

Compensation and Benefits

In addition to a competitive salary, the City of Pinole offers a competitive benefits package. The salary for this position is up to \$141,372 annually, DOQ. The benefits package includes:

- ◆ Retirement: PERS - Benefit based on CalPERS membership status at time of hire:
 - Classic PERS Member: 3% @ 55, single highest year. For FY 17/18, Employee pays 9% employee share and 13.589% of employer share for a total of 22.589%.
 - New PERS Member: 2.7% @ 57, 3-year final compensation. Employee pays own share of 11.5%.
- ◆ Health Insurance: Selection from PERS Medical Plans, City pays up to the 2016 Kaiser rates, based on family status, and employee pays the difference. Employees with alternate medical insurance may be eligible to receive a contribution of between \$225-\$600 to their 457 plan. Retiree medical—City participates in the CalPERS Vesting Schedule.
- ◆ Dental Insurance: Delta Dental, 80/20 plan, City pays entire premium for family coverage.
- ◆ Vision Insurance: City pays entire premium for family coverage.
- ◆ Vacation: Accrues at the rate of 96 hours annually during first four years of employment. Increases to the rate of 144 hours annually during years 5-9 and to 160 hours annually between years 10-15. Employee may cash out up to 52 hours provided a minimum of 160 hours is accumulated.
- ◆ Holidays: 11 paid holidays plus 12 hours of floating holiday.
- ◆ Sick Leave: Earned at 8 hours per month.
- ◆ Administrative Leave: 60 hours annually (up to 40 hours may be cashed out).
- ◆ Uniform Allowance: City pays \$800 annually for uniform allowance.
- ◆ Life Insurance: City pays entire premium for \$40,000 term life and AD+D policy.
- ◆ Deferred Compensation Plan: Voluntary 457 plan available.
- ◆ Short and Long Term Disability: City pays total premium.
- ◆ Social Security: The City of Pinole does not participate in Social Security.



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/ 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).

Paul Kimura or Bill Lopez
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net



The final filing date for this recruitment is December 15, 2017. Selected candidates will be invited to participate in an operational assessment evaluation that includes: an oral interview, a writing exercise, and incident command exercises.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or paulk@averyassoc.net or Bill Lopez at 408.888.8099 or williaml@averyassoc.net.

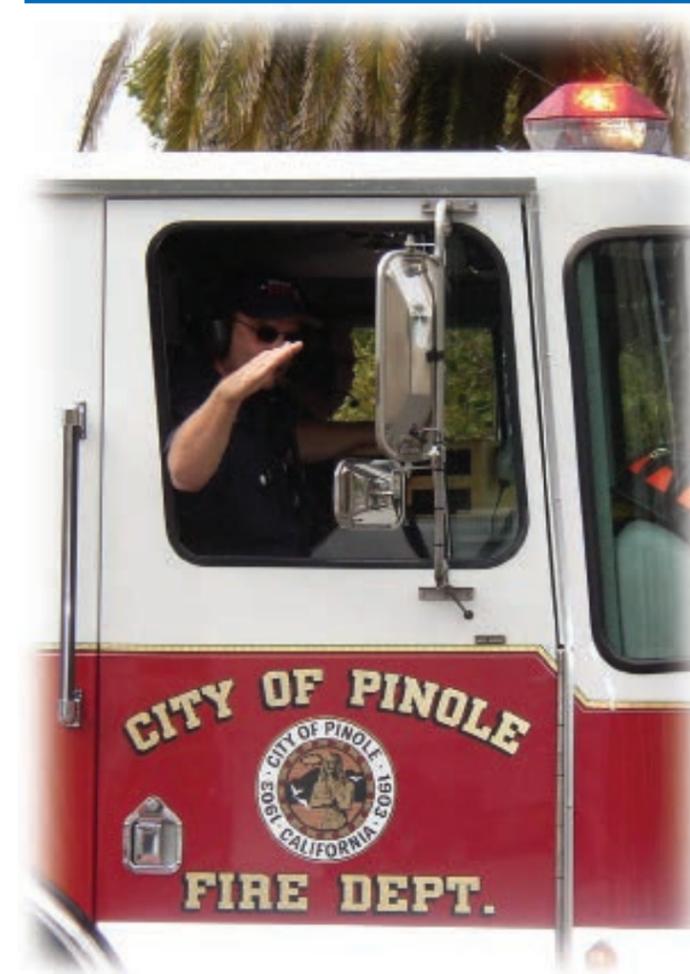
Fire Department



our mission:

to provide for the safety
and welfare of the public
through preservation of
life, property,
and **the environment**

The City of Pinole



*invites your interest
for the position of*

Battalion Chief

The Community

Incorporated in 1903, the City of Pinole is located in the beautiful San Francisco Bay Area, on the shores of San Pablo Bay in West Contra Costa County, 21 miles from downtown San Francisco. Interstate 80, which traverses the City, connects the San Francisco/Oakland metropolitan area with Sacramento and points east. Pinole is linked to central Contra Costa County including the cities of Martinez, Concord, and Pleasant Hill by State Route 4, which begins just north of the City and connects with Interstate-680.



