

Compensation and Benefits

The City of Oakland offers a highly competitive compensation and benefits program. The salary range for this position is \$155,513 - \$233,269 annually, DOQ. The excellent benefits program includes:

- ◆ Retirement – The City participates in CalPERS (California Public Employees Retirement Systems) with a pension formula of 3% at 50 (for Classic PERS members) and 2.7% at 57 for new PERS members. Both classic and new members contribute 13% of pre-tax wages.
- ◆ Health – The City participates in CalPERS Health Benefit Services.
- ◆ Dental – The City pays for dental coverage for employees and dependents.
- ◆ Vision - The City pays for vision coverage for employees and dependents.
- ◆ Vacation – The City offers vacation accrual at the rate of 10 days per year for first 4 years.
- ◆ Paid holidays – 12 holidays and 1 floating holiday per year.
- ◆ Management Leave – Up to 10 days per year at the discretion of the supervisor.
- ◆ Sick Leave – Employees accrue 12 days per year.
- ◆ Term Life Insurance Paid by the City – benefit amount is up to \$200,000.
- ◆ Deferred Compensation – The City offers a 457(b) and 457 Roth voluntary retirement plan, Flexible Spending Accounts and credit union services.



The City of Oakland is an EEO/ADA Employer.



The Process

To be considered for this 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 called until after an interview takes place).

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Final Filing Date: July 3, 2017

If you have any questions regarding this position please contact Paul Kimura at 408.399.4424 or paulk@averyassoc.net or Bill Lopez at 408.888.4099 or williaml@averyassoc.net.



The City of Oakland



*invites your interest
for the position of*

Fire Chief



The City and Community of Oakland

The City of Oakland is a dynamic city with 50 distinct and eclectic neighborhoods, 17 commercial districts, an increasingly vibrant downtown, a strong economic base, world-class arts and entertainment venues, superior cultural and recreational amenities, and a rich multicultural heritage. Oakland is the eighth-largest city in California with an estimated population of 413,775 (2014 U.S. Census Bureau). The City serves as the administrative seat of Alameda County and the center of commerce and international trade for Northern California. Oakland is one of the most diverse and ethnically integrated urban cities in the nation, with major representation from Hispanic and Latino, Asian, African-American, and Caucasian residents speaking over 125 languages and dialects. The City is also home to the third-largest LGBT community among the 50 largest U.S. cities. Oaklanders love their city and are passionate about their communities, neighborhoods, and traditions. The City of Oakland enjoys a tradition of working closely with the entire community. Oakland is an ideal place to live, work and play.

Oakland's landscape is a picturesque mix of coastline to the west and rolling hills to the east, which provide unparalleled views of the San Francisco Bay. Oakland has more parks and open space per capita than any other city in the Bay Area. Oakland is at the heart of the East Bay Regional Park District, a splendid system of 65 parks covering more than 120,000 acres and 29 regional hiking trails. Jack London Square, the waterfront area, and beautiful Lake Merritt are destinations enjoyed by both residents and visitors. Oakland is also the proud host of professional sports teams.

Oakland has emerged as a major economic force in the region. As a center for international trade, the Port of Oakland is the nation's fifth busiest container port. The Oakland International Airport is served by 12 major domestic and international airlines. Oakland is home to several corporate headquarters including Kaiser Permanente, Clorox, Pandora, Sungevity, Dryer's Grand Ice Cream, Ask.com, and Revolution Foods. High-quality educational opportunities abound as six major universities, including U.C. Berkeley, are within a 40-mile radius.

City Government and the Fire Department

A "Strong-Mayor" form of government exists in the City of Oakland with the Mayor serving as the head of the executive branch. Oakland's legislative body is the City Council and is comprised of eight Council members (seven elected by geographic district and the eighth elected at-large). Elections are held every four years for the Mayor with Council elected for four-year terms on a rotating basis. Oakland is a full service city with over 4,200 employees and an annual budget of over \$1.3 billion.

The Mayor appoints the City Administrator who is responsible for all City operations and is supported by two Assistant City Administrators and one Deputy City Administrator. The City Administrator has overall responsibility for day-to-day administrative and fiscal operations of the City including the hiring of department directors.

