



**SAINT PAUL
MINNESOTA**

Saint Paul Fire Department Fire Chief

City of Saint Paul, Minnesota

About the City of Saint Paul

Saint Paul, Minnesota's capital city, is a vibrant and diverse community with a strong sense of place and a deep commitment to public service. The city is home to a rich mix of neighborhoods, businesses, cultural institutions, universities, and public agencies, creating a community that is both distinctly urban and deeply connected to its neighborhoods.

The city's cultural and entertainment scene is a major part of what makes Saint Paul unique. Landmarks such as the Ordway Center for the Performing Arts, Allianz Field, the Palace Theatre, CHS Field, and many museums and galleries bring year-round events, performances, and activities for residents and visitors.

As a regional center for government, business, education, culture, and recreation, Saint Paul plays an important role in the life of Minnesota. The city is home to Fortune 500 companies, major regional employers, small businesses, and a diverse range of industries that contribute to the strength and vitality of the local and regional economy.

Saint Paul's diversity is one of its greatest assets. Residents from a wide range of cultural and community backgrounds shape its neighborhoods, schools, businesses, and civic life. That diversity brings a broad range of perspectives and experiences to the work of serving the community.

Saint Paul is also a city with a strong tradition of civic leadership. In 2026, Kaohly Her became the city's first woman and first Asian American mayor, marking an important milestone in Saint Paul's history and reflecting the city's evolving leadership and community.

As Minnesota's capital, Saint Paul is at the center of state government and regional decision-making. The City is focused on delivering effective services, strengthening neighborhoods, using data and innovation to address complex challenges, and building a community where residents can thrive.



The Role of the Fire Chief

The Fire Chief serves as the department's executive leader, responsible for overseeing the operations, resources, and personnel necessary to provide high-quality emergency response services to the community.

This position offers the opportunity to lead a highly skilled workforce, support continued operational excellence, and help shape the future of a department with a significant role in regional public safety.

The successful candidate will bring strong executive leadership, a commitment to service, and the ability to guide a complex emergency response organization while maintaining the department's tradition of excellence.





Position Overview

The City of Saint Paul is seeking an exceptional public safety leader to serve as the next Fire Chief of the Saint Paul Fire Department (SPFD).

This is a unique opportunity to lead a highly respected, full-service fire department serving Minnesota's capital city and its diverse communities.

The Fire Chief will lead a dedicated team of professionals committed to serving residents during their most critical moments. This executive role provides the opportunity to guide a department known for its expertise, innovation, specialized emergency response capabilities, and strong commitment to teamwork and service.

The Fire Chief will oversee a department with 457 sworn firefighters, 34 non-sworn Basic Life Support (BLS) EMTs, and 44 support personnel, while managing a \$90 million operating budget and ensuring the continued delivery of exceptional emergency services.

Mission and Core Values

We protect the people of Saint Paul with public education, fire suppression, rescue, and emergency medical services. We partner with the community to mitigate risks, and respond to all calls for service with skill, dedication, and compassion.

Professionalism leads us to continuously improve our knowledge and skills, always striving to be "first in" with excellent service.

Integrity demands that we do the right thing, no matter what. We are accountable for our commitments and our actions.

Respect guides every interaction, honoring the dignity of all persons.

Duty calls us to selfless service in all our communities.

Equity is our call to uphold principles of fairness and justice, building a Saint Paul that works for everyone.

Why Lead Saint Paul Fire?

The Saint Paul Fire Chief role offers the opportunity to:

- Lead one of Minnesota's largest and most capable fire departments.
- Work alongside highly trained emergency response professionals.
- Oversee a diverse range of emergency services and specialized response programs.
- Shape the future direction of a department with a strong community impact.
- Build upon a legacy of service, teamwork, and operational excellence.
- Partner with regional agencies on critical public safety initiatives.

About the Saint Paul Fire Department

The Saint Paul Fire Department (SPFD) is a career fire department with a proud tradition of serving the community through professionalism, compassion, and operational excellence.

The department operates from 16 fire stations, along with administrative, maintenance, and training facilities, and responds to more than 65,000 calls for service annually (65,627 calls in 2025).