The City of Pinole is a full service city, with a diverse population of over 19,000 and a land area of more than four square miles. Pinole is primarily a bedroom community, with neighborhoods that range from the shoreline to the steep canyons in outer Pinole Valley. There are six schools within the city, including the new campus of Pinole Valley High School currently under construction. The charming historic Old Town area is only minutes from Pinole's large regional shopping center. Many of the Bay Area's exciting destinations lie within a half-hour drive from this wonderful small town. The climate is mild, with no extremes of temperature, rainfall or humidity.

City Government

The City of Pinole is a General Law city that functions under a Council-Manager form of municipal government. The City Council is comprised of five members elected at large to four-year terms. The Mayor is rotated among the Council on a yearly basis. In addition to Council Members, the City Treasurer is also an elected position.

The City employs approximately 112 full and part-time employees with a FY 2017-18 General Fund budget of over \$13.5 million. Under the leadership of the City Manager and Assistant City Manager, are the six City departments of Administration, Development Services, Police, Fire, Finance and Recreation.



The Fire Department

Fire Department operations are provided by a staff of 14 with an annual operating budget of almost \$2.5 million. Operating from Station 73, the Fire Department responds to approximately 2200 incident calls annually. The Department interacts heavily with its regional partners in providing fire suppression and advanced life support. The Department is committed to its solid partnership in Battalion 7, a three-agency commitment between the City of Pinole, Rodeo/Hercules Fire District, and Contra Costa Fire Protection District, to provide services to over one hundred thousand citizens in West Contra Costa County.

Being bisected by Interstate 80, one of the busiest stretches of freeway in the country, necessitates special response capabilities. Additional diverse aspects such as railroad transportation, a shoreline, significant wildland interface and large commercial areas requires that the Battalion Chief be proactively engaged in a diverse range of emergency planning and preparation.

Pinole Fire Department's single ALS engine company augments four other engine companies and a squad in Battalion 7. The Pinole Battalion Chief is responsible for covering one of the three shifts of the Battalion. At this time, the City is looking to contract with Contra Costa Fire Protection District to perform fire prevention, investigations, and training management functions.

The Position and Ideal Candidate

The new Battalion Chief (BC) will join a proud organization with a rich history and a tradition of excellence in providing exceptional fire service and protecting and serving the community. He/she may be responsible for several areas of daily operations, including planning and coordinating of fire suppression, prevention, code inspection and enforcement, rescue and public education activities, emergency medical operations and hazardous materials response for an assigned shift within the Department. The BC will respond to and assume Incident Command, or other ICS roles when appropriate. This position is one of three BCs in the Battalion 7 area, encompassing Pinole, and the Rodeo/Hercules and Contra Costa Fire Protection Districts service areas. The BC is also expected to provide first line management supervision and direction to all of the shift crews in the Battalion.



Key priorities include the need to maintain a close connection and communications with the Fire Chief and the City management team, while fostering a positive departmental environment of respect, engagement and active visibility within the fire service. The importance of organizational relationships is paramount to success in this role and requires a progressive and strategic leadership style that reflects

values such as collaboration, team and mutual respect. The role will require an innovative approach to help advance the department, as well as the strategic acumen and flexibility to adapt to changing circumstances. A focus on mentorship and staff development in expanding career paths, especially into command role positions, will be a key aspect of succession planning for the department.

The BC will have an active, involved and visible leadership style with strength of character that relies on empathy, integrity, honesty and direct communications. A strong command presence, with excellent verbal, written and listening skills, as well as the ability to effectively interact with the City's management team, policy makers, the community, Pinole Fire Department staff, while building collaborative working relationships with colleagues in other regional fire agencies, especially those in Battalion 7/West Contra Costa County, is a requirement for this position. The ideal candidate will be an exceptional leader, a creative problem solver with a positive, energetic and "get-it-done" spirit and a management style based on empowerment, accountability and results. Also essential are excellent administrative skills especially in the areas of personnel and budget management. This position requires a background that includes at least four years of suppression experience as a full time Fire Captain. A Certification or completion of all established SFMO Fire Officer courses is required. Possession of or the ability to obtain an EMT-D Enhanced certificate within a set date is also expected for this position.