


KADE J. LONG, MPA
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Sunday, 18 April 2021

Lake County, Human Resources
Leadville, CO 80461
via E-mail

As a Public Administration professional with a 22+ year career in municipal service - including the positions of Interim City Manager with the City of Vernon, Texas, as well as Fire Chief at Schertz and Vernon - I have an established track record of achieving results. A principled leader, I developed a reputation as a collaborative team player, promoting initiatives that have improved team responsiveness and increased public safety. With a solid work ethic that models professionalism, I tackle issues to provide solutions, making the hard decisions along the journey where necessary.

As Interim City Manager of Vernon, I managed a \$16MM budget and worked with all city departments to develop and secure partnerships between local, regional, and statewide organizations. In that position, I was complimented by the Mayor and Council members for being transparent and communicating with them regularly on City matters. With a reputation for trustworthiness and approachability, I possess a servant leader attitude and am always willing to listen and work with diverse groups to bring a vision for the City.

As County Manager of Lake County, I will use my strengths and experience to move the County toward continued growth in commercial, residential, and recreational endeavors. Polished through years of public service, my greatest attributes that will serve the citizens are my commitments to leading with the highest levels of integrity, ethics, and fiscal responsibility. Through partnerships and innovation, I will continue to help make Lake County a place where citizens can expect to receive high-quality customer service.

I am an extremely hard-working, dedicated, and forward-thinking public servant who will work closely with the County Commissioners and other stakeholders to continue to move Lake County to new heights in accomplishing our shared goals. My family and I have visited the area for the past 20-years, and we truly love it there. Being familiar with the unique opportunities and challenges of a growing community, I know I have the experience and skills necessary to shepherd Lake County through continued future success.

My leadership philosophy is to inspire others to realize their strengths, and to constantly be better than they thought they could ever be, by providing personal motivation through focused opportunities. By doing this, I have seen standards rise and the establishment of a professional culture providing a higher quality customer service for our citizens, as well as a decrease in personnel turnover.

My career achievement is complemented with a **Master of Public Administration (MPA)**, and a **Bachelor of Science - Education**, and I am the President of the Alamo Area Fire Chiefs Association. During my career, my peers, staff, and superiors have described me as dedicated, accountable, organized, take-charge, ambitious, results-oriented, disciplined, proactive, self-motivated, and collaborative. As a US Navy Corpsman, I served as a Medic with the 14th Marines Regiment HQ Company, and with the 2/24 Battalion in Iraq. Away from the workplace, I enjoy spending time with family, snow skiing, camping, hiking, rafting, and biking.

Thank you for your time and consideration.


Sincerely

Kade J. Long, MPA

PUBLIC ADMINISTRATION AND PUBLIC SAFETY PROFESSIONAL

County Manager

KADE J. LONG, MPA
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 my **LinkedIn** profile

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**Principled Leadership - Financial Policy - Economic Development - High Quality Customer Service
Budget Development/Management - Planning & Zoning - Intergovernmental Agreements - Compliance**

Consummate Public Administration professional with a 22+ year career in municipal service including the positions of Fire Chief, EMT/Paramedic, and Interim City Manager. A principled leader, I have established a track record of achieving results, and as a collaborative team player I have promoted initiatives that improved team responsiveness and increased public safety. With a solid work ethic that models professionalism, I tackle issues to provide solutions making the hard decisions along the journey where necessary.

- Capital Improvement Plans
- Community Development
- Local Government Law
- Extraterritorial Zoning
- Public-Private Partnerships
- Employee Performance
- Compensation Plans
- Grant Administration
- Economic Development
- Program Evaluation
- Citizen Engagement
- Partnerships/Alliances
- Public Communications
- Council Relations
- City Ordinances
- Public Speaking

As **Interim City Manager of Vernon, Texas** I managed a \$16MM budget and worked hand in hand with all city departments to develop and secure partnerships between local, regional, and statewide organizations. With a reputation for being trustworthy and approachable, I possess a servant leader attitude and am always willing to listen and work with diverse groups to bring a vision for the City. In this position, I was complimented by the Mayor and Council members for frequently being transparent and communicating with them frequently on City matters.

My leadership philosophy is to inspire others by providing personal motivation through focused opportunities to realize their strengths and constantly be better than they thought they could be. By doing this, I have seen standards rise and the establishment of a professional culture, providing a higher quality customer service for our citizens; as well as a decrease in personnel turnover.

