in communities throughout the United States. In each of those communities, Iso analyzes the relevant data and assigns a Public Protection Classification. (PPC)---a number from 1 to 10. Class 1 generally represents superior property fire protection, and Class 10 indicates that the areas fire suppression program does not meet ISO’s minimum criteria. The chart below shows where we stand in The United States and Texas.

Distribution of PPC Grades

The 2018 published countrywide distribution of communities by the PPC grade is as follows:



The 2018 published statewide distribution of communities by the Public Protection Classification number is as follows:



FSRS Feature	Earned Credit	Credit Available
Emergency Communications		
414. Credit for Emergency Reporting	2.25	3
422. Credit for Telecommunicators	3.20	4
432. Credit for Dispatch Circuits	2.10	3
440. Credit for Emergency Communications	7.55	10
Fire Department		
513. Credit for Engine Companies	6.00	6
523. Credit for Reserve Pumpers	0.00	0.50
532. Credit for Pump Capacity	3.00	3
549. Credit for Ladder Service	4.00	4
553. Credit for Reserve Ladder and Service Trucks	0.00	0.50
561. Credit for Deployment Analysis	9.28	10
571. Credit for Company Personnel	5.10	15
581. Credit for Training	7.88	9
580A. Credit for Texas State Training	1.12	3.26*
*Note: Maximum value for 581 + 580A = 9 points		
730. Credit for Operational Considerations	2.00	2
590. Credit for Fire Department	38.38	50
Water Supply		
616. Credit for Supply System	22.21	30
621. Credit for Hydrants	3.00	3
631. Credit for Inspection and Flow Testing	7.00	7
640. Credit for Water Supply	32.21	40
Divergence	-0.75	--
1050. Community Risk Reduction	5.14	5.50
Texas Addendum Credit- CAFS	0.00	1
Total Credit	82.53	106.50

- ***Training*** – The Cisco Fire Department members conduct approximately 4468 hours of training annually. This training is for new certifications and to maintain current certifications as well as keep up with the constant changes to vehicles and structures built.
- ***Fleet and facility maintenance*** – The Cisco Fire Department does a lot of fleet and facility maintenance in house. However, we do have to hire out a third-party Emergency Vehicle Technician which can cost thousands of dollars every year. It is important to replace the apparatus and update facilities when needed.
- ***Mutual Aid*** – In emergency services, mutual aid is an agreement among emergency responders to lend assistance across jurisdictional boundaries, resources, such as disaster or a multiple-alarm fire.

Why does the Cisco Fire Department do what we do?

- ***To improve the quality of life for our citizens*** -The services that the Cisco Fire Department provides, improve the quality of life for our citizens by providing them with security and safety.
- ***Safety of our citizens*** - The safety of our citizens is what the Cisco Fire Department strives for; we are here to help reduce the loss of life and property and prevent emergencies from occurring by using risk reduction methods.
- ***To be role models for our youth*** – Firefighters possess the qualities that we would like to have, and those who have affected us in a way that makes professionalism, respect, integrity, dedication, honor, and courage. These qualities help us advocate for ourselves and take a leadership position on the issues that we believe in. We believe that our department does that for the youth in our city.
- ***To be leaders in our community*** – The Cisco Fire Department strives to build and mold the future leaders of our community.
- ***To be a positive image of the fire service*** – The fire service has a long history of people and departments are a positive image in our communities. Following our core values, we want to show not only our citizens but also the whole fire service what an amazing organization we have.
- ***Pride to our department and city*** – The members of the Cisco Fire Department are immensely proud of our department and city. The pride that we have is what drives us as a department to be “second to none.”

- ***It our calling*** – Most careers are jobs, but we feel the fire service is a calling for both career and volunteer firefighters. To be a firefighter you must sacrifice a lot and possibly your life to help a stranger. We feel that the profession we have all chosen is more than a job we feel it is our calling in life to help others.



What would happen if the Cisco Fire Department did not exist?

