

## Compensation and Benefits

The Rodeo-Hercules Fire Protection District offers an excellent compensation and benefits program. The annual salary range for this position is \$108,540-\$127,056 DOQ. The benefits package includes:

- ◆ Retirement – The District participates in the Contra Costa Employee Retirement Association with a formula of 2% @ 50.
- ◆ Deferred Compensation – The District will provide a monthly contribution of \$300.00 into a deferred compensation program.
- ◆ Health – PERS Health fully paid by the District for employee and dependents, based upon the Kaiser basic premium Bay Area rate.
- ◆ Dental – Delta Dental with the premium fully paid for employee and dependents.
- ◆ Holidays – 13 paid holidays per year.
- ◆ Vacation – Accrual at the rate of 12 hours per month. The Chief may choose reimbursement for up to one-third (1/3) of their annual vacation accrual.
- ◆ Administrative Leave – Five days of paid Administrative Leave per year.
- ◆ Disability Insurance & Life Insurance – Are offered to the employee and fully paid by the District.



## 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, 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 August 24, 2018.

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



# Rodeo-Hercules Fire Protection District



*invites your interest  
for the position of*

## Fire Chief

## The Rodeo-Hercules Fire Protection District

The Rodeo-Hercules Fire Protection District (RHFPD) is located on the shores of San Pablo Bay, 30 minutes north of San Francisco. The RHFPD provides fire protection, advanced life support emergency medical aid, rescue, hazardous material responses and other services to over 33,000 residents in the unincorporated area of Rodeo and the City of Hercules. The service area is approximately 32 square miles, of which 17 square miles is land area and 14+ square miles of San Pablo Bay to the west.



The RHFPD is an independent autonomous Fire Agency that contains a major oil refinery (Conoco Phillips SFR), a large wildland urban interface, an industrial park with numerous underground fuel pipelines, two major rail lines, the Interstate 80 freeway, and State Route Four.

The District has a five-member governing board and derives its principal funding from normal property taxes, a recent voter approved parcel tax, and benefit assessments. Board members are elected at-large to staggered four-year terms. A Community Advisory Panel (CAP) assists the District with community outreach and as a community "sounding board". The CAP consists of dedicated volunteers from both community and local businesses. The RHFPD staff consists of 21 Full-time staff and up to 20 paid on-call staff that operates out of two stations. Currently the Fire Chief is supported by the Administrative Assistant, contract fire prevention personnel and six shift Captains. The incident call volume is approximately 2500 annually.

The RHFPD was initially formed in 1937 as an independent special district serving the Rodeo community. During the 1980's, the City of Hercules was considered the fastest growing city in the State of California. The District expanded its' boundaries and staff to include the City of Hercules, forming the present-day operation. Throughout the years, the RHFPD has actively engaged the community by introducing programs such as the Neighborhood Emergency Response Team (NERT). The District's NERT training has progressed to Community Emergency Response Training (CERT). It has continued its program of public education and awareness by preparing local schools in emergency preparedness programs. Standardized Emergency Management System

and ICS Orientation classes have been delivered to many local business and community groups within the District, as well as local police and fire agencies. The District also enjoys a positive industrial relationship with its heavy industry partners.

The Rodeo-Hercules Fire Protection District will continue its working relationship with the community and will continue to deliver its professional services to its citizens. The members of the District take pride in their department and the professionalism of its members.



## The Position and Ideal Candidate

The new Fire Chief for the RHFPD will experience a diverse range of operational dynamics that come with supporting an incorporated city (Hercules) and an unincorporated community (Rodeo) within Contra Costa County, in addition to supporting a major oil refinery. This will require a strong collaborative chief capable of building strong relationships with the Board and the community. The Chief must also be a committed public servant, who believes in the duty of public safety and delivering lasting positive change for the department. This will require a collaborative and service oriented chief who closely works with various constituents and has the ability to relate to



and engage the community, industry and government partners in providing proactive safety programs such as emergency preparedness, emergency medical and fire suppression support.

The ideal candidate will possess a solid background in all aspects of fire service-related functions including fire prevention, public information, emergency planning, fire suppression, training/fitness, communications, hazmat response, personnel, budget development, and related administrative services. The new chief must have a strong background in the administrative aspects of the position, especially in budget management and must be resourceful in working with current resources, while being creative and open minded in looking at new approaches to improve public safety and service delivery. He or she must be engaged with



both external and internal customers and have a history of creative and effective problem-solving success related to fire service issues. A strong commitment to community relations and outreach will also be required.

Candidates must possess eight (8) years of full-time firefighting experience, including at least four (4) years in a supervisory capacity at the rank of Captain or above. An Associate of Arts Degree in Fire Science is preferred, however, service time, experience and equivalent educational background may be considered in lieu of a degree. Possession of Chief Officer Certification from the California State Fire Marshal or NFFPA Fire Officer level III or above, Hazardous Materials Technical or Specialist, and EMT I or higher, are also highly desirable.

