

## Compensation and Benefits

The City provides an attractive compensation and benefits package. The salary range for this position is \$164,756 to \$200,283 annually, DOQ. The excellent benefits package includes:

- ◆ Retirement:
  - Classic members: CalPERS 3% @ 55 Safety plan (highest 36 months) with the employee contributing 9%.
  - New hires: CalPERS 2.7% @ 57 Safety plan (highest 36 months) with the employee contributing 12%.
- ◆ City participates in Social Security.
- ◆ Annual Leave – Vacation accrues at 120 hours per year (capped @ 2x annual accrual); 40 hours administrative leave; 12 paid holidays and 1 floating holiday; 8 hours sick leave per month (no cap on accrual).
- ◆ Health & Welfare – City pays premium for Kaiser HMO or Blue Shield HMO, dental, and vision coverage (employee and family). City pays premium for short and long-term disability, \$50K term life insurance policy, 1.5% of salary into Retirement Health Savings Account, childcare subsidy at 50% discount, and \$1,000 annually for executive wellness benefit. In addition, free recreation classes and a deferred compensation plan are available.



## The Process

To apply for this exceptional and unique career opportunity, please submit a cover letter of interest, your resume with current salary and a list of five work-related references (who will not be called until mutual interest is established and you have approved the contact) to:

Paul Kimura and/or Cris Piasecki  
Avery Associates  
3½ N. Santa Cruz Ave, Suite A  
Los Gatos, CA  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)



The final filing date for this recruitment is August 8, 2014.

If you have any questions regarding this position, please contact Paul Kimura at 408.399.4424 or Cris Piasecki at 408.234.2025.



# *The City of South San Francisco*

*invites your interest  
for the position of*

**Fire  
Chief**

## **The Community**

Located on the San Francisco Peninsula in San Mateo County, South San Francisco occupies the valley formed by the San Bruno Mountains on the north and the Coast Range on the west. With the San Francisco Bay just east of the City, residents enjoy beautiful views of the water and a true sense of identification with the Bay along with impressive views of Sign Hill and San Bruno Mountain.



South San Francisco is a highly commercialized city with a population nearing 65,000 and growing to 100,000 during business hours.

It is the fourth largest city in San Mateo County. The City is proud of its diversity, reflecting over 30% Hispanic and 30% Asian residents, and the community is known for its friendly residents, community groups, and volunteerism.

The City is considered the "Birthplace of Biotechnology" and is home to over 2,800 firms and businesses, including Genentech's headquarters, Amgen, Onyx Pharmaceuticals, and Life Technologies. South San Francisco also offers a high quality of life to its residents with attractive residential areas, well-kept parks, and a beautiful marina and bay trail.

South San Francisco's extensive transportation infrastructure includes two major north-south freeways, Highway 101 and Interstate 280. In addition, the Bay Area Rapid Transit (BART) provides service to San Francisco International Airport, the city of San Francisco, and the East Bay. In June 2012, a new ferry service was started, providing weekday transit to and from San Francisco, Oakland, and Alameda. The South San Francisco Unified School District has several high-achieving schools.

To learn more about the City of South San Francisco and the surrounding region, please visit the city's website at [www.ssf.net](http://www.ssf.net).



## **City Government**

South San Francisco is a general law city and operates under the Council/Manager form of government with a five-member City Council elected at-large to staggered four-year terms in uneven years. The Council annually selects a mayor and vice-mayor from its members during non-election years. South San Francisco is characterized by political stability, longevity of employees, transparency, and a cohesive and fiscally conservative culture. This has resulted in a high level of mutual respect and the progressive

working environment with the City Council, the City Manager and city staff.

The City has more than 400 full-time employees and operates on FY 2013-2014 General Fund of almost \$72 million. City Departments include: Police, Fire, Parks and Recreation, Public Works, Economic and Community Development, City Attorney, Library, Finance, Information Technology, Human Resources, City Clerk and Office of the City Manager.



## **The Position and the Ideal Candidate**

The Fire Chief reports to the City Manager and has responsibility over all activities involving the City's innovative all-risk fire department. The Fire Chief also provides highly responsible and technical staff assistance to the City Manager and City Council. The 90 members of the South San Francisco Fire Department provide South San Francisco residents with top notch service in fire suppression, emergency medical services, hazardous materials response, urban search and rescue, rescue boat, code enforcement, fire investigation, public education, and basic life support transport services.

In management and oversight of departmental operations, the successful candidate will plan, organize, and direct all activities of department staff, apparatus, and equipment engaged in preventing and extinguishing fires, in saving lives and property, and in the enforcement of fire ordinances and city codes. The Fire Chief plans and directs comprehensive programs for fire prevention, as well as, paramedic and emergency medical assistance; supervises the department training program, including drills on all phases of fire related work; organizes departmental activities with other city departments and outside agencies to ensure departmental and city goals are achieved; confers with agents of the governmental jurisdictions, the Office of the State Fire Marshal, prevention bureaus, and the insurance service office. Other responsibilities include general supervision and performance management of department staff, formulating an annual budget, estimates and controls of departmental expenditures, promoting public relations for the department, and oversight of emergency preparedness efforts.



The successful Fire Chief will be an experienced fire management professional who is innovative, progressive and an outside-of-the-box thinker; who respects the fire tradition; and who works well within the fire command structure. The ideal candidate would have at least five years of progressively responsible command experience in a capacity equivalent to Battalion Chief in the South San Francisco Fire Department, as well as, a Bachelor's Degree from an accredited college or university with major coursework in fire science, business or public administration, or related field, and be a certified Fire Chief through the Office of the State Fire Marshal.