

Romulus, MI

Fire Chief



2025 Executive Recruitment





Romulus Fire Chief

Salary Range \$93,000 - \$110,000
based on qualifications and experience



The benefits for Fire Chief are that of an Exempt “at will” employee serving at the sole discretion/appointment of the Mayor, governed by Romulus City Policy 18.

Other benefits include; Health, dental, vision, life insurance, 401(a) retirement plan, flexible spending account, Romulus Athletic Club membership, and additional voluntary programs such as AFLAC and deferred compensation (457b).

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The Ideal Candidate

“Innovative, Dynamic and Visionary Leader”



- An inclusive leadership approach that provides the ability for the staff of the department to be “counted” in the development of the future of the department. This is a critical feature in creating a workplace that has an environment in which everyone is treated fairly and respectfully, has equal access to opportunities and resources, and can contribute fully to the success of RFD.
- A transformative leader that is energetic, enthusiastic, and passionate for the city and the organization focusing on helping every member of the department. Romulus fosters raising each other to a higher level of motivation and morality.
- Has the ability to demonstrate being a servant leader, helping personnel develop and perform as highly as possible meeting the goals and objectives of the city and the fire department.
- An experienced and collaborative fire / EMS leader with demonstrated managerial, interpersonal, and customer service skills.
- An individual committed to the process of continuous improvement through study, data analysis, risk taking, and follow through.
- Steady, approachable, and dependable.
- A commitment to the organization with genuine confidence and approachability to residents, business, and governmental leaders.
- A Fire Chief that is an integral and engaged leader, with strong communication skills and background in modern fire, EMS, emergency management, and all hazards’ practices.
- A Fire Chief that understands the need to use data for problem solving and community risk reduction efforts; a data driven decision maker.
- The ability to mentor and foster leadership roles within the staff, succession planning, and a global vision of the community’s needs.
- Creativity and the ability to guide and balance change.
- Strong budget skills that are supported by responsible fiscal management.
- Demonstrated experience with managing career personnel.
- Demonstrated experience with working with a collective bargaining group.
- Successful candidates should also:
 - Possess a bachelor’s degree in fire administration or related field from an accredited college or university is required. A master’s degree is highly desired.
 - Must have 5 years of senior officer leadership, Battalion Chief or higher, serving a community of similar size or greater with a comparable budget and personnel staffing levels is required.
 - Other additional desirable qualifications include:
 - A graduate of the National Fire Academy Executive Fire Officer (or enrolled with a specific completion date)
 - Chief Fire Officer Designation (or in process with a specific completion date), or similar certifications.
 - Eastern Michigan University Staff & Command

Challenges for the New Chief



The Modern-Day version of the Romulus Fire Department has experienced explosive growth over the last 10 years. Including moving from 12 full time suppression staff firefighters operating out of one station with a 4-man minimum to 27 full time suppression staff operating out of 2 stations. This growth precipitated the need for expanded officer ranks to the current model of 3 captains and 3 lieutenants. The current administration has committed to the building of a new public safety headquarters which will spur the redeployment of resources across the city. Simultaneously, the department has undergone a needs assessment to determine upgrades that must be done to Fire Station #4 to accommodate a male / female staff mix and redesign and upgrades at Fire Station #1 to open a third station soon, thus further enhancing the department's response model. A new fire engine has been ordered to be put in service at the new station.

The rapid growth of the department, COVID and paramedic shortages has caused the department's average age to decrease and 62.5% of the department have less than 5 years on the job creating an increased need for strong leadership and mentoring for young firefighters. This same growth has forced significant operational changes and challenges creating the need more so now than ever for the implementation of solid leadership that will reduce processes, system and operations to written policy that is known and followed by all and prepare the department to embark on the accreditation process.

Lastly, one of our Romulus Fire Department members recently and unexpectedly passed away while off duty. This tragic loss has had a profound impact on the department. The new Chief will be expected to play a key role in the healing process as we move forward to new heights.

Priorities for a new Fire Chief will be the following:

- Mentoring a young department
- Re-deployment of resources to three stations
- Construction process of new public safety headquarters
- Updating policy, procedures and process for the department
- Healing department from loss, focus on future growth
- Recruitment and Retention focused

ABOUT OUR DEPT.

Established in response to the devastating 1940 fire at the Gray Iron Foundry, the Romulus Fire Department has its roots in community-driven volunteerism and resilience. Early firefighting efforts were organized by local citizens using converted vehicles and sirens sourced from the Grange Hall. These modest beginnings laid a strong foundation of civic pride and collective responsibility, ushering in the formal appointment of the first Fire Chief in that same pivotal year.