- ***Lower quality of life for our citizens*** – Without the Cisco Fire Department, emergency calls would go unanswered and there would be an increase of loss of life and property.
- ***Unsafe buildings for our citizens*** – Without the Cisco Fire Department new and existing businesses would not be safe for our citizens. This would also increase the loss of life and property.
- ***The history of Cisco would be erased*** – The Cisco Fire Department has over 140 years of dedicated service (1881-2025) to the city, county, and surrounding areas. The department was formed to protect the city from the threat of fire.
- ***The insurance cost for the citizens would increase*** – Without the Cisco Fire Department the ISO score would be raised and every citizen and business owner's insurance rates would increase; this would also leave less money for citizens and business owners to reinvest in our city.
- ***There would be lack of positive role models for our youth*** – Without the Cisco Fire Department there would be fewer positive



role models for our youth to up to and try to follow. We consistently have tours of kids that come to the fire station to learn about fire safety and see what firefighters do to prepare to be ready to protect our community.

- ***There would be a major increase in loss of life and or property.*** Without the Cisco Fire Department the city and surrounding areas

would have no fire protection and fires would consume more property and lives.

- ***The citizens would no longer have the security and safe feel that Cisco currently has*** – Without the Cisco Fire Department our citizens do not have the security and safe feel that they have had for the past 140 years. The city would not be an attractive place for people to move, knowing that they have no fire or rescue protection.

Employee/Volunteer Page

The Cisco Fire Department currently has 5 career staff, which includes the fire chief, 6 part-time staff and 12 volunteer staff. The last ISO grading in January of 2021 showed that we averaged 3.33 on duty personnel and 8.37 volunteers or on-call personnel responded to first alarm structure fire incidents within our jurisdiction. This is a slight increase from the 2015 grading that only showed 2.0 on duty personnel and 6 volunteer or on-call personnel responded. This is due to staffing increases made by the City of Cisco. We are still seeing dwindling numbers of volunteers nationwide. This is because of the following reasons.

1. Not enough time because of family commitments.
2. Both parents are working, not enough spare time to participate.
3. Employers are not letting volunteers off work to go to calls.
4. Change in times, giving back to the community not as important as before.

In our recruitment efforts of Volunteers, we make sure that all members are to perform the basic firefighter tasks. We have a training program that gives the volunteer firefighters an opportunity to apply for a career position when there is a vacancy if they have completed the program and obtained the necessary certifications. On average we spend about \$5000 per firefighter to get them trained that is usually refunded by the Texas A& M Forest Service. Firefighter PPE usually costs around \$4500 per firefighter.

Career personnel work 48 hours and 96 hours off. Part-Time staff are required to work at least two 48-hour shifts per month. Reserve Firefighters must follow the same guidelines as part-time for shift hours.

Part-time firefighters are paid \$12.50 per hour, and reserve firefighters are paid \$100.00 per 24-hour shift. The low pay is causing us to struggle with staffing on the part-time side.

The Cisco Fire Department has adopted a higher standard of qualifications for our members and officers. We offer a full fire academy along with officer based and driver operator-based classes. All members must pass NIMS, Courage to Be Safe and Traffic Incident Management Test.

Strengths * Weaknesses * Opportunities * Threats

STRENGTHS

It is important for any organization to identify their strengths to ensure they can provide the services requested by citizens and to ensure that strengths are consistent with the issues facing the organization.

Often, identification of organizational strengths leads to the channeling of efforts toward primary community needs that match those strengths. Programs that do not match organizational strengths or the primary function of the business should be seriously reviewed and evaluate the rate of return on precious staff time. The Cisco Fire Department believes our strengths are:

- We have proper equipment that is efficient and up to date.
- We provide good customer service.
- We have great people that are willing to learn, outgoing, and care about their coworkers.
- We have great leadership within the department that cares about people, are willing to listen, open to new ideas, and communicate well within the department.
- We have a good training program that has positive feedback, specialty training, and hands on training exercises.
- We have a great fire prevention program that is up to date, innovative, keeps the audience engaged.

