

VILLAGE OF

CRESTLINE

EXECUTIVE RECRUITMENT GUIDE

FIRE CHIEF

LEADERSHIP ♦ SERVICE ♦ INTEGRITY

A Legacy of Service. A Future of Leadership.



WHY CRESTLINE?

Crestline is a community with deep roots, a strong work ethic, and a clear vision for the future.



POPULATION

4,525



LOCATION

North Central Ohio



ESTABLISHED

1850



MUNICIPAL SERVICES

Full-Service Community

BIG OPPORTUNITIES IN A SMALL-TOWN SETTING

Crestline combines the advantages of a close-knit community with the vision of a community committed to continuous improvement.

Located within easy driving distance of Mansfield, Bucyrus, Galion, and Lexington, Crestline provides exceptional accessibility while maintaining the character and quality of life that makes small-town living attractive.

From historic downtown redevelopment to infrastructure investment, parks, public safety, and community partnerships, Crestline is building momentum—and our employees have the opportunity to be part of that story.



“

*We preserve our history, invest in our future, and believe the **best days** for Crestline are ahead.*



A COMMUNITY WORTH SERVING



WHY FIREFIGHTERS CHOOSE CRESTLINE

We invest in our people, our equipment, and our community—
so you can focus on what matters most.



PROFESSIONAL DEVELOPMENT

Ongoing training, certifications, and opportunities to grow as a leader.



FAMILY ATMOSPHERE

A close-knit team that looks out for one another on and off the job.



SUPPORTIVE LEADERSHIP

Leaders who listen, mentor, and empower you to succeed.



MODERN EQUIPMENT

Well-maintained, up-to-date apparatus to keep our team safe and effective.



COMMUNITY PRIDE

Strong community support and a department that makes a difference.



CAREER GROWTH

Clear pathways for advancement and leadership opportunities.



COMPETITIVE BENEFITS

Comprehensive benefits package that supports you and your family.



MEANINGFUL WORK

Purpose-driven service that has a lasting impact every single day.



ONE TEAM. ♦ ONE MISSION. ♦ OUR COMMUNITY. EVERY DAY.



DEPARTMENT OVERVIEW

PROUDLY SERVING. PREPARED FOR TOMORROW.

DEPARTMENT AT A GLANCE



POPULATION SERVED
4,525
(2020 Census)



FULL-TIME PERSONNEL
6



PART-TIME PERSONNEL
6



FIRE STATIONS
1



ANNUAL CALL VOLUME
1,003



EMS RESPONSES
704



FIRE RESPONSES
299



APPARATUS
Engine, Tanker,
2 Squads, Railroad UTV,
2 Command SUVs



EMS LEVEL
Advanced Life Support



OUR MISSION

The Crestline Fire Department is committed to providing professional, compassionate, and efficient service with integrity and respect. We dedicate ourselves to protecting life, property, and the environment through preparedness, education, and teamwork.



OUR VISION

To be a progressive, innovative, and respected fire department recognized for excellence in service, leadership, and community partnerships—empowering our members to grow, our community to thrive, and our legacy to continue.

ONE TEAM. ♦ ONE MISSION. ♦ ONE COMMUNITY. ♦ ALWAYS READY.

THE OPPORTUNITY TO LEAD

Leadership isn't about maintaining the status quo. It's about building what comes next.



LEAD



Guide and mentor firefighters.



Develop future leaders.



Strengthen department culture.



SERVE



Build strong relationships.



Protect our community.



Represent Crestline with professionalism.



INSPIRE



Recruit the next generation.



Modernize operations.



Leave a lasting legacy.



THE NEXT FIRE CHIEF WON'T SIMPLY LEAD A DEPARTMENT—**THEY'LL HELP SHAPE THE FUTURE OF PUBLIC SAFETY IN CRESTLINE.**

ONE TEAM. ★ ONE MISSION. ★ ONE COMMUNITY. ★ ALWAYS READY.

STRATEGIC PRIORITIES



Our priorities guide our actions, strengthen our department, and ensure we are prepared to meet the needs of our community—today and for generations to come.



RECRUITMENT & RETENTION

Develop a workplace where professionals choose to build careers.



Attract and retain dedicated, diverse, and qualified firefighters.