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"Chief, thank you for your leadership and service to our City. You are the consummate professional and continue to lead our Department and City in a truly outstanding method. Outstanding communication to staff, CMO, Council, residents, and public safety partners. Incredible leadership with the Emergency Management role given the limited resources and numerous demands on your time. Your weekly staff engagements and relentless direct communication with your staff facilitates and encourages communication." Charles Kelm, Assistant City Manager, City of Schertz, Tx

CAREER PROGRESSION

FIRE CHIEF/ASST CHIEF

Schertz Fire Department, Schertz, TX

2015 - Present

The City of Schertz was seeking an experienced leader capable of expanding their growing Fire Department within a rapidly growing City while also being prepared to learn the system and be ready to step in and take over for a retiring Fire Chief.

- Manage rapid growth within the community, develop solutions for growth, and evaluate the effectiveness of the Schertz FD to correlate its development with the changing conditions in the municipality.
- Research and prepare resolutions and ordinances for the city council, and participate in civic programs, emergency measure activities, fire prevention and safety campaigns, and attend meetings and address groups.
- Develop plans and programming, formulate budgetary data, assign job duties, conduct evaluations, prepare contractual obligations, develop curriculum, and detail other factors as they relate to the overall running of the office.
- Manage department budget, update Emergency Operations Plans, act as HIPAA Compliance Officer and Assistant Resource Coordinator for Texas Intrastate Fire Mutual Aid System (TIFMAS) south branch.
- Implemented firefighter cancer reduction policies and health screenings, Implemented Clean Cab design.

A NEW FIRE STATION

A rapidly growing community, Schertz is expanding in several different directions, leading to a discrepancy in the fire response times in some areas. After voters passed a bond to fund a new fire station, the land was purchased, the design process commenced and additional firefighters were added to the budget to be hired immediately and trained to gain experience prior to opening. In the meantime, with the citizens in the south of Schertz experiencing 20+ minute response times, we faced construction delays, firefighters already hired, and apparatus/equipment purchased and ready to be used.

- ☑ Seeking a short-term solution to the deficient response times I sought a site to serve as a temporary fire station and discovered a property recently purchased by a municipal partner that had a house for crew quarters and a barn to house the station's apparatus.
- ☑ Our municipal partner agreed to lease the property for as long as it was needed for \$1 for the benefit of the community. Some renovating had to be done to enable the property to be used as a short-term station, including some conversion inside the house, adding a garage door, and asphalt to support fire apparatus.

IMPACT: The cost was approximately \$20K, and response times decreased 50% in the southern area. As a bonus, the rest of the city also realized minor decreases in response times due to the availability of apparatus. The house and barn station served the southern part of Schertz for 18-months while the new station was completed.

VERNON FIRE/EMS DEPT, VERNON, TX

2013 - 2015

Fire Chief/Division Chief / Interim City Manager

The City of Vernon was looking for someone to take the EMS and Training Division to a more professional and enhanced level while also preparing to move into the role of Fire Chief for a soon-to-be retiree.

- Supervised 32 Firefighters for a combination department that covered 972 sq.ml. and acted as Incident Command at Operations, EMS/Training Chief, QA/QI Coordinator, HIPPA Compliance Officer, wrote grants, and enforced department discipline.
- Manage the schedules and personnel certifications across shifts, researched and prepared ordinances for the City Council.
- Wichita Falls Area Type III Incident Management Team member, coordinated all Fire/EMS CE, update Fire/EMS SOG's/policies, updated Emergency Operations plans, ordered/managed supplies, performed Budget Analysis, attended GETAC meetings.
- Performed equipment checks and protocol updates for EMT-B, EMT-I, EMT-P, and designed Paperless Equipment Checks.

ONLINE TRAINING

The lack of *Commission Certified* individuals in the area made it hard for Vernon FD to remain a professionally paid department. They had large overtime expense taxing the City's budget and leading to a fatigued workforce. The Fire Dept was facing a return to a volunteer- only status with the loss of many jobs and substantially increased response times. The challenge to recruit *Commission Certified* individuals encompassed the nearest *Fire Certification Academy* being an hour away in Wichita Falls, certification taking several months, and the trainees needing to be on campus from 8 am to 5 pm Monday to Friday. This combination made it extremely difficult for any locals interested in a career as professional firefighters to complete the requirements and certify.

- ☑ Having attended a National Fire Academy class - *The Twenty First Century Training Chief* - where I became proficient in an online training platform used to host online classes I then developed an online training curriculum platform allowing volunteer firefighters to take online classes.
- ☑ The trainees attended hands-on skills progressions one evening a week at Vernon FD, and were able to complete their classes through the online learning platform. This allowed them to maintain their current employment, and gain certification at no cost to them or the City, other than a few hundred dollars for the City to get the training platform up and going.