- We are good at emergency response.
- We improve the quality of life for our citizens.

WEAKNESSES

Performance or lack of performance within an organization depends greatly on the identification of weaknesses and how they are confronted. While it is not unusual for these issues to be at the heart of the organization's overall problems, it is unusual for an organization to be able to identify and deal with these issues effectively on their own. For any organization either to begin or to continue to move progressively forward, it must not only be able to identify its strengths, but also those areas where it does not function well or not at all. These areas of needed enhancements are not the same as threats, but rather those day-to-day issues and concerns that may slow or inhibit progress. The Cisco Fire Department has identified some of our weaknesses are.

- **Manpower-** We currently do not have enough firefighters on emergency scenes. With limited staffing at initial incidents there are not enough firefighting personnel on staff to handle multiple emergencies at the same time.
- **Declining number of volunteer firefighters-**with the generational gap and with the newer generations not wanting to volunteer their time, the fire service has seen a decline in the number of volunteer firefighters. We have had a reserve program and part-time firefighter program that has allowed us to bridge this gap but much more is needed.
- **Recruitment-**We relaxed some of our requirements to become a volunteer. The department needs to evaluate salaries to make sure that we are staying in the range of our neighboring departments and cities comparable to Cisco.
- **Fire Station-** The fire station is in desperate need of an add-on. The fire department can barely fit its current fleet in the station, which has caused damage to some apparatus. We are currently

having meetings with county officials for talks about starting an Emergency Service District.

- **Aging Apparatus**-The Cisco Fire Department has been extremely fortunate in grant department that allowed us to buy fire apparatus, lose equipment etc. Some of this equipment and apparatus are getting close to the end of its life and grants are much harder to get currently.

OPPORTUNITIES

The opportunities for an organization depend on the identification of its strengths and weaknesses, and how they can be enhanced. The focus of opportunities is not solely on existing service but expanding and developing new possibilities both inside and beyond the traditional service are. Many opportunities exist for the Cisco Fire Department.

- **Growth of the city** – with commercial and residential growth we see an opportunity for a growth in the tax base which will increase the budget for manpower, station, and equipment. With the growth of the city also comes increased call volume and job opportunities inside the department.
- **Alternative funding sources** – grants and fundraisers are sources of alternative funding methods that our department may be able to utilize to acquire the equipment and personnel we need until the funding is available through the city.
- **Public Relations** – using social media platform such as Facebook and Twitter, open houses, training the citizens and business owners, our department sees our public relations as great opportunities to market our department.
- **City support** – The city of Cisco, citizens, and businesses owners all support the fire department and its people.

THREATS

Fundamentally, the success of any strategic plan is the understanding that threats are not completely and/or directly controlled by the organization so the current and future threats of the City of Cisco and Eastland County include.

- Growth in the community brings in and increases demand for service without increasing the number of staff. The department currently update and work hard on volunteer recruitment.
- Safety of public safety personnel – over the past few years public safety personnel have become targets. Firefighters are being issued bullet proof vests and have been the victims of targeted violence against public service employees. The threat of being seen as a government threat is beginning to happen more.
- Economy-The economy is something that is out of the control of the fire department but can have a huge impact on its operations. In the event of an economic downfall, our department would have to find ways to continue to provide the same service with less funds.
- The fire department is currently staffed with 3 firefighters daily with a minimum requirement of 2 in case there are emergencies or circumstances out of our control. We currently have 12 active volunteers. If the economy crashes, it could potentially cripple our operations if staffing levels are reduced.

What is the Cisco Fire Department responsible for?

- **Life Safety, Property Conservation, and Incident Stabilization-** Priorities remain fundamentally constant, regardless of the incidents size or complexity: Life safety, incident stabilization, and property/environmental conservation. It includes rescuing endangered civilians; treating the injured; and providing for the safety, accountability, and welfare of response personnel.