The Oakland Fire Department (OFD) was incorporated on March 13, 1869 and is the only fire and rescue agency serving the City of Oakland. With over 594 sworn fire service professionals, the OFD is comprised of seven divisions including: Field Operations, Fire Prevention, Fiscal & Administration Services, Emergency Management Services, Medical Services, Communications & Information Technology, Training & Support Services, and the Office of the Fire Chief. The department



Photo: Greg Linhares, City of Oakland

has a variety of environments to which it responds, including: wildland urban interface areas, a dense urban core, an active Port and international airport, 3 major interstates which bisect the City, and a variety of single and multi-family residences throughout every part of the City. OFD responds from 25 Fire Stations located throughout the City and the Oakland International Airport. It operates a fleet of 24 Engines, 7 Trucks, and numerous other special operations, support, and reserve units throughout 3 Battalions. OFD responds to approximately 70,000-75,000 emergency calls annually, with over 80% being emergency medical services calls. OFD has current initiatives through the interdepartmental Fire Safety Task Force aimed at addressing growth opportunities for the department related to fire safety, fire inspections, and fire prevention.

The Position and Ideal Candidate

The City of Oakland seeks a fresh perspective in a new Fire Chief. The Fire Chief is an at-will management level, department head position reporting directly to the City Administrator. The new Fire Chief will join a proud organization with a rich history of providing exceptional service and a tradition of excellence in serving the community. The Chief will be an active, involved and highly visible leader with a proven reputation for being accessible, honest, and transparent. She or he will be an empathetic, communicative, collaborative, and decisive leader with sensitivity, political acumen, astute environmental awareness, and an inspiring demeanor to move OFD forward.

Key Priorities for the Ideal Candidate:

- ◆ Delivering safety and fire prevention in Oakland;
- ◆ Being accountable and holding staff accountable to the community;
- ◆ Empowering the community to participate in fire safety;
- ◆ Implementing policies and practices within OFD that promote trust, accountability, and proactive behavior and contribute to effective and efficient services in the community;
- ◆ Assessing skill gaps and leading the development of training programs for all sworn and non-sworn staff;
- ◆ Fostering a collaborative and innovative department that effectively engages interdepartmentally and beyond;
- ◆ Building and nurturing Oakland's relationships with regional fire agencies and all potential grantor organizations.

The ideal candidate will:

- ◆ Be a proven leader, with an inclusive style, able to educate and inspire others in the department and able to promote leadership development for the executive team;
- ◆ Have a proven history of proactively developing relationships with the community and regional partners for the benefit of the department; and of engaging the community;
- ◆ Understand the Wildlife Urban Interface (WUI) in a diverse city like Oakland;
- ◆ Have extensive knowledge of large, complex urban environments and a successful track record of equitably serving and working with all spectrums of multi-racial, multi-cultural, and socioeconomically diverse communities;
- ◆ Exhibit outstanding communications skills; hands-on, open, and receptive to working with people to create and sustain an environment of trust and respect;
- ◆ Display a demonstrated commitment to fire science, fire prevention, problem solving, staff development, and morale building to set a positive tone within the department;
- ◆ Have an open mind to facilitate and introduce innovative alternatives beyond traditional fire services;
- ◆ Have experience as a department head with excellent personnel, finance, and budget management experience;
- ◆ Have experience leading and managing departmental reforms necessary to move the department forward; and
- ◆ Come prepared to assess the department's needs and develop a plan to collaboratively address the issues identified.

Education and Experience

This position requires any combination of education and experience that is equivalent to the following minimum qualifications. This includes a minimum of 25 years of progressively responsible administrative skills including six years of supervisory experience at the first level (Lieutenant/Captain), six years at the command level (Battalion Chief or higher), four years as an Assistant Chief mitigating major fire and related emergency incidents, two years as an Operations Chief, two years as a Special Services/Emergency Services Chief, and at least two years as Deputy Chief. An educational background that includes a Bachelor's/Master's degree and additional training such as successful completion of the Executive Officers training program at the National Fire Academy and certification as a State Fire Marshall is desirable.