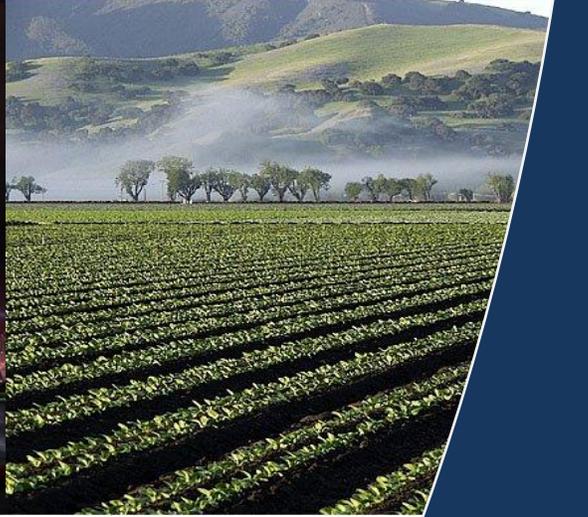


CITY OF SALINAS, CALIFORNIA

INVITES YOUR INTEREST IN THE POSITION OF

FIRE CHIEF



THE COMMUNITY

The City of Salinas is the 34th largest City in the state with a population of approximately 161,042. It is located in beautiful Monterey County, California. Salinas offers a great career opportunity for a Fire Chief.

As the city with the largest population on California's Central Coast, Salinas is a multicultural and diverse community and a key asset in today's global economy. The City's diverse community is comprised of an approximate 75% Hispanic population. The median age of the community is 29.3 years young. The region offers various cultural family events and consistent Mediterranean climate for year-long outdoor activity.

With world-class events that take place in the city each year, such as the California Air Show, California Rodeo, and Forbes Ag Tech Summit, and world-renowned amenities right next door, including the Pebble Beach Golf Resort and the Monterey Bay Aquarium, Salinas is a place that truly has it all. The city is also home to a wealth of cultural and historic assets, including the Steinbeck museum— the only museum in the country devoted to a single author - along with Steinbeck's family home. Additionally, Salinas is home to educational institutions such as Hartnell Community College founded in 1920 and California State University Monterey Bay.

Although agriculture forms the economic base, more than 100 manufacturing, financial, and medical related firms call Salinas home. Salinas has a global reputation as an agriculture and innovation hub. It is a source for agricultural research and resources and is developing the latest technology and advancements. Some of the largest employers in the city include the County of Monterey, Taylor Farms, D'Arrigo Bros, and Salinas Valley Memorial Hospital.

THE CITY GOVERNMENT

The City of Salinas was incorporated in 1874 and became a Charter City in 1903. The City operates under a Council-Manager form of government. The City Manager is responsible for all City departments except the appointed City Attorney. The seven-member City Council includes six members elected by district for four-year staggered terms on a nonpartisan basis, plus the Mayor who is elected at-large and serves a term of two years.

The City employs 728 full and part-time employees with a FY 2020-21 budget of \$189M. The City Manager leads and directs the City's eight departments: Administration, Community Development, Finance, Fire, Human Resources, Library and Community Services, Public Works, and the Police Department.

MISSION AND VISION STATEMENT

The Salinas Fire Department is dedicated to preserving and protecting the safety of our community with integrity, pride and commitment. We will do this with diversity of thought and people while ensuring fiscal responsibility. Our steadfast belief in each other and our mission guides us in providing dynamic, professional service to our community through emergency response and community risk reduction.





THE DEPARTMENT

The Fire Department provides 24-hour prevention, response, mitigation, and recovery efforts for fires, hazardous materials, emergency medical services, traffic collisions and aircraft emergencies, and all other emergency and non-emergency service requests within the City of Salinas corporate limits, approximately 23.5 square miles. The primary goal of the Fire Department is the protection of life, property, and the environment for those that live, work, and visit the City of Salinas. All divisions of the Fire Department—Administration, Suppression and Rescue, Emergency Medical Services, Prevention, Disaster Preparedness, Training, Vehicle Maintenance, and Hazardous Materials—work in conjunction to support this goal.

The Department has six stations and is working on a plan for a seventh station. Monterey County Regional Fire Protection District also contracts with the City for fire protection services for a portion of its district on the northwest side of the City, bringing the total area protected to approximately 35 square miles.

The department has 98 employees with three operational shifts working a 48/96 hour schedule. Each shift includes a Battalion Chief, 8 Captains, 8 Engineers and 12 Firefighters staffing six Advanced Life Support (ALS) engines and two tiller trucks. The department has one Type-3 engine and one Aircraft Rescue Firefighting (ARFF) apparatus.