- **Reporting to Authority**-We are responsible for reporting to not only the city government but also the citizens and our customers.
- **Accounting and Budgeting**-We are responsible for the proper use of taxpayer funds and responsible for being diligent in the funds provided to us annually.
- **Fleet and Facility maintenance**-From our large apparatus to our small engines, we are responsible for maintaining and keeping our equipment in good working order. We are also responsible for keeping our station in good operating condition and clean.
- **Fire Prevention**-From public education and inspections, investigations, and plans review it is our responsibility to constantly teach and evaluate the safety of our citizens and businesses.
- **Training**-From training our new members to helping our staff/volunteers obtain advanced certifications, we are dedicated to our training program. Last year our department obtained thousands of hours of training.
- **Training Facility**-We are responsible for operating the fire training center. The training center is open to outside departments members as well as our own members. We have hosted training for the Abilene Fire Department, Brownwood Fire Department, Eastland Fire Department, Early Fire Department, Parker County EDS1, Vernon, Corpus Christi and many more. The members are responsible for keeping the training center in good order.
- **Recruiting**-We are responsible for the recruiting of paid and volunteer staff. The number of people volunteering is down nationwide, so we are finding new ways to qualify people in our department.
- **Fundraising/Grants**-We are responsible for seeking alternative funding methods such as fundraisers and grants before asking the city for additional funds each year.
- **Short- and long-term planning**- We are responsible for not only the future of the fire department but for the safety of the citizens of Cisco for years to come. The fire department's staff are proactive by having planning meetings, identifying strengths and weaknesses of

our department and then our staff come up with cost-effective ways to enhance our services and train our people to the highest standards.

- **Leaders in the community**-We are responsible for developing and molding the future leaders in our city. The fire department does this by giving insight to our members about how local government works. We allow our members to help with short and long-term planning of the department. We teach our members budgeting at the lowest level to ensure we are training our people to be the future leaders of our department and community.

What are the tasks of the Cisco Fire Department?

- **Life Safety, Property Conservation, and Incident Stabilization**-Priorities remain fundamentally constant, regardless of the incidents size or complexity: Life safety, incident stabilization, and property/environmental conservation. It includes rescuing endangered civilians; treating the injured; and providing for the safety, accountability, and welfare of response personnel.
- **Manage day-to-day operations at the department**-Each day every person and shift are tasked with different jobs. It is our responsibility to oversee those jobs and make sure that they are completed in a timely and effective manner.
- **Maintenance of records and reports**-From our emergency response reports, training records, inspections, investigations, and equipment inventory our personnel continually tasked with maintenance of records and reports.
- **Training**-With the daily changes to technology, construction materials and methods of fire attack, vehicle safety and design systems our personnel constantly train to stay up to date.
- **Command Incidents**-Our single and multiple company responses to follow guidelines set out by NIMS, we set up and follow incident command policy and procedure to ensure the safety of our personnel.

- **Budget**-We have several budget tasks which include preparation, presentation, implementation, and consideration. We are tasked with being good stewards of the funds provided to us annually. Apparatus replacement planning should be done three years in advance.
- **Communication**-We are tasked with being effective communicators with our department, city government, business owners, and citizens.
- **Fire Prevention**: The task of fire prevention is to educate the public to take precautions to prevent potentially harmful fires and can be educated about surviving them. It is a proactive method of reducing emergencies and the damage caused by them. The department is always asked to participate in public relations events.

How long does it take the Cisco Fire Department to complete the task?

The Cisco Fire Department is responsible for several duties and tasks. The duties and tasks that we are responsible for are constant. When a task is completed, there is always another one waiting to take its place. With the unpredictability of when a fire or emergency will happen, our personnel are tasked with not only daily, but also monthly and yearly duties. The Cisco Fire Department operates 24/7 three hundred and sixty-five days a year, so our tasks or duties are never complete.

