

Joseph B. Molina

Education:

Western Illinois University (Macomb, IL) – National Fire Academy: Degrees at a Distance

Bachelor of Arts - Board of Trustees

Minor: Fire Administration and Management, May 2007

McLennan Community College (Waco, TX)

Associate in Applied Science – Paramedicine Management, December 2005

Weatherford College (Weatherford, TX)

Associate of Applied Science - Fire Service Administration, December 2005

Experience:

Vancouver (WA) Fire Department

Fire Chief February 16, 2011 – Present

- ❑ Manages the development and implementation of department goals, objectives and priorities, establishes appropriate staffing levels and allocates proper resources.
- ❑ Selects, trains, motivates and evaluates department personnel and works with subordinate level managers to direct the departments work plan.
- ❑ Manages and participates in the development and administration of the fire department budget including directing the forecast of additional funds needed for staffing, equipment, materials and supplies as well as the preparation and implementation of budgetary adjustments.
- ❑ Participates in labor negotiations and monitors labor contracts throughout the year.
- ❑ Represents the fire department to other city departments, elected officials and outside agencies.
- ❑ Provides staff assistance to the City Manager and City Council and negotiates and resolves sensitive, significant and controversial issues as they arise.

Deputy Fire Chief January 14, 2008 – February 16, 2011

- ❑ Supervises and manages the Operations Section composed of 169 personnel 165 of which are sworn combat. To include planning, coordination and evaluation of all emergency operation functions and the management of the majority of the fire departments 29.7 million dollar budget.
- ❑ Reviews business processes and has implemented changes to streamline and consolidate business models. The revamped recruitment and new hire training program is one example.
- ❑ Authors and implements new departmental administrative guides and standard operating guides to increase effectiveness and efficiency. Works with all Clark County fire agencies to consolidate operations procedures into a single document.
- ❑ Actively reviews department response data to make adjustments that will allow resources to be allocated so that desired service levels are maintained. Works to identify non-emergent workload that can be reviewed through processes and removed from department responsibility.
- ❑ Creates a team environment by establishing a philosophy of practicality where we identify the best outcomes that are within our current financial constraints and create processes that obtain them. Coaches and communicates that philosophy to direct reports and ensures that each views their areas of responsibility with a goal of creating innovation and fiscal savings while maintaining or increasing efficiency and effectiveness.

- Works collaboratively with both Suppression and Command unions as part of the Labor/Management and Negotiations processes. Actively engages the unions in open dialogue with the intent of arriving at solutions to issues while maintaining positive labor relations.

Waco (TX) Fire Department

Assistant Fire Chief April 6, 2003 – January 5, 2008

- Supervises and manages a shift of 58 suppression personnel. To include planning, coordination and evaluation of all emergency operation functions.
- Authors and implements new departmental procedures and policies to increase effectiveness and response to internal and external customer needs.
- Prepares and presents the fire department annual operating budget of 14 million dollars as part of the budget team.
- Assists in the determination, specification, and purchase of fire apparatus to accomplish the department mission.
- Handles employee grievances and discipline through the Chapter 143 Civil Service and Collective Bargaining dispute resolution process.
- Organizes the leadership and implementation of technical rescue and HAZMAT specialized teams.
- Interacts with the Heart of Texas Council of Governments on grant proposals and project implementation.
- Utilizes the data and reports from Firehouse management software to evaluate department and program effectiveness.
- Coordinates the In-Service and Pre-Fire plan company inspection program between the Fire Marshal's office and Fire Suppression personnel.

Fire Captain March 1, 2001 – April 6, 2003
Fire Lieutenant January 31, 1999 – March 1, 2001
Fire Equipment Engineer October 1, 1996 – January 31, 1999
Firefighter October 5, 1992 – October 1, 1996

McLennan Community College Fire Academy/EMS Program

Interim Director August 1999 – January 2000
Lead Instructor Day Class August 1997 – December 2004
EMS Instructor August 1999-December 2002

Texas Task Force – 1/FEMA Urban Search and Rescue Team

HAZMAT Specialist December 2000 – December 2004

Rural Metro Ambulance March 2001 - August 2003

Certifications:

Texas Commission on Fire Protection - Firefighter – Master, Instructor II
Texas Department of State Health Services- Licensed Paramedic, EMS Instructor

Military Service:

United States Marine Corps September 1983- February 1988