

Compensation and Benefits

The City of Stockton offers an attractive compensation and benefits package. The annual salary is up to \$183,600 depending on qualifications. The City continues to evaluate its total compensation structure and it is possible there may be minor changes in the current benefit practices in the next fiscal year. The current benefits include:

- ◆ Retirement: Public Employees' Retirement System (PERS) with a 3% @ 55 formula for Classic PERS employee. For new PERS members, a 2.7% @ 57 formula applies. Employee pays 9%. The City does not participate in Social Security.
- ◆ Vacation: Department heads earn 188 hours of vacation annually, accruing on a twice-monthly payroll basis.
- ◆ Health Benefits: The City pays a significant portion of the premium for medical/hospitalization, dental/orthodontia, vision, and prescription coverage for the employee and dependents. Currently, the City offers two medical plan options: A Preferred Provider Organization (PPO) plan through the Anthem Blue Cross Network and a Health Maintenance Organizations (HMO) plan through Kaiser Permanente.
- ◆ Holidays: The City observes 12 fixed and 1 floating (Cesar Chavez) annually for a total of 13 days per year.
- ◆ Sick Leave: Accrual of 96 hours per year.
- ◆ Deferred Compensation: A deferred compensation plan is available at the employee's option.
- ◆ Section 125/132 (Flexible Spending Account): Employees may participate on a pre-tax basis for day care, medical and transit/parking expense reimbursements.
- ◆ Life Insurance: Coverage is a value of \$50,000 policy with the premium fully paid by the City.
- ◆ Long Term Disability: Coverage is 66 2/3 of salary, with the premium fully paid by the City.
- ◆ Work Schedule: 9/80 schedule. City Hall is closed every alternating Friday.



The Process

If you are interested in pursuing this unique and exceptional career opportunity, please submit (email preferred) a cover letter of interest, resume, current salary and contact information including email addresses for five work-related references (references will not be contacted until mutual interest is established) to:

Paul Kimura
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net



The final filing date for this position is August 21, 2015.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424.



The City of Stockton



*invites your interest
for the position of*

Fire Chief

A Unique Opportunity

Stockton is a renewed city! Having recently emerged from bankruptcy, Stockton is a city that is perhaps better prepared for the future than any other city in California, with a thorough understanding of its operations and finances, and the tools to adjust to economic conditions for decades into the future. With its financial house in order, Stockton has been through the most significant period of change ever experienced in its 165-year history. The City management team is committed to a strong and vibrant community. To complete this team of strong leaders, the City is seeking a dynamic and professional Fire Chief. This leadership role will be one of the key players leading an outstanding department to excellence.



The Community of Stockton

Located in California's great Central Valley, Stockton has grown from a community of rich agricultural roots to an urban destination with an emerging arts and cultural scene, fine dining, shopping, sports, recreation, and family activities. The City of Stockton also serves as the San Joaquin County seat.

Stockton is currently the 13th largest city in California with a dynamic, multi-ethnic and multi-cultural population of over 300,000 residents. Situated along the San Joaquin Delta waterway connecting to the San Francisco Bay and the Sacramento and San Joaquin Rivers, Stockton is located 60 miles east of the San Francisco Bay Area and 45 miles south of Sacramento. The City is at the center of major transportation lines, including rail, freeway, Inland Port Stockton and pipelines. As the state's largest inland seaport, Stockton continues to serve as a major shipping point for the many agricultural and manufactured products of Northern California. Although surrounded by a robust agricultural industry, the City of Stockton has a diverse economic base of business and industry.

Stockton offers an excellent quality of life for its residents. The community is warm, friendly and welcoming. The City has a number of beautiful residential communities along waterways, with single-family homes being very affordable, costing about one-third the price of homes in the Bay Area. Stockton is within close proximity to world famous scenic attractions including the California Coast, San Francisco, Napa Valley wine region, Lake Tahoe and Yosemite National Park. The community offers many local recreational opportunities including the Delta, which provides hundreds of miles of waterways for water skiing, wake boarding, sailing and other water activities. The City is home to several well known higher educational institutions including the University of the Pacific, California State University Stanislaus-Stockton, and San Joaquin Delta Community College, as well as a variety of private and vocational schools.