Providing both fire suppression and ALS/BLS emergency medical transport services, SPFD plays a critical role in protecting the health and safety of the Saint Paul community. Department personnel respond to people on their worst days, using expertise, persistence, compassion, and teamwork to solve problems and improve outcomes. SPFD operates three 24-hour shifts with a comprehensive emergency response model that includes:

- One Deputy Chief
- Three District Chiefs
- Sixteen Engine Companies
- Seven Ladder Companies
- Two Rescue Squads
- One Heavy Rescue

15/16 engine companies are dual/cross-staffed ALS ambulances, allowing the department to provide integrated emergency response and medical services.

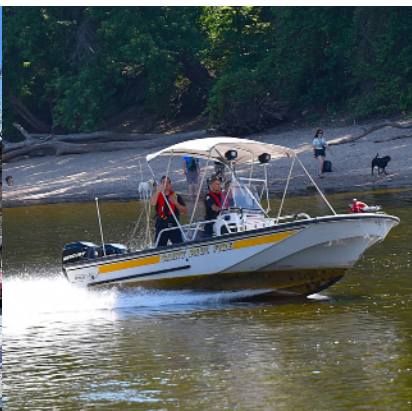
A Department with Exceptional Capabilities

The Saint Paul Fire Department is recognized for its broad range of specialized emergency response services. The department provides leadership and expertise in areas including:

- Minnesota's largest Hazardous Materials Response Team
- Minnesota Task Force 1 Urban Search and Rescue Team, with a 54-person commitment
- Helicopter Rescue Team in partnership with Minnesota State Patrol helicopter pilots
- Mississippi River rescue operations
- Water and ice rescue response
- SWAT Medic Program supporting the Saint Paul Police Department and Minnesota State Patrol
- Additional specialized emergency response programs supporting complex emergency incidents

Through strong regional partnerships, SPFD provides mutual aid to multiple agencies, including the City of Minneapolis, the Metropolitan Airport Fire Department, and Hennepin County.

The department also participates in an auto-aid/closest-unit dispatch system with thirteen other fire departments throughout Ramsey County.



Ideal Candidate

A Strategic and Forward-Thinking Leader

- Develops and advances a clear vision for the future of the Fire Department.
- Balances immediate operational demands with long-term organizational priorities.
- Anticipates emerging challenges and opportunities facing the modern urban fire service.

An Operationally Strong and Decisive Leader

- Brings sound command judgment and the ability to make thoughtful, timely decisions in complex and high-pressure environments.
- Leads with accountability, professionalism, and a results-focused approach.

A Collaborative and Trusted Partner

- Builds strong, authentic relationships across the Fire Department, City leadership, labor partners, community organizations, and residents.
- Communicates with transparency, professionalism, and respect, and creates alignment among diverse perspectives.

A People-Focused Executive

- Invests in employee development, leadership succession, and a workplace where employees can thrive.
- Understands the importance of recruiting, developing, and retaining a highly skilled and diverse workforce.

A Community-Centered Public Servant

- Demonstrates a genuine commitment to public service and meaningful engagement with the Saint Paul community.
- Understands the evolving role of the fire service and its responsibility to meet the needs of a diverse community.

Compensation and Benefits

The annual salary range for this position is \$147,638 up to \$220,147. Starting salary is dependent upon experience and qualifications. The City of Saint Paul offers a competitive executive compensation package, including comprehensive health and insurance benefits, retirement benefits through PERA, deferred compensation, and paid time off. Explore the full [Employee Benefits Summary](#) to learn more about the comprehensive benefits available to this position.

Requirements

- A bachelor's degree, or higher degree. Preferred degree programs include Fire Science, Business Administration, Public Administration, or a closely related field. Additional qualifying experience may substitute for the required education on a year-for-year basis. Substitution experience must reflect increasing leadership responsibility and include command-level duties (District or Battalion Chief or higher).
- Thirteen (13) years of experience working in a full-time paid fire department.
- Three (3) years of command experience certified as a District or Battalion Chief or above, in a full-time paid fire department. Such command-level experience shall include the areas of fire suppression, rescue, fire investigations, emergency medical services, or emergency response planning and exercise using an all-hazards approach.
- Experience working in an organization that provides advanced life support services and one that operates a high-volume EMS system.
- Demonstrated leadership in budgeting, strategic planning, and intergovernmental coordination.
- Experience working in a unionized environment, including labor relations and collective bargaining.