Foster a positive culture built on trust, respect, and teamwork.



Invest in career development and leadership opportunities.



COMMUNITY RISK REDUCTION

Reduce risk and improve safety before emergencies happen.



Conduct thorough inspections and risk assessments.



Enforce fire and life safety codes consistently and fairly.



Promote preparedness through planning and prevention.



COMMUNITY EDUCATION

Empower our residents with knowledge that saves lives.



Promote smoke alarms and home safety.



Provide CPR and first aid training opportunities.



Engage with schools, businesses, and community events.



FISCAL RESPONSIBILITY

Steward public resources wisely to ensure long-term sustainability.



Manage budgets with transparency and accountability.



Maximize grant and funding opportunities.



Plan strategically for the future needs of our department.



MODERNIZING OPERATIONS

Leverage technology, training, and innovation to better serve our community.



Utilize technology to improve efficiency and situational awareness.



Provide ongoing, high-quality training for all members.



Maintain modern equipment and facilities to meet today's demands.

“ BUILDING TOMORROW’S DEPARTMENT STARTS WITH TODAY’S LEADERSHIP. ”

OUR COMMITMENT TO THE NEXT FIRE CHIEF

We are committed to providing the support, resources, and environment you need to lead with confidence and make a lasting impact.



PROFESSIONAL ADMINISTRATION

A collaborative, transparent administration that supports our department and your leadership.



SUPPORTIVE GOVERNING BODY

A City Council and community that value public safety and stand behind the Fire Chief.



DEDICATED FIREFIGHTERS

Hardworking professionals committed to service, teamwork, and excellence.



COMMITMENT TO TRAINING

Ongoing training and education opportunities to support professional growth and development.



COMMUNITY PRIDE

A proud community that respects and appreciates the vital role we play.



INVESTMENT IN EQUIPMENT

A commitment to reliable apparatus, facilities, and tools for success.



Our Mission

The Crestline Fire Department is committed to protecting life, property, and the environment through **PRIDE, PROFESSIONALISM, AND PREPAREDNESS.**

We will serve our community with courage, compassion, and integrity while striving to be the standard of excellence in all we do.

Our Values



INTEGRITY
We do what's right.



COURAGE
We face every challenge.



COMPASSION
We serve with heart.



TEAMWORK
We accomplish more together.



EXCELLENCE
We hold ourselves to the highest standard.



“ A STRONG DEPARTMENT begins with strong relationships. ”

THE OPPORTUNITY TO LEAD A LEGACY OF SERVICE.

This is more than a job. It's your chance to make a lasting impact where it matters most.

As Fire Chief, you will serve as the chief executive officer of the Crestline Fire Department—providing vision, direction, and leadership to a dedicated team of professionals who protect lives, property, and our way of life.

AT THE HEART OF LEADERSHIP



LEAD WITH VISION

Set direction for the department and help shape the future of fire and EMS services in Crestline.



BUILD & DEVELOP PEOPLE

Recruit, mentor, and inspire a team that is skilled, professional, and committed to excellence.



COLLABORATE & COMMUNICATE

Work with Village leadership, elected officials, and community partners to strengthen public safety.



MANAGE RESOURCES RESPONSIBLY

Oversee budgets, facilities, equipment, and technology to ensure readiness today and tomorrow.



EARN TRUST EVERY DAY

Be a visible, accessible leader who builds relationships and represents Crestline with integrity.

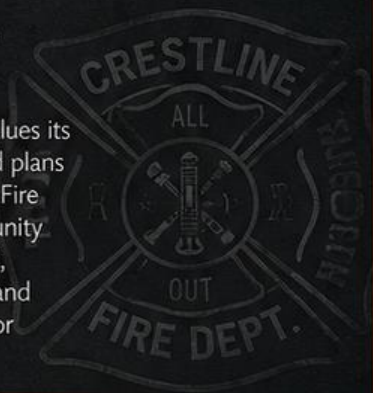
YOU WILL MAKE AN IMPACT

- ✓ Enhance **operational readiness** and emergency response through leadership and accountability.
- ✓ Develop and implement **strategic plans** that strengthen service delivery and community resilience.
- ✓ Foster a culture of **safety, training, and professionalism** that attracts and retains top talent.
- ✓ Champion **innovation, modernization,** and continuous improvement.
- ✓ Serve as a **trusted leader** and advisor to the Village Administrator, Council, and our community.