IMPACT: This provided financial relief for the City, as well as physical and emotional relief for fatigued employees. In the first year alone, 3-volunteers completed the program, and nearly twenty others were in various stages of completion. Two of the graduates were hired immediately to fill open positions, and are still employed there today. The program is still running and the first female firefighter we hired completed certification and is still an employee to this day. Additional dedicated employees were attracted to the department as they also wanted to join and serve in their hometown community.

DUNCANVILLE FIRE DEPT., DUNCANVILLE, TX

2000 - 2013

Fire-Engineer/Acting Captain/Paramedic

Worked as a firefighter/paramedic for 13-years in a regional response district. Organized and facilitated annual *life safety* fire inspections for all assigned businesses in Duncanville. Supervised 6 fire-fighters and served as Incident Command at Operations.

- Implemented a new supply program and bar code scanner for EMS inventory and served as a trainer for the fire department to facilitate a new EMS computer program which allowed the transition from paper to computer-based run forms.

VOLUNTEER EMT-B/FIRE-FIGHTER, China Spring Volunteer Fire Dept, China Spring, Tx

1998 - 1999

US NAVY RESERVES, US Navy Corpsmen (Medic)

2003 - 2007

- Served as a Medic with the 14th Marines Regiment HQ Company and with Marines in the 2/24 Battalion in Iraq.

EDUCATION

Master of Public Administration (MPA) Sam Houston State University, Huntsville, TX
Bachelor of Science - Education Southwestern Oklahoma State University, Weatherford, OK

CERTIFICATIONS

Exercise Design Planner Homeland Security Exercise and Evaluation Program
 FEMA Credentialed Emergency Manager Head of Department Certification (TCFP)
 Texas Licensed Paramedic, Texas Certified Fire Fighter - Master Level Certification
 Fire Instructor III; Master Fire Officer I, II, III, IV; Incident Safety Officer
 NIMS Emergency Management Training: 100, 200, 230, 300, 400, 700, 800-B Levels

PROFESSIONAL DEVELOPMENT

International City/County Management Association (ICMA)

American Rescue Act.; Building Positive Council/Manager Relationships.

National Fire Academy, Emmitsburg, MD 21st Century Training Officer; Effective Leadership Skills; New Fire Chief Academy
Graduate, Texas Fire Chief's Academy

Graduate, Fire Service Chief Executive Officer, Texas A&M Mays Business School

Graduate, FEMA Emergency Manager Academy

Conferences: FDIC International Fire, International Emergency Managers, TEEEX Leadership, Texas Fire Chiefs,
 TML, Firefighter Health and Safety, Texas City Manager's Association,

SGR: Systems Leadership: Lean Six Sigma Yellow Leadership Training

FEMA-National Emergency Management Institute, Emmitsburg, MD

AFFILIATIONS - BOARD APPOINTMENTS - MEMBERSHIPS

Member, International City/County Management Association (ICMA)

Member, International Association of Fire Chiefs (IAFC)

Member, Texas Fire Chiefs' Association (TFCA)

President, Alamo Area Fire Chiefs

President, Guadacoma Regional Response Haz-Mat Team

Vice President, Red River Fire District

South Branch Coordinator, Texas Interstate Mutual Aid System (TIFMAS)

Regional Technical Rescue Team, Combined Emergency Support Organization (CESO)

Board Member and President, Providers Association, North Texas Regional Advisory Trauma Council (NTRATC)

VOLUNTEERISM - COMMUNITY PROJECTS

Lions Club

Coached youth soccer and baseball for Youth Association FFA, Helping my children raising and showing animals

Delivering Christmas Baskets at Christmas Boy Scouts Canned Food Drives

SPEAKING ENGAGEMENTS AND PRESENTATIONS

Fire Response discussion with Schertz HOA Groups Future Fire Station Locations

Budget presentations for community groups regarding the new fire station

ZOLL RMS Conference, May 2019, Denver, Presentation, "Using Data to Increase Productivity"

PUBLICATIONS

https://issuu.com/schertz/docs/schertzmagazine_december2020_issuu

https://issuu.com/schertz/docs/schertzmagazine_november2019_issuu

https://issuu.com/schertz/docs/schertzmagazine_october2020_issuu

<https://issuu.com/schertz/docs/19julyissuu>

Kade Long - References

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