2025 FACILITIES

The central fire station located at 411 Conrad Hilton was built in 2001 and opened in 2003. Currently this is the only fire station the fire

department runs out of. The old fire station at 109 W 6th is where Eastland Hospital EMS is stationed and is also storage for fire department reserve apparatus.



The Insurance Service Office (ISO) gives Cisco 100% credit on the currently location. It is the ideal location to meet response times and is centrally located in the city. Currently there is a need to add on and extend the fire station. We have run out of room; we have damage to vehicles and the station itself caused by apparatus and vehicles being squeezed into the station. The need to build a new fire station is not necessary, however there is a need to have new construction to the existing building. We no longer have a training room to accommodate for training and meeting nights. There is no room for the addition of a new fire apparatus and equipment.

Vehicles and Equipment

BRUSH 41



**Purchased in 2003 on a Texas Forest Service Grant
\$60,000.00**

***Replacement Year 2026**

***NEW ONE ON ORDER WILL ARRIVE DECEMBER 2026
FUNDED BY DONATIONS***

***Estimated Cost \$282,000.00**

ENGINE 40



2006 International

**Purchased in 2007 on an Assistance to Firefighter Grant (FEMA)
\$206,000.00**

**ON ORDER AT THIS TIME FOR REPLACEMENT WILL ARRIVE JAN
JANUARY 2027 EXPECTED DELIVERY.**

***Estimated Cost \$892,000.00**

ENGINE 4



2009 Freightliner
Purchased by the City of Cisco
\$122,000.00
***Replacement Year 2023**
***Estimated Cost \$528,000.00**
REPLACED

TRUCK 4



1995 Sutphen
Purchased used by the city in 2018.
\$50,000.00
***Replacement Year TBD**
***Estimated Cost \$1,500,000.00**

ATTACK 4



2016 Ford F 550 with CAFS

Purchased by a Texas A&M Forest Service Grant with city match.

\$203,000.00

***Replacement Year 2036**

***Estimated Cost \$320,000.00**

BRUSH 4



2012 Chevrolet 2500 with CAFS

This was purchased by private donations to the volunteer fire department and later refurbished in 2018 by a Texas A&M Forest Service Grant in the amount of \$50,000.00 5% match from the City of Cisco.

***Replacement Year 2032**

***Replacement Cost \$303,000.00**

CHIEF 4 (COMMAND 4)



2021 Ford F-150

USDA Grant took delivery December 2021

***Total Cost \$54,000.00**

***Replacement Year 2036**

BATTALION 4



2011 Ford Expedition

This vehicle was donated by Cisco High Lift/FTS

***Replacement Year 2025**

***Estimated Cost \$94,000.00**

MARINE 4



2019 Defender Boat/Evinrude

This boat was purchased by the City of Cisco in 2020.

***Replacement Year 2032**

***Estimated Cost \$25,000.00**

TENDER 4



Purchased by a FEMA grant in 2010 in the amount of \$200,000.00.

