

Compensation and Benefits

The City of Paso Robles offers an attractive compensation and benefits package. The salary for this position is up to \$171,569 annually, DOQ. The excellent benefits package includes the following:

- ◆ Retirement:
 - Current Members: PERS 3% @ 55, highest three years, employee pays 9% member contribution. City participates in Social Security.
 - New Members: PERS 2.7% at 57 with employee paying ½ of the normal cost as required by State law, highest three years. City participates in Social Security.
- ◆ Health insurance provided through CalPERS including dental and vision. Medical: City pays \$600/month of employee premium, \$1,150/month of premium for employee with one dependent, and \$1,500/month of premium for employee with two or more dependents. Vision: City pays full premium for employee & family. Dental: City pays full premium for employee and partial premium for family.
- ◆ Vacation Accrual: 10 to 25 days annually based on years of service.
- ◆ Holidays: 12 paid per year.
- ◆ Sick Leave Accrual: 12 days per year.
- ◆ Administrative Leave: 56 hours a year to either use or cash out annually.
- ◆ Deferred Compensation: The City contributes \$4200 per year and will match up to an additional \$2500 - dollar for dollar.
- ◆ Life Insurance: \$200,000 City paid.
- ◆ LTD and Employee Assistance Program (EAP): City paid.



The Process

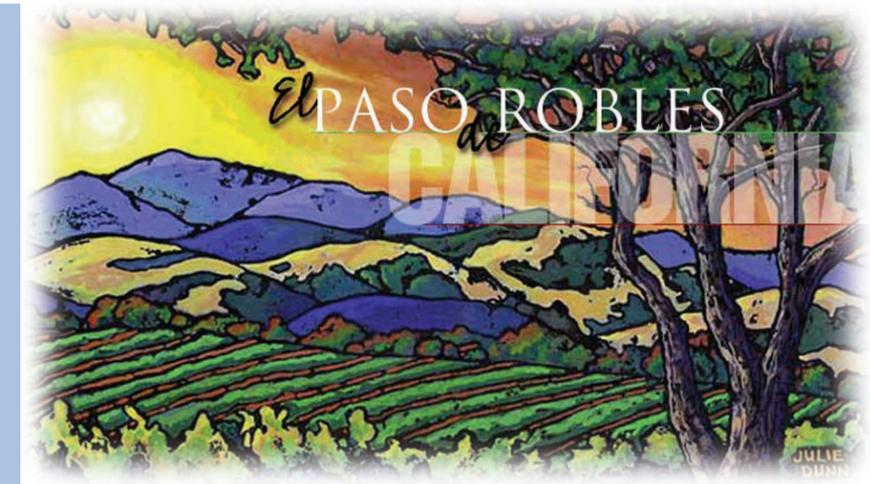
If you are interested in pursuing this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, salary history and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place.)

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The final filing date for this recruitment is May 12, 2017.

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



The City of Paso Robles



*invites your interest
for the position of*

Fire Chief

The City of Paso Robles

The City of Paso Robles is a community of over 31,000 residents nestled in the scenic coastal mountain range of central California, located in one of California's premier viticulture regions. Situated halfway between San Francisco and Los Angeles, in San Luis Obispo County, 17 miles due east from the coast, Paso Robles is one of California's best kept secrets. With over 200 wineries nearby and a bustling downtown with a variety of excellent restaurants and quality retail, Paso Robles is fast becoming one of the most desirable and yet relatively affordable places to visit and live.



Paso Robles offers all the amenities of family life including attractive and available housing, ample City services, state-of-the-art recreation facilities, easy access retail shopping, excellent public schools and safe neighborhoods. Within its city limits, you'll find new home subdivisions, homes with acreage and a charming restored Victorian neighborhood. Paso Robles has excellent schools, public and private. Cuesta College has a campus in Paso Robles and Cal Poly in San Luis Obispo is a half hour away. The community has a burgeoning cultural scene and excellent outdoor recreational opportunities.

Paso Robles holds the charm of a rural community, but is developing into a center of industry, viticulture, recreation, commerce and housing. It is truly a place with something for everyone.

