

## Compensation and Benefits

The City of Chico offers a competitive compensation and benefits program. The previous Chief earned a base salary of \$150,000, however the salary is negotiable DOQ. The excellent benefits program includes:

- ◆ Retirement: CalPERS – Classic members participate with a 3% @ 50 formula and new members with a 2.7% @ 57 formula. It's anticipated that employee will pay 3% of employee share of retirement.
- ◆ Medical, Dental and Vision Insurance: The City offers four different medical plans and contributes a significant portion to the premium of the selected option. There is one dental option and the City pays 75% of the premium. City provides the cost for vision insurance for the employee only, and dependent coverage can be purchased by the employee for a nominal amount.
- ◆ Vacation: Is accrued at the rate of 3.08 hours on a bi-weekly basis.
- ◆ Management Leave: 96 hours annually.
- ◆ Holidays: 11 holidays and one floating holiday annually.
- ◆ Sick Leave: Accrual at the rate of 8 hours per month.
- ◆ Life and Long Term Disability Insurance.



## The Process

To apply for this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at [www.averyassoc.net/current-searches/](http://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.)

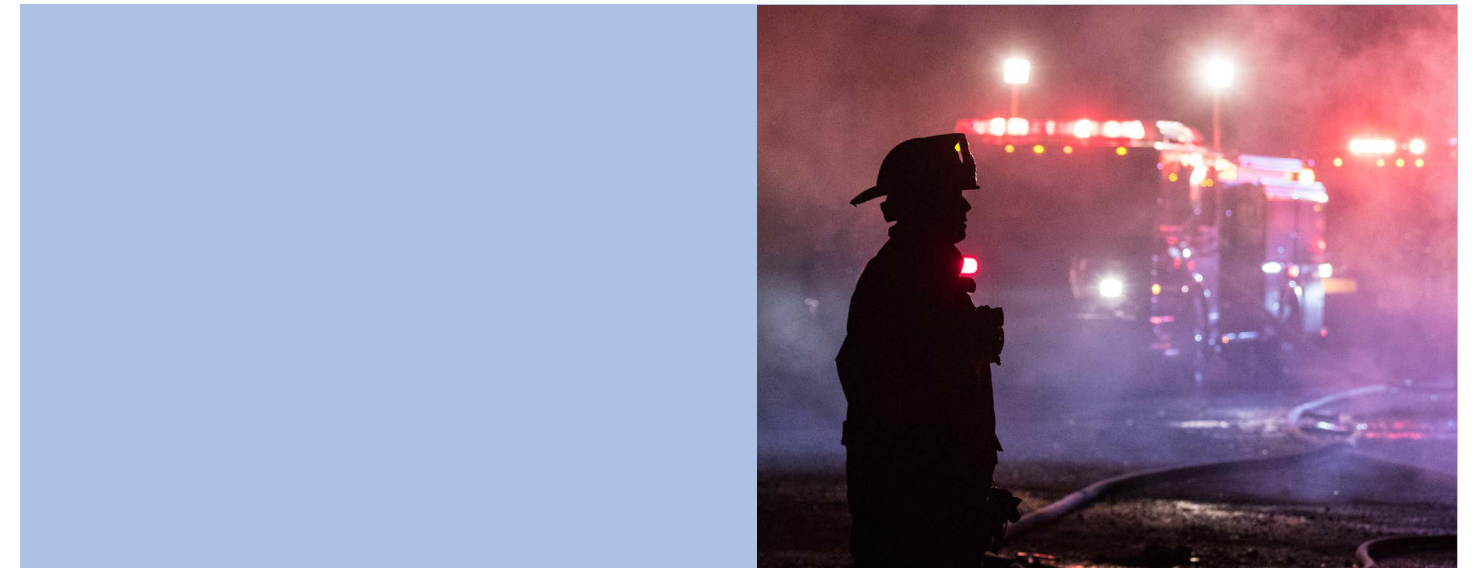
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Avery Associates  
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Los Gatos, CA 95030  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)



The final filing date for this position is October 27, 2017.

Avery Associates will be conducting the outreach and final filing portions of this recruitment. Thereafter, the City of Chico will coordinate and conduct the final interview process directly.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408-399-4424 or [paulk@averyassoc.net](mailto:paulk@averyassoc.net) or Bill Lopez at 408 888-4099 or [williaml@averyassoc.net](mailto:williaml@averyassoc.net).