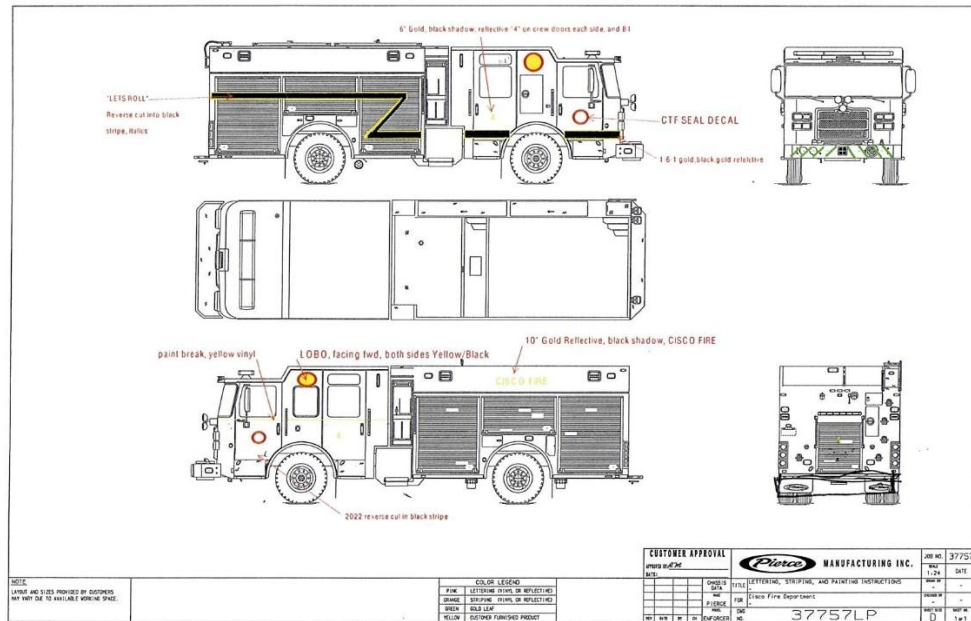
2010 Freightliner

This Vehicle was fully funded by FEMA and donations

***Replacement Year 2032**

***Estimated Cost \$650,000.00**

NEW ENGINE 4 ARRIVED



\$528,000.00

FIRE CHIEF REQUIREMENTS

Job Title: Fire Chief
Fire Chief
Department: Fire Department
Reports To: City Manager
FLSA Classification: Exempt

Job Summary:

This is a Full-Time position under the direction of the City Manager.

Typical Duties: Duties may include, but are not limited to the following:

1. Assume full management responsibility for all fire agency services and activities, including fire suppression, fire prevention, emergency management, First Responder Services and providing highly responsible and complex administrative support to the City Manager.
2. Directions shall be administered under the guidelines of the City's charter, ordinances and policies.

3. Directly responsible for all activities of the Fire Department and personnel.
4. Responds to major emergencies and assumes command when required.
5. Preparation and management of the department's operating budget.
6. Requisitions supplies and equipment for departmental operations as required.
7. Consults with department supervisors to see that assignments are carried out properly.
8. Plans and issues work assignments; plans and assigns personnel to shifts.
9. Manage the development and implementation of fire agency goals, objectives, policies, and priorities for each assigned service area; establish, within city policy, appropriate service and staffing levels; allocate resources accordingly.
10. Coordinate agency activities with those of other departments and outside agencies and organizations; assist with developing plans for emergency management operations; provide staff assistance to the City Manager; prepare and present staff reports and other necessary correspondence.
11. Prepares or directs the preparation and maintenance of necessary records and reports.
12. Continuously monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; assess and monitor workload, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct the implementation of changes.
13. Select, train, motivate, and evaluate personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures.
14. Plan, direct, and coordinate, through subordinate level managers, the fire agency's work plan. meet with management staff to identify and resolve problems, assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures.
15. Manage and participate in the development and administration of the fire agency budget; direct in the forecast of additional funds needed for staffing, equipment, materials, and supplies; direct monitoring and approve expenditures; direct the preparation of and implement budgetary adjustments as necessary.
16. Respond to and resolve difficult and sensitive citizen inquiries and complaints.
17. Represent the fire agency to other city departments, elected officials, and outside agencies. explain, justify, and defend agency programs, policies, and activities; negotiate and resolve sensitive, significant, and controversial issues.
18. Participate with a variety of boards and committees; attend and participate in professional group meetings; stay abreast of new trends and innovations in the fields of fire services, hazardous material management, and emergency medical services.

Minimum Qualification:

- Must be a United States Citizen.
- Must hold a valid Class B Texas driver's license and maintain a satisfactory driving record.
- Ability to communicate (read, write, and speak) effectively in the English language.
- Ten years of career firefighting, rescue, and first responder experience including officer level command and supervisory experience.
- Knowledge of principles, practices, and procedures of handling Hazardous Materials.
- Knowledge of the geography of the city and county.