In addition, the Salinas and Seaside Fire Departments provide Hazardous Material (HazMat) response teams for Monterey County. Department Administrative support is provided by the Fire Chief, a Deputy Fire Chief, Battalion Chief-Fire Marshal, Battalion Chief – Training, Management Analyst, Office Technician, EMS Officer, and 3 Fire Inspectors. The department budget for FY 2020-2021 is approximately \$24M.

The Salinas Fire Department is committed to providing professional services to Salinas residents, businesses, and visitors with integrity, respect, and compassion.

THE POSITION

- The Fire Chief is an at-will position reporting directly to the City Manager
- Oversees all divisions of the Fire Department
- Plans, organizes, coordinates, and administers operational activities
- Analyzes operational costs and directs preparation of annual budget requests and justifications
- Administers the annual budget
- Attends City Council and community meetings
- Facilitates the counseling and disciplining of personnel
- Determines service levels and staffing requirements
- Fulfills emergency response obligations on a 24/7 basis, as needed
- Most importantly, builds and maintains positive working relationships with other departments, co-workers, other City employees, community groups and the public
- Please visit the City website for a complete job description

THE IDEAL CANDIDATE

The City is seeking a strong and committed Fire Chief who will provide exceptional management of the Fire Department. The ideal candidate will be a fair and ethical leader and be willing to make decisions for the greater good of the Department and the community. The incoming Chief should be team-oriented, progressive and open to change. The Fire Chief will provide leadership and input in a 2019 standard of coverage study and a 2018 department study to reduce overtime, while maintaining Council's strategic goal of providing Public Safety. Additionally, the Fire Chief will continue efforts to hire locally and attract a diverse pool of applicants reflective of the Salinas community.

Candidates should have experience in administration, budget, management, strategic planning, succession planning, and community outreach, and familiarity with governing for racial equity. A Bachelor's Degree in Fire Science, Business Administration, Public Administration or related field, and seven years of responsible administrative experience in fire service are required. Fire Chief experience and Spanish bilingual skills are desirable.

THE COMPENSATION

The salary is \$172,080 - \$209,184 annually, plus 2.25% salary increases effective 1/2021 and 1/2022. This position will be filled on an at-will basis and will be assigned to the Department Directors' Compensation Plan. The City also offers an attractive benefits package, including:

Health Insurance - The City currently pays 95% of the cost of the CalPERS Choice health plan, and 100% of Delta Dental plan and VSP vision plan for employees and their eligible dependents. Other PERS health coverage may be available depending upon residence.

457/401(a) Compensation – City-paid contribution based on months of service with the City.

Annual Leave – May be used for vacation and/or sick leave. Currently, leave is accrued at a rate of 22 days per year for the first five years; 27 days per year for years six through 10, with additional longevity increases in annual leave after ten years of employment. Employees may cash out up to 80 hours of accrued leave per calendar year.

Effective January 2021, leave will be increased at a rate of 37 days per year for the first five years; 42 days per year for years six through 10, with additional longevity increases in annual leave after ten years of employment.

Management Leave – 160 hours (pro-rated). Effective in January 2021, no additional management leave will accrue.

Holidays – 12 plus 2 floating holidays. Effective in January 2021, no floating holidays will accrue.

CalPERS Retirement Plan – 2.5% at 57 for new members with a 13.25% member contribution rate and 3% at 55 for classic members with a 9% member contribution rate.

Life Insurance – Term life insurance in the amount of \$150,000.

Bilingual Pay - \$75 per pay period if the incumbent speaks and uses Spanish in the course of his/her job duties (subject to passing a City-administered bilingual exam and administrative approval).

Auto – City assigned vehicle or \$750 per month auto allowance.

Uniform Allowance – City pays \$650 per calendar year for uniform replacement and maintenance.

The above-listed benefits are subject to change and do not constitute a contract. Please visit the City's website for a full description of the Department Directors' Compensation Plan.

TO APPLY: www.governmentjobs.com/careers/salinas

All candidates must apply online at www.governmentjobs.com/careers/salinas and must attach a **letter of interest and resume** in PDF format to the application. **Filing Deadline: OPEN UNTIL FILLED**

For questions, please contact Sylvia Enriquez, Sr. Human Resources Analyst, at (831) 758-7259 or email at sylviae@ci.salinas.ca.us. Required attachments will be accepted via email. Those applicants whose education and experience most closely match the desired qualifications will be invited to either an oral board exam, assessment center or an interview at the City of Salinas. The City of Salinas reserves the right to change the testing process based on the needs of the agency.

Job offer is contingent on applicant passing a reference check and background investigation including education verification, a criminal history investigation with the Department of Justice Livescan, and pre-employment physical examination including a drug screening.

City of Salinas, Human Resources Department, 200 Lincoln Avenue, Salinas, CA 93901
www.cityofsalinas.org (831) 758-7259 Telephone and (831) 758-7941 Fax