Year-round events and activities make Stockton a destination for venues and attractions such as the Annual Jazz Brubeck Festival, the Haggin Museum, Bob Hope (Fox California) Theatre, Children's Museum, San Joaquin County Fairgrounds and the Stockton Symphony. The 10,000-seat multi-purpose, waterfront Stockton Arena is home to the Stockton Heat hockey team (an AHL franchise of the Calgary Flames). The adjacent 5,000-seat Stockton Ballpark, which is frequently ranked as one of the nation's top minor league ballparks, is home to the Stockton Ports single-A minor league baseball team.

With all this and so much more to look forward to, Stockton's future is bright. To learn more about the City of Stockton, please visit www.stocktongov.com.

City Government and The Fire Department

Stockton is a full service charter city with a Council-Manager form of government. The Mayor is directly elected and the six Council members are nominated from districts but elected at large. The City's proposed FY 15-16 budget is over \$609 million, including the General Fund operating budget of approximately \$199 million and 20% in reserves. The City employs approximately 1500 full-time employees within its departmental structure of Police, Fire, Administrative Services, Community Services, Community Development, Public Works, Municipal Utilities, Economic Development, Human Resources and the City Manager, City Attorney and City Clerk offices.

The City of Stockton Fire Department provides ISO Class 3 protection services to its over 300,000 city residents and 55,000 fire district residents through agreements with four fire districts. The department is in the beginning phases of re-defining sustainable essential fire and rescue service for the communities served.

The Stockton Fire Department consists of 209 staff and has an operating budget of over \$45 million for FY 15-16. The department staffs 12 fire stations housing 12 engine companies and 3 truck companies. Engine companies are staffed with a minimum of one company officer, one engineer, and one firefighter; at least two of the engine personnel are also paramedics and the remaining personnel are EMT certified. Truck companies are staffed with a minimum of one company officer, one engineer, one tiller operator, and one firefighter. All truck personnel are at least EMT certified.

Specialized units and teams such as the Hazardous Materials (Haz Mat) Team, Swift Water and Dive Rescue Team, and Urban Search and Rescue Team are staff by Operations personnel and are on-duty 24 hours a day throughout the year. Additional specialized apparatus are located throughout the fire department and are also available to assist with mitigating any incident the fire department responds to.

The Position of Fire Chief and the Ideal Candidate

The new Fire Chief will join a proud organization with a rich history of providing exceptional fire service and a tradition of excellence in serving the community. In reporting directly to the City Manager's Office, the Chief must provide exceptional leadership to a department and environment that has been significantly impacted by the difficult economic circumstances of the City. This will require an active, involved and visible leadership style with strength of character that relies on empathy, honesty and direct communications. One area of focus will be the continual development of administrative capacity within the management structure. Data analysis, budget management and effective written communications are of paramount importance in this environment of resource constraints. The Chief is expected to be an excellent administrator and a progressive mentor in strengthening these skills.

The new Chief will need to strengthen regional relationships throughout the area. As the largest fire agency in the region, Stockton must take a more active leadership role in identifying efficiencies through regional collaboration and shared resources. Opportunities here include regional dispatch and a higher level of shared training efforts. These efforts will require stronger relationships and leveraging of resources. Also critical is the management and allocation of departmental assets. Despite the challenging economic environment leading to major budget constraints, the needs and demands for citywide fire services remain intact. Identifying and implementing creative and resourceful solutions is a critical need and will require engagement and active participation from all levels of the organization. This will require a Chief that is a strong, yet reasonable advocate for department needs, and who possesses an inclusive style that will provide innovative alternatives beyond just the traditional fire service models.

A strong command presence, with excellent verbal, written and listening skills, as well as the ability to effectively interact with the City Manager, policy makers, the community and the citywide organization is a requirement for this position. The ideal candidate will be an exceptional leader who has the sense of mission and purpose towards assisting Stockton in transforming itself into a vibrant and financially sustainable city. This will require a creative problem solver with a positive, energetic and "get-it-done" spirit and a management style based on empowerment, accountability and results. Equally important will be a leadership style that embodies innovation, teamwork along with a core value system of loyalty, ethics, integrity and commitment as a public servant.

The City Manager is committed to building a city management team that reflects the ethnic and cultural diversity within the greater Stockton community. The successful candidate will have experience with a complex, full service, metropolitan fire department within a culturally and ethnically diverse community environment. A background that includes a minimum of two years experience as a Fire Chief or Chief Officer and a BA/BS degree from an accredited university are required. Experience working for a California jurisdiction is highly desirable. A MA/MS degree is also highly desirable.