YOUR LEADERSHIP. OUR FUTURE.

Crestline is a community that values its history, invests in its people, and plans for a strong future. As our next Fire Chief, you will have the opportunity to lead a respected department, make a meaningful difference, and leave a legacy that will be felt for generations to come.

THE FUTURE IS NOT WRITTEN. LET'S WRITE IT TOGETHER.



“

Strong leadership doesn't just respond to the moment— it prepares for tomorrow and builds for the future.



ONE TEAM. ★ ONE MISSION. ★ ONE COMMUNITY. ALWAYS READY.

COMPENSATION & BENEFITS

We are committed to attracting and retaining exceptional leadership through a competitive compensation package and comprehensive benefits designed to support you and your family.



COMPETITIVE SALARY

Salary commensurate with experience, qualifications, and the responsibilities of the position.



HEALTH & WELLNESS

Medical, dental, vision, life insurance, and short-term disability coverage for you and your family.



OHIO POLICE & FIRE RETIREMENT

Full participation in the Ohio Police and Fire Pension System with employer contributions.



PAID TIME OFF

Generous vacation, sick time, personal days, and 11 paid holidays.



PROFESSIONAL DEVELOPMENT

Ongoing training opportunities, conference attendance, and leadership growth support.



ADDITIONAL BENEFITS

Uniform allowance, cell phone stipend, and other fringe benefits as provided by the Village.

HIRING TIMELINE



OPEN UNTIL FILLED

This position will remain open until we find the right leader.



APPLICATION REVIEW

Reviews as applications are received.



INTERVIEWS

Interviews to be scheduled with chosen candidates.



OFFER OF EMPLOYMENT

Contingent upon background check, reference verification and Village Council approval.

HOW TO APPLY

We encourage experienced, forward-thinking leaders who are ready to make a meaningful difference.

PLEASE SUBMIT THE FOLLOWING:

- Cover Letter addressing your interest in the position and your leadership philosophy
- Resume highlighting your experience and qualifications
- 5 Professional References (including current or recent supervisor)

Submit all materials by email or mail to:



Corey M. Spackey, Village Administrator
 Village of Crestline
 100 N. Seltzer Street, Crestline, OH 44827
 Email: cspackey@crestlineoh.com



Under Ohio law all application materials are subject to public records.



We are looking for a leader who will **protect** our past, **strengthen** our present, and **build** our future.



A LETTER TO OUR NEXT FIRE CHIEF

LEAD. INSPIRE. BUILD. PROTECT.



LEADERSHIP TODAY. LEGACY TOMORROW.



PROTECT OUR COMMUNITY

Provide exceptional emergency services and strengthen the trust our residents place in us every day.



INVEST IN OUR PEOPLE

Develop talent, build confidence, and create an environment where our firefighters can thrive.



BUILD FOR THE FUTURE

Lead with innovation and strategic planning to ensure our department is prepared for tomorrow's challenges.



STRENGTHEN PARTNERSHIPS

Work collaboratively with our community, regional partners, and elected officials to achieve shared goals.



LEAVE A LASTING LEGACY

Make a meaningful impact that will be felt by generations of Crestline residents and firefighters.

SOMEWHERE TODAY,

there is a leader who has spent years preparing for the opportunity to lead—not simply manage—a fire department.

A leader who believes in people. In purpose. In service. A leader who understands that legacy is built one decision, one firefighter, and one day at a time.

Crestline is searching for **that** leader. Our firefighters deserve someone who will invest in them. Our community deserves someone who will protect them. Our future deserves someone who will build it.

You will have the support of a community that values its history, invests in its future, and believes in the power of strong leadership.

If you are ready to lead with integrity, inspire excellence, and leave a legacy of service—we invite you to bring your experience, your passion, and your vision to Crestline.

WE HOPE THAT'S YOU.

Corey M. Spackey

Corey M. Spackey
Village Administrator
Village of Crestline



“ The strength of our department is built on tradition. The future of our department is built on leadership. ”



ONE TEAM. ★ ONE MISSION. ★ ONE COMMUNITY. ★ ALWAYS READY.

