

CITY OF SANTA BARBARA  
FIRE & POLICE COMMISSION MINUTES

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Thursday, **July 12, 2018** @ 5:00

EOC/Classroom

Fire Station 1

121 W. Carrillo St.

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**SPECIAL MEETING**

**1. CALL TO ORDER/ROLL CALL:**

Present: Commissioners: Daniel, Parker, and Stedman

Staff Present: City Administrator Paul Casey, Secretary Carol Lupo

Guest: Lamont Ewell, Ralph Anderson & Associates

**2. Public Comment (Total Time 10 minutes)**

None.

**3. Informational Discussion Regarding the New Fire Chief Recruitment Process**

Paul Casey introduced recruiter Lamont Ewell from Ralph Anderson & Associates.

Background of hiring process and information:

- Lee Waldron is the current Acting Fire Chief
- A formal recruitment is in the process.
- Fire and Police Commission Charter states commission has a role in the hiring process.
- Today or at a later meeting, a selection of 2 commission members to sit on the interview panels.
- Currently collecting information and learning about the department's needs and challenges.
- A job flyer will be developed.
- Applicants will be narrowed down for interviews anticipated to take place in Sept/Oct.
- Top 2-3 candidates will go thru background checks and further interviews
- Casey will then come back to the Commission with a hiring suggestion to be discussed in a closed meeting session.

Lamont Ewell shared information about himself:

- Former City Manager in Santa Monica, San Diego, and Durham, N.C.
- Former Fire Chief in Oakland, CA. (during the Hillside Fire) – background in public safety.

Candidate Attributes and topics discussed:

- Need a wide depth of knowledge for this community: Wildland, Ocean Rescue, major highway runs through creating unique situations
- Internal vs. external candidates
- Comparative salary range
- Should understand the community demographics
- Potential of female candidates
- Wildland Urban Interface understanding
- Understand complexity of 911 cell phone issues
- Evacuation and preparedness
- Political relations
- Mutual Aid network experience
- Good communication with city members and outside/Public Speaking/Articulate
- Experience in disasters and all risk situations
- Forward thinking/creative funding solutions/Willing to change
- Longevity in position
- Relationship building
- Diversity aware
- Succession planning
- Desired education level
- Technical abilities/progressive/Social Media presence and fluency

**4. Nomination of any Commissioners to sit on Interview Panels for the Fire Chief Recruitment**

Daniel, Parker and Stedman all voiced an interest in participating on the interview panels.

**MOTION:** Daniel to postpone nomination until the next meeting due to the absence of the other commissioners. Stedman seconded.

**VOTE:** Unanimous voice vote.

Paul Casey also suggested selecting an alternate panel member. The panels will be an all-day commitment. There will be 2 panels: One commissioner will sit on each panel. Other panel members will include representatives from the union, community Fire Chiefs, community leaders, and other Department Heads.

**5. Adjourn**

**Meeting adjourned approx. 6:15 p.m.**