Work Environment:

Majority of actual physical work is performed inside. During firefighting heat is a major factor.

When working vehicle accidents all weather conditions are a factor such as extreme heat and extreme cold conditions.

Physical Requirements:

Must maintain physical condition appropriate to the performance of assigned duties and responsibilities which may include the following:

- *Standing or sitting for extended periods of time.
 - *Running, crouching, crawling, climbing stairs or ladders during emergency operations.
 - *Pushing, pulling, or walking.
 - *Heavy lifting, dragging, carrying, or pushing heavy equipment.
 - *Transporting equipment and/or injured/deceased person.
 - *Performing lifesaving and rescue procedures and/or operating assigned equipment.
 - *Must be able to work at heights, and learn the use of tools and equipment used in fire suppression work.
 - *Must be able to make decisions, respond quickly and retain presence of mind to change emergency situations under stress.
 - *Know how to operate and maintain radio equipment and communicate clearly and concisely.
- Maintain effective audio-visual discrimination and perception needed for:
- *Making observations
 - *Communicating with others
 - *Reading and writing
 - *Operating assigned equipment

Experience and Training Guidelines

Any combination of experience and training that would likely provide the required knowledge and abilities are qualifying. A typical way to obtain knowledge and abilities would be:

- Minimum of 10 years of firefighting/EMS experience, five of which must be in progressively higher management level positions.
- High school diploma or GED required.

Considerable College level course work focused on Fire Science, Emergency Management, Public Management or other related fields that would increase the likelihood of success in this position.

License or Certificate:

Valid Class B driver's license.

Advanced certification from the Texas Commission on Fire Protection

Minimum of EMT certification from the Texas Department of State Health Services

Fire Inspector

Instructor III

Fire Investigator

ORDINANCE NO. 0-2020-15

AN ORDINANCE OF THE CITY OF CISCO, TEXAS AMENDING CERTAIN SUBSECTIONS OF CHAPTER 8 "FIRE PREVENTION AND PROTECTION" OF THE CITY'S CODE OF ORDINANCES; SPECIFICALLY ADDING SECTIONS 8-3 AND 8-4 TO ESTABLISH POWERS AND AUTHORITIES OF THE CHIEF OF THE CISCO FIRE DEPARTMENT; AND ESTABLISHING AN EFFECTIVE DATE.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CISCO THAT:

Chapter 8, Article 1, is amended to read as follows:

Section 8-3. "Fire Chief".

- (a) The Chief of the Fire Department shall have supervision of the Fire Department of the city.
- (b) The Chief of the Fire Department shall be charged with the duties of superintending and directing the extinguishing of fires. In connection therewith, he shall have the power and duty to keep away any and all idle, disorderly, and suspicious persons; to control and compel all officers of the city and/or other persons to aid in the extinguishing of fires; and to preserve all property exposed to danger thereat.

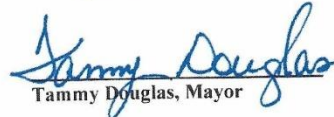
Section 8-4. "Authority to destroy building on fire or likely to communicate fire"

- (a) The Chief of the Fire Department shall have the authority and it shall be lawful for him or an acting Chief to destroy a building on fire, likely to communicate fire, or otherwise deemed hazardous. A building deemed as such may be directed to be torn down, blown up, or destroyed by other means by the Chief of the Fire Department.

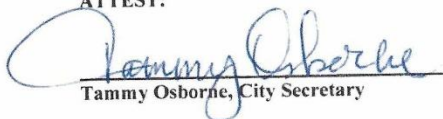
Effective Date: This Ordinance shall be effective immediately upon its passage and publication as required by law.

PASSED AND APPROVED on first reading on the 19th day of October, 2020.

PASSED AND APPROVED on second reading on the 20th day of October, 2020.


Tammy Douglas, Mayor

ATTEST:


Tammy Osborne, City Secretary

APPROVED AS TO FORM:

W. B. Wright, Jr., City Attorney