

Compensation and Benefits

The salary range for the Fire Chief position is negotiable, dependent on qualifications. The City also offers a comprehensive and competitive benefit package, including:

- ◆ Vacation: 96 hours accrual per year (increases with longevity) with an annual cash conversion option.
- ◆ Holidays: 11 fixed paid holidays plus 1 day of personal leave/floating holiday.
- ◆ Sick Leave: 8 hours per month. 100% payout upon separation with 5 years of service.
- ◆ Executive Leave: 80 hours per year.
- ◆ Exceptional Leave: City Manager may provide up to 8 days in recognition of extraordinary service. May be taken as time off or cashed in.
- ◆ Insurance: \$1200/month can be used for PERS medical insurance, deferred compensation or additional salary. (Currently under review and subject to change.) Dental and vision fully paid.
- ◆ PERS Retirement: Classic Members: 3% at 55, single highest year, employee pays 9% towards retirement. New Members: 2.7% at 57, three-year average final compensation, employees pay 50% of normal cost (12%).
- ◆ Life Insurance: \$50,000 Term life insurance with AD & D coverage paid by the City.



For more information on the City of El Segundo, please visit the City's website at www.elsegundo.org.

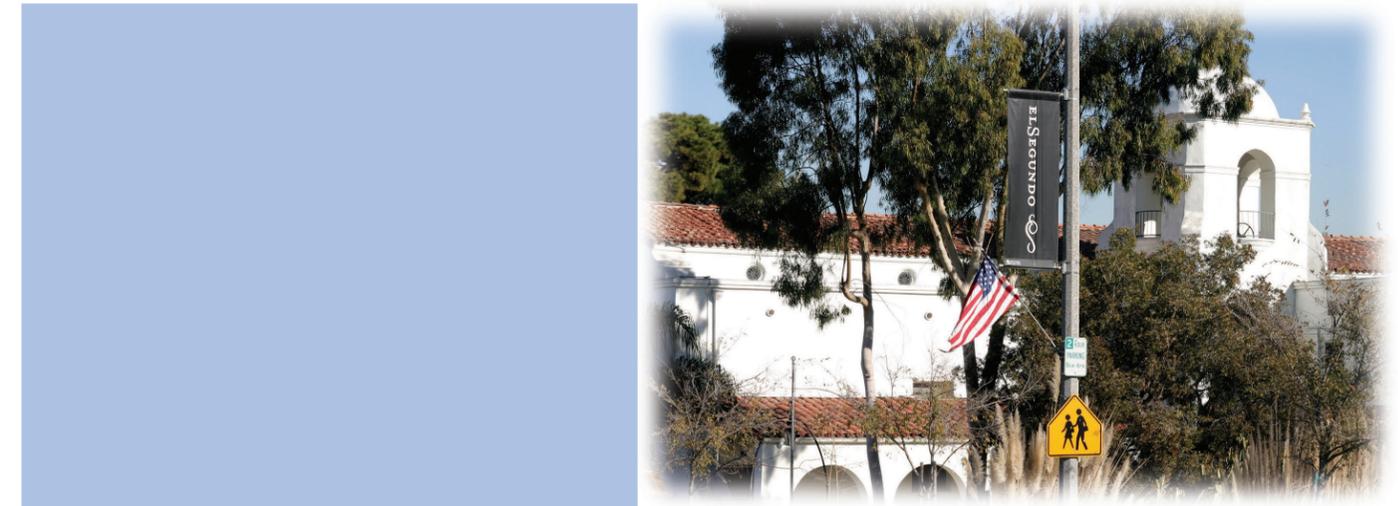
The Process

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

Bill Avery or Ann Slate
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 October 23, 2015.

If you have any questions regarding this position, please feel free to contact Ann Slate at 805.459.5132 or Bill Avery at 408.399.4424.



The City of El Segundo



*invites your interest
for the position of*

Fire Chief

The City of El Segundo

El Segundo, a Los Angeles County beach city of almost 17,000 with a considerably larger daytime population, is located on the Santa Monica Bay. The north and south boundaries of the town are Los Angeles International Airport and Manhattan Beach with the Pacific Ocean as the western boundary. With its proximity to major freeways, the 405 and the 105, and bisected by the historic Pacific Coast Highway, El Segundo is ideally situated for both residents and businesses. The City offers all the natural elements of fun and adventure that you'd expect from a beach city. Residents enjoy classic California living with ocean breezes and a healthy outdoor lifestyle.



El Segundo balances an ideal business environment with a small town community to provide a high quality of life for its residents and employers. There are tree-lined neighborhoods with award winning schools (its high school an architectural land mark), parks and athletic fields. A wealth of dining and retail experiences are thriving that range from historic Main Street to recently constructed lifestyle shopping centers.

According to Forbes Magazine, El Segundo has more Fortune 500 companies than any other city in Southern California. El Segundo has many aviation-related and petroleum-related industries and operations. Many large aerospace companies have facilities in El Segundo, including Boeing, Raytheon, Lockheed Martin, Northrop Grumman and The Aerospace Corporation. It is also home to the Los Angeles Air Force Base and the Space and Missile Systems Center (SMC), which is responsible for space-related acquisition for the military.

Toy manufacturer Mattel, satellite TV provider DirecTV/ATT, medical company DaVita, and sporting goods retailer Big 5 Sporting Goods are located here. The City is also home to the largest oil refinery on the West Coast, the 1,000-acre Chevron El Segundo facility.



El Segundo offers its residents and employees opportunities to live, work and play in an ideal location with a robust economy but with a small town charm.

City Government and the Fire Department

The City of El Segundo has operated under the council-manager form of government since 1917. A five Member City Council, serving four-year terms and elected at large, governs the City. The Mayor is selected by the seated council every two years. Also elected are the City Clerk and Treasurer.

El Segundo provides a full-range of municipal services through the departments of police, fire, parks and recreation, finance, public works, planning and building safety, human resources, and library with a total of 259 employees.

The Fire Department has a staff of 43 sworn and 5 civilian employees organized into five divisions: Administration, Suppression, Paramedics, Prevention and Environmental Safety. There are two stations and apparatus consisting of two engines, a ladder truck, and two paramedic units. The departmental budget is \$14.5M.



The Position and Ideal Candidate

The Fire Chief reports to the Council appointed City Manager and is joined by three shift Battalion Chiefs who form his executive team along with the Fire Marshal and Environmental Safety Manager. The new Chief will have as initial priorities the update of an automatic aid agreement, managing anticipated turnover due to a number of upcoming retirements and equipment replacements. The Fire Chief will continue to serve as a key player on the Economic Development Team, due to the connection between fire prevention and business/industry retention and expansion. The Chief will need to forge effective cooperative relationships with area industries through ongoing communication, training and emergency response planning.

The new Chief is expected to have a leadership style that reflects collaboration and teamwork with the ability to bring positive change. With the resource constraints faced by fire safety agencies today, the new Chief should be able to provide innovative approaches and creative alternatives to current service delivery models and other traditional practices.

A core value system that incorporates honesty, humility and diplomacy will ensure the Chief establishes a foundation of credibility and trust throughout the department, along with solid field experience. A strong command presence, and a communication style characterized by excellent public speaking and written and listening skills will be key. The successful candidate will have demonstrated that he/she is politically astute with a record of effective interaction with policy makers, the community, both residents and business interests, and city departments. The ideal candidate will have experience with a complex, full service, fire department, preferably in an urban industrial environment with a minimum of five years experience in a responsible administrative or supervisory capacity. A BA in Public Administration or related field is required and certification as a Chief Officer is highly desirable.

