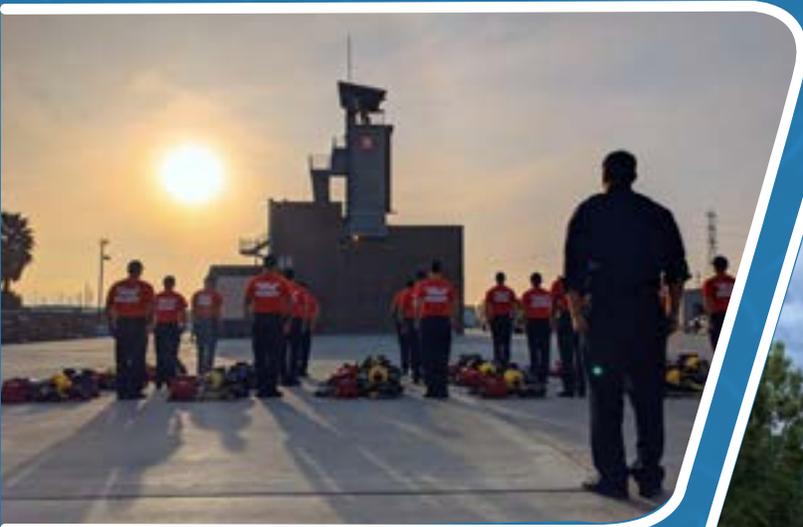


An Exciting Career Opportunity with the

# CITY OF FREMONT

## DEPUTY FIRE CHIEF



Recruitment Services Provided by Ralph Andersen & Associates

## The Opportunity

The City of Fremont, California is seeking an experienced, forward-thinking, visionary leader to serve as its next Deputy Fire Chief. This is an extraordinary opportunity to assist the Fire Chief in leading one of Northern California's most prestigious fire departments. The selected Deputy Fire Chief will be a leader capable of collaboratively engaging a dynamic workforce and engaged community. The successful candidate will play an important role in assisting with the implementation of a recently adopted strategic plan, that will not only chart the course for the future of Fremont, but also ensure the continuation of high quality professional public safety services on a daily basis.

## The Fremont Community

Located in Alameda County, Fremont is a premier city nestled in the heart of Silicon Valley. Considered by many as the Bay Area's preferred place to live, work, and play, this family-friendly community offers an exceptionally high quality of life for one and all. With distinct character and charm, the City boasts an abundance of vibrant commercial and residential districts and takes great pride in its diversified, globally connected economy. It is home to over 900 manufacturing companies including such giants as Tesla, Lam Research, Thermo Fisher Scientific, and Boehringer Ingelheim. There are over 1,700 technology companies including such industry leaders as Apple and Facebook. The community boasts numerous parks, wonderful trails, and open space. Consistent with the California lifestyle, within a short distance, residents and visitors can also enjoy the ocean, boating, and mountain ranges.

## The Organization

The Fremont Fire Department is an all-risk emergency response organization responsible for providing protection to its 240,000 residents and visitors in a 92-square mile area. With a Fiscal Year 2022/23 budget of approximately \$65 million, the department currently consists of a total workforce of 162 personnel. There are 137 firefighters and Chief Officers that operate out of 11 fire stations located strategically throughout the City and are supported by 25 extremely talented and committed non-sworn personnel. All 11 engines and 2 truck companies are staffed with Firefighter/Paramedics and emergency transportation is provided through a contract with Falck Ambulance. Fremont Fire is highly regarded for their comprehensive training and preparedness for such potential hazards and threats including fires, earthquakes, mudslides, water rescue operations, HAZMAT responses, terrorism, and other natural and man-made threats that can impact metropolitan areas, industrial centers, major highways, and transportation corridors.

## The Position

The newly selected Deputy Fire Chief will work closely with the Fire Chief to supervise the entire departmental management team. The successful candidate will assume responsibility for assisting with the professional management of an organization with a rich tradition of providing superb service through the direct supervision of the department's management team who oversee the day-to-day operational activities of the organization, including such functions as fire suppression, rescue operations, emergency medical response services, training and related activities in support of these functions. The Deputy Fire Chief will also be responsible for establishing and maintaining positive employee/labor relations to ensure the overall functions of the Department are being achieved, and efficient use of both human and financial resources are being met.

The Deputy Chief acts as the Fire Chief as necessary and may be assigned other staff support duties and responsibilities as determined by the Fire Chief.