City Government

Paso Robles is a general law city incorporated in 1889 operating with a Council/Manager form of government. Residents directly elect the Mayor to a four-year term and four Councilmembers at-large to alternating four-year terms. The City Treasurer and City Clerk are also directly elected to four-year terms. The City Manager, appointed by the City Council, is the Chief Executive/Administrative Head of government and is empowered to appoint all non-elected city department heads (with the exception of the City Attorney).

Paso Robles is a full service city with a municipal airport, library, water/wastewater utilities and a City-owned landfill. The library is recognized as having one of the finest volunteer programs in the State, a testimony to the sense of pride and community its residents have. City departments include: the City Managers Office, Administrative Services, Community Development, Emergency Services, Police, Public Works and Community Services. The City has a total of 174 full-time employees and a General Fund budget of approximately \$38M with an all funds budget of approximately \$82.4M.

The Department of Emergency Services

The Paso Robles Department of Emergency Services provides a variety of services to the community including Fire Prevention, Fire Suppression, Emergency Medical Services, Rescue, Hazardous Materials and other emergency responses.

Emergency Services has automatic and mutual aid contractual agreements with Cal Fire and the other surrounding municipal departments for emergency response to these areas. The City and these agencies provide a clearly defined response plan for dispatching the nearest fire and EMS personnel and



equipment to an emergency. There are three fire stations, two city stations that are staffed and one airport station that is unstaffed at this time.

The Department is currently funded with 24 employees. The Administrative Staff consists of the Fire Chief, Battalion Chief and Administrative Assistant. The Fire Suppression Division staffs the two city fire stations with six firefighters on duty each day on twenty-four hour shifts.

The City is currently examining a full range of improvements to enhance the department to better address future challenges and opportunities.

The Position and Ideal Candidate Profile

The new Fire Chief will join a proud organization with a rich history in providing exceptional fire service and a tradition of excellence in protecting and serving the community. The Fire Chief has responsibility over all activities involving fire prevention, suppression, fire safety, medical care, hazardous materials and emergency preparedness, and administration. The Chief reports to the City Manager, serves as a valued member of the City's executive management team, and must reflect the management values consistent with the progressive, team-oriented and collegial executive leadership group that works collaboratively and effectively in addressing all city priorities.

A key priority for this role will be the focus on developing a strategic plan that reflects not only best practices and industry standards but also the innovation and out-of-the-box thinking tight budgets dictate. The candidate needs to have the vision and ability to look for non-traditional solutions to complicated problems with the ever changing challenges brought on by the constrained fiscal environment. The Chief will have an active role in creating community awareness and seeking input in addressing these challenges. The new Fire Chief should be prepared to bring creative and resourceful approaches to financing departmental initiatives.



Another area of emphasis relates to organizational relationships and staff development. The Chief is expected to foster a positive environment of respect, engagement and active visibility throughout the organization. Development and mentorship of staff in expanding career paths, especially into command role positions, will be a key aspect of succession planning for the department. Externally, a high level of community outreach and interaction by the Chief and the entire department will also be valuable in forging closer and more effective relationships with constituents.

The new Fire Chief will be a progressive, creative and inspirational leader and positive role model, with strong operational management and administration skills. She/he will be a creative problem solver with a positive, energetic and "get-it-done" spirit, and incorporate an inclusive and contemporary management style. A strong command presence, with excellent verbal, written and listening skills, as well as the ability to effectively interact with policy makers, regional partners and the citywide organization is a requirement for this position. The Chief will be an able, yet reasonable, advocate for department needs, but, as a team player, will understand and appreciate the broad spectrum of City needs to be addressed in meeting City Council goals for the entire organization. In doing so, the new Chief will provide innovative alternatives beyond just the traditional fire service models.

The selected candidate will have three or more years of command and administrative experience at the Battalion Chief level or higher, and possess a broad knowledge of fire services, emergency management and expertise in emergency medical services (paramedic & advanced life support delivery systems). He or she will be expected to respond to emergencies and take command of incidents from time to time with a 15 minute response time. A Bachelor's degree from an accredited college or university with major course work in fire science, public or business administration, or a closely related field is required. An MA/MS degree is preferred and completion of the National Fire Academy Executive Officer program or California Chief Officer Certification is highly desirable.