Over the decades, Romulus' fire service evolved from a volunteer corps. into a modern, geographically dispersed system. By the early 1950s, the City responded to expanding needs by building multiple fire stations throughout the community—including strategic coverage on both sides of the railroad tracks and along key corridors. Today, the department operates two fully staffed stations: Headquarters (28777 Eureka Road) and Station 2 (7221 Middlebelt Road), ensuring rapid response times across the city.

Personnel within the Romulus Fire Department comprise 27 career firefighters, supported by two full-time Chief Officers and an administrative assistant. As of July 2025 the two remaining paid on call personnel retired and the department completed its transition to a full-time department. Suppression personnel are union-represented through IAFF Local 4126, emphasizing professional standards, training, and collaborative labor-management relations.

Romulus Fire provides comprehensive services extending beyond traditional fire suppression. Their core responsibilities include hazardous materials response, technical rescue operations, emergency medical services (ALS level), storm and disaster response, and fire prevention. They operate three Michigan-licensed rescue vehicles for ALS transport, ensuring that the department meets a broad spectrum of public safety needs.

Each year, the department responds to over 5,300 emergency and service calls—ranging from structure fires and vehicle extrications to medical emergencies and environmental incidents. This average of approximately 120+ fire-related events per year aligns with NFIRS data, reflecting a consistent demand for high-level emergency response capabilities.

Through close collaboration with neighboring jurisdictions, regional emergency planning initiatives, and rigorous training, the department continues to uphold its mission: protecting life, property, and the environment. Its progressive transition to a fully staffed department demonstrates an ongoing commitment to operational excellence, community resiliency, and leadership in public safety.



ABOUT OUR CITY

The City of Romulus, nestled in Western Wayne County, southeastern Michigan, blends small-town charm with strategic economic significance. With roughly 25,000 residents as of the 2020 census, the city spans approximately 36 square miles and offers a relaxed suburban lifestyle while providing direct access to global markets thanks to Detroit Metropolitan Wayne County Airport (DTW) one of the busiest international hubs in North America.

First settled in 1826 and later organized as a township in 1835, Romulus evolved through centuries of growth before officially incorporating as a city in 1970. Its rich history includes pivotal roles in the Underground Railroad, with preserved landmarks still honoring this legacy such as the Samuel Kingsley Home and the Westlyn Church near Five Points. This foundation instills a sense of community pride grounded in resilience and moral purpose.

A demographic crossroads, Romulus today boasts a richly diverse population: roughly 46 % non-Hispanic White, 44 % African American, along with growing multiracial and Hispanic communities. The median age sits at around 35.5 years, fostering a vibrant blend of families, young professionals, and active retirees. Homeownership rates hover near 70 %, with median household incomes climbing toward \$72,000–\$80,000 annually—underscoring a stable, middle-income community.

Economically, Romulus is defined by its unparalleled transportation and logistics infrastructure. Located at the intersection of major highways (I-94, I-275) and hosting both Detroit Metro Airport and intermodal rail lines, the city plays a critical role in the Detroit Region Aerotropolis. This has attracted national and regional employers such as Amazon fulfillment, Kroger distribution, General Motors, and Ford's Ion Park battery R&D center—solidifying Romulus as a powerhouse in manufacturing, logistics, and advanced mobility.

Education and community life are cornerstones of Romulus. The Romulus Community School District educates approximately 2,400 students across five elementary schools, a middle school, and Romulus Senior High School, home to a proud athletic program and a strong academic foundation. Beyond the classroom, recreational opportunities abound at facilities like the Romulus Athletic Center and numerous parks managed by the city's Parks & Recreation Department, reinforcing quality of life and family engagement.

Governance in Romulus is driven by a mayor–council model, supported by progressive departments—The administrative team actively fosters new business ventures, especially along key corridors like Goddard Road, streamlining processes, offering incentives, and helping to re-invigorate local commercial districts. This proactive municipal approach highlights Romulus's reputation as the “Gateway to the World” and a true “Home of Opportunity.”

In summary, Romulus is a community where heritage meets forward momentum, anchored by transportation prowess, economic diversity, engaged residents, and a dedication to safe, inclusive growth. It's a place where quality living, career potential, and regional impact intersect—a fitting backdrop for welcoming visionary leadership within its fire department and beyond.

