



# *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, 24 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 30 minutes away. The community has a burgeoning cultural scene and excellent outdoor recreational opportunities.

Paso Robles holds the charm of a rural community, while also developing into a center of industry, viticulture, recreation, commerce, and housing. It is truly a place where everyone can live, work, shop, and play.

## 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 best volunteer programs in the State, a testimony to its residents' sense of pride and community. City departments include: the City Manager's Office, Administrative Services, Community Development, Community Services, Emergency Services, Police, and Public Works, . The City has a total of 177 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, Paramedic Services, Rescue, Hazardous Materials, and other emergency responses.

Emergency Services has automatic and mutual aid 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. The City operates three fire stations: two staffed stations and one unstaffed airport station.



The Department is currently funded with 27 employees. Administrative staff consists of the Fire Chief, non-sworn Fire Prevention Specialist, three 56-hour Battalion Chiefs, and an Administrative Coordinator. The Fire Suppression Division staffs the two fire stations with six firefighters on duty each day on 48/96-hour shifts.

### **The Position and Ideal Candidate**

The City of Paso Robles is seeking a highly motivated Fire Chief to help oversee the City revamp and enhance its emergency services organization to meet the evolving needs of the City. As the City of Paso Robles continues to grow and the community becomes an increasingly popular tourist destination, the Emergency Services Department must also grow to meet these demands.

The new Fire Chief will work with the three full-time Battalion Chiefs, Fire Prevention Specialist, and a new reserve/seasonal firefighter program, to oversee the ongoing, phased expansion of the Department. As the Department

next adds a squad and expands to a third station, the Department will also be adding additional firefighters and paramedics to ensure that the needs of the City are met.

The position will require a dynamic and entrepreneurial individual with the ability to push and pull the Department forward. The Fire Chief will have the ability to creatively solve problems, advance the Department's core mission, and work collaboratively with the community and neighboring jurisdictions to make sure Department is delivering. The new Chief will also be a great organizational leader with the ability to foster a culture of progress within the Department.



## 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 1/2 of the normal cost as required by State law, currently 11.25%, highest three years. City participates in Social Security.
- ◆ Medical insurance provided through CalPERS. Dental and vision insurance also provided. Medical: City pays \$653/month of employee premium, \$1,257/month of premium for employee with one dependent, and \$1,640/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 \$4,200 per year and will match up to an additional \$2,500 - 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/](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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The final filing date for this recruitment is December 8, 2017.

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or [bill@averyassoc.net](mailto:bill@averyassoc.net) or Bill Lopez at 408.888.4099 or [williaml@averyassoc.net](mailto:williaml@averyassoc.net).