# The Ideal Candidate

The selected candidate for consideration as Fremont's next Deputy Fire Chief will:

- Be an experienced fire service leader with operational and administrative experience and possess outstanding interpersonal and collaborative leadership skills.
- Be open, honest, and possess a reputation as a competent, fair, trustworthy, and consistent leader.
- Have an unblemished record of ethical and professional conduct.
- Demonstrate and promote the highest standards of personal and professional conduct.
- Establish and maintain positive relationships with employees throughout the organization and place a high value on the professional development of staff.
- Be considered an innovative leader within the fire service and be recognized for being an ongoing contributor to the advancement of the profession.
- Have experience with sound and effective labor relations.
- Have a reputation for establishing and maintaining a high level of trust between management and rank and file.
- Understand policy decision-making, including working with elected officials and local, State, and Federal agencies.
- Provide personnel management, including the ability to coordinate, delegate, supervise, train, develop and assess staff capabilities, handle/prevent personnel problems, and optimize staff skills.
- Possess excellent writing skills, a highly articulate oral communicative style, and the ability to clearly explain complex issues to a wide variety of constituents.

In summary, the successful candidate will excel in providing executive leadership and guidance to this dynamic organization.

[fremont.gov/.../fire](http://fremont.gov/.../fire)



## Opportunities and Challenges

The selected Deputy Fire Chief will be expected to address a number of opportunities and challenges that will require inspired leadership and collaboration including:

- Building strong and cohesive relationships with the workforce.
- Develop and implement succession planning/management throughout the entire organization.
- Oversee the development and implementation of improved programs to recruit, train, and retain qualified women and minorities.
- Instill strong leadership characteristics at all command levels and assist in developing future leaders.
- Support ongoing health and wellness initiatives.
- Assist assigned staff in the pursuit of City's Class 1 ISO rating.

## Education and Experience

Any combination of education and/or experience that demonstrates possession of and competency in requisite knowledge and skills would be qualifying. A typical way to obtain the required knowledge and skills would be: Graduation from high school, supplemented by courses in fire science at the college level, and ten years of experience in an organized fire department including current service at the level of Battalion Chief, or above. Possession of a Class C California driver's license at the time of appointment and satisfactory driving record is required.

Successful completion of the Executive Fire Officer's program at the National Fire Academy, California Chief Officer Certification, and/or a Bachelor's/advanced degree in business, government management, public administration or a related field is highly desirable.

# Compensation

This is a well-compensated executive position with an outstanding benefits package. The current annual salary range is \$196,474 - \$253,952. Placement within the range will be dependent on qualifications.

## Other benefits include:

### Retirement – CalPERS Program

- 3% @ 55 for classic members hired on or after 4/8/2012 (employee pays 12% of pre-tax contribution)
- 2.7% @ 57 for new members under the Public Employee Pension Reform Act (employee pays 12% of pre-tax contribution)

**City Paid Health Benefits Allowance** – \$2,350 monthly allowance is provided towards health benefits (CalPERS medical, dental and vision). Effective January 1, 2023, the monthly allowance will be \$2,500. Employees are eligible to receive up to \$580 per month if the full allowance is not allocated towards health programs.

**Life Insurance and Long-term Disability** – Maximum life insurance coverage of \$100,000 and LTD coverage is provided.

**Annual Leave** – 108 hours annual leave. Credit for prior public service work experience may be provided for leave accrual purposes.

**Management Leave** – 88 hours.

**Holidays** – Election of holiday time (4.3 hours) paid in bi-weekly payments or 112 holiday bank hours.

**Uniform Allowance** – \$1,000 annually (\$38.47 bi-weekly pay).

**Tuition Reimbursement** – Up to \$20,000 (based on eligibility requirements).

Questions regarding more specific details of the compensation package may be directed to Ralph Andersen & Associates.

## The Selection Process



To be considered, candidates must submit a compelling cover letter, resume, and six professional references to [apply@ralphandersen.com](mailto:apply@ralphandersen.com). Candidates are strongly encouraged to apply early in the process for optimal consideration. The closing date for this position is **Monday, September 19, 2022**. Panel interviews are tentatively planned for the week of October 17, 2022. Finalist interviews are tentatively planned for the week of October 24, 2022.

Ralph Andersen & Associates will conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria as outlined in this recruitment profile. The selection process may include a supplemental questionnaire and other assessments. Only a select group of highly qualified candidates will be invited to interview. It is anticipated that the new Deputy Fire Chief will be hired by or before December 2022, or at a mutually agreeable date. Should you have any questions regarding this position or the recruitment process, please call Mr. P. Lamont Ewell at (916) 630-4900. Confidential inquiries are welcomed.



*The City of Fremont is an Equal Opportunity Employer/Drug Free Workplace*