# The City of Chico



*invites your interest  
for the position of*

## Fire Chief

## The Community

The City of Chico with a population of 93,383 is situated in beautiful Northern California, and is the largest city north of Sacramento. Home to Bidwell Park, one of the largest municipally owned parks in the nation, Chico has a wide array of recreational opportunities in the area. With an average of 172 sunny days a year, Chico provides quick access to hiking, skiing, boating, hunting and fishing in the foothills. California State University, Chico continues to be a significant influence on the City and region, and is a key employer and contributor to the local economy. The City offers a unique quality of life and values its rich culture and young spirit. Chico is known as a well-managed city that values its passionate community voices, strategic delivery of essential services, while maintaining its very special sense of community as it has developed into a vibrant regional center for business, recreation and cultural activities. Chico is a magnet to individuals seeking an environment where you can live and work while enjoying unparalleled access to outdoor recreation and the social spirit of an involved community.



Chico is located at the northeast edge of the Sacramento Valley, one of the richest agricultural areas in the world. The Sierra Nevada Mountains lie to the east, with Chico's city limits venturing several miles into the foothills. To the west, the bountiful Sacramento River lies five miles from the city limit. Chico provides ready access to large metropolitan areas like the San Francisco Bay Area and the Sacramento region without the expensive cost of living. Reasonable housing costs are a major contributing factor to this lower cost lifestyle. Chico is an affordable place to raise a family without compromising the factors important to the family. There is a strong school system; well-regarded medical community and a high level focus on public safety.

Chico's community spirit is seen in its downtown, which serves as a central gathering place for many community events such as farmers markets, Friday night concerts and parades. Historic downtown Chico is sprinkled with murals, art benches, and the award-winning City Plaza park. One will find many locally owned businesses and restaurants, ranging from quick bites to fine dining that rivals any metro area. The City of Chico offers an extraordinary quality of life and is often characterized as having a special "sense of place."



## City Government & the Fire Department

The City of Chico is a charter city and the City Council consists of seven nonpartisan councilmembers elected at large to staggered four-year terms. The Mayor and Vice-Mayor are chosen directly by Council and serve a two-year term. Chico is a Council – Manager form of government, with the City Manager directly appointed by the Council. City Manager Mark Orme has been in the position for over three years and continues to build a strong team of dedicated public servants. The City of Chico is a full service city with an allocated staff of 352.5 FTEs and a FY 2017-18 General Fund budget of over \$48 million.

The Chico Fire-Rescue Department operates with an annual budget of \$12.3 million and a staff of 59 FTE. The Department has three divisions including Administration & Support Services, Community Risk Reduction, and Training & Safety with each headed by Division Chiefs, who also serve as operational Battalion Chiefs. There are four fire stations currently supporting fire and rescue operations.

## The Position & the Ideal Candidate

Chico's Fire Chief will benefit from the positive working relationship with a strong and dedicated team within the fire ranks. The City Manager has worked very well with past Chiefs, and anticipates a mutually respectful relationship with the new Chief. The City's management team is cohesive, dedicated and functions very effectively together, having broken down many silos throughout the City over the past number of years.

As with most local government entities, Chico has aggressively reduced operating costs during the past several years. City Council and staff have been diligent and in unison in supporting this effort. Yet the ongoing challenges of reducing costs while providing community safety and delivering quality city services remain the key priority for the new Fire Chief. This will necessitate exceptional leadership and the introduction of viable solutions to the City Manager while engaging constituents and stakeholders as partners in identifying additional means to positively impact the community, within the constraints of the budget. The Chief must take a strategic look in prioritizing core fire services and initiate the difficult business and operational discussions related to providing public safety and necessary services with a lean staffing model, while incorporating considerations from a recently completed Standards of Coverage analysis. Resourceful and innovative approaches to securing support and/or alternative funding options will be essential to this role. Ideally, the end result will provide an optimal balance of service and safety required and desired by the City.



There is a need for proactive, ongoing communications with the City Manager, executive staff, department team members and department and the community. The potential for change requires open, transparent and ongoing discussions to ensure stakeholders understand the basis for future decisions. The Chief must also be an effective advocate for necessary resources to ensure community and department safety. Adding an additional complexity to these discussions is the ongoing and nearly completed negotiation for the labor contract expired in December of 2016. Maintaining the positive relationships that currently exist with department members will be of paramount importance and will be largely reliant on the credibility and trust established by the Chief.

The new Fire Chief will be expected to facilitate a team oriented and collaborative work environment focused

on the betterment of the entire city operation and the community. The ability to provide decisive and assertive leadership as necessary combined with a participative and open interpersonal style will be critical to this role. A proactive leader with a big picture perspective must also maintain a strong relationship with regional partners and in providing mutual aid support. The required background includes at least 10 years of increasingly responsible paid, full time experience, preferably in all major program areas including administration, suppression, prevention and training. Three or more years at the Chief Officer level and a Bachelor's degree from an accredited college or university supplemented by broad and extensive course work in fire science, suppression, prevention and administration is required. Additional requirements include a current First Aid and Cardiopulmonary Resuscitation certification per CCR 1791.182 and certification as a Hazardous Materials First Responder-Operational. A Master's degree and Chief Fire Officer certification at the state or national level are desirable.