



AN EXCITING OPPORTUNITY TO APPLY FOR THE POSITION OF

# FIRE CHIEF

RECRUITMENT SERVICES PROVIDED BY RALPH ANDERSEN & ASSOCIATES



# An Outstanding Career Opportunity

On behalf of the City of Santa Barbara, Ralph Andersen & Associates invites applications for an experienced Fire Chief to provide exceptional leadership and support for this outstanding fire service organization. The Santa Barbara Fire Department is a dynamic, professional customer service centric organization. This forward-thinking leader will collaboratively engage the department workforce and community to develop and implement a comprehensive strategic vision that not only charts the course for the future of Santa Barbara but also ensures high level public safety services are delivered on a daily basis.

## The Santa Barbara Community

Idyllically located on the central California coast, Santa Barbara (Spanish for "Saint Barbara") is the county seat of Santa Barbara County. The City comprises a total of 21 square miles with a culturally diverse population of approximately 92,000 and enjoys a nearly perfect climate year-round. Visitors and residents alike have an abundance of world-class shopping, dining, resort accommodations, and miles of beautiful pristine beaches and coastline to choose from. In addition, the region offers a variety of amenities that are highly attractive to those with an active lifestyle. Residents and visitors can enjoy jogging, bike riding, rollerblading, or just taking a leisurely stroll along the numerous pathways, wharf and harbor. You may also choose to take advantage of the opportunity to go kayaking, boating, sport fishing, or whale watching in the area's scenic harbor.

Santa Barbara is home to such iconic attractions as the Mission Santa Barbara, the Santa Barbara Zoo, Stearns Wharf, the Botanic Gardens, and beautiful Shoreline Park. It is also home to many of the country's great artists, winemakers, and Chefs. To add to this tremendous lifestyle and superb quality of life, the City offers numerous parks and championship golf courses.

With Santa Barbara and the immediate adjacent area serving as home to several colleges and universities, educational opportunities are in abundance. They include the acclaimed research institution University of California, Santa Barbara, Westmont College, Antioch University, Santa Barbara City College, as well as several graduate and trade schools. Santa Barbara Airport is conveniently located for travelers and commuters, and bus and rail systems offer transportation options that help to further enhance the area's quality of life. With its spectacular mountains, sparkling blue ocean, incredible landscapes, mission style architecture, and year-round sunny weather, it is no wonder Santa Barbara is one of the most beautiful places to live and work and is often referred to as "the American Riviera".

## City Government

Santa Barbara is managed by the Council/City Administrator form of government. City government services are provided by ten departments: Administrative Services, Airport, Community Development, Finance, Fire, Library, Parks and Recreation, Police, Public Works, and Waterfront. The City Administrator is also the appointed City Clerk/Treasurer. Santa Barbara has 1,036 full-time equivalent employees, a \$407 million operating budget for fiscal year 2019, and eight recognized bargaining units. The seven-member City Council is elected by district except the Mayor, who is elected at-large.

## Santa Barbara Fire Department

The Department serves as an all-risk emergency response agency for approximately 92,000 residents in a 21 square mile area. It currently operates with a budget of \$28 million and employs 96 professionally trained staff members who operate out of 8 stations, including the Airport. These dedicated men and women provide emergency and non-emergency services that include prevention, education, emergency response, investigations, and technical and administrative support. The Department responded to over 10,000 service calls last year, of which approximately 70% involved medical emergencies.

The members of the Department take tremendous pride in the service it provides to the community and is committed to searching for ways to continually improve and expand on service to its residents and visitors.

## Position Overview

The position of Fire Chief is an at-will appointment and serves at the pleasure of the City Administrator. The newly selected Fire Chief will assume command of a department with a commitment to providing excellent service. In addition to providing oversight and leadership for the day-to-day operational and administrative activities of the Department, he/she will serve as the top technical advisor to the City on disaster management, and EMS issues. The Chief is also responsible for establishing and maintaining a positive employee and labor relations climate, and for the proper and efficient use of both human and financial resources.

## The Ideal Candidate

The selected candidate as the next Fire Chief will:

- Be an experienced fire service leader who possesses outstanding interpersonal, organizational, and leadership skills.
- Be open and honest and possess a reputation as a competent, fair, and consistent leader.

- Have a sound record of ethical and professional conduct.
- Be politically astute, yet apolitical and able to thrive in a complex regional environment.
- Demonstrate and promote the highest standards of personal and professional conduct.
- Establish positive relationships with employees throughout the organization and place a high value on the professional development of staff.
- Be considered an innovative leader within the fire service and be recognized for being an ongoing contributor to the advancement of the profession.
- Have extensive experience with sound and effective labor relations.
- Have the ability to make organizational changes that improve the operational and administrative effectiveness of the Department.
- Have a reputation for establishing and maintaining a high level of trust between management and rank and file.
- Be able to formulate long-range plans that communicate future vision, direction, and leadership expectations.
- Have an understanding of policy decision-making, including working with elected officials and local, State, and Federal agencies.
- Have an ability to manage and recruit a diverse staff while providing personnel management including the ability to coordinate and delegate, supervise, train, and develop staff, assess staff capabilities, handle/prevent personnel problems, and optimize staff skills and communication.
- Be comfortable working with a variety of individuals at any level in the organization.
- Possess excellent writing skills, a highly articulate oral communicative style, and the ability to clearly explain complex issues to a wide variety of constituents.

In summary, qualified candidates will excel in providing executive leadership and guidance to the community.

## Opportunities and Challenges

The new Fire Chief will need to address a number of opportunities and challenges that will require inspired leadership, diplomacy, collaboration, and creative problem-solving including:

- Studying the feasibility of a regional fire dispatch center;
- Identifying and incorporating state of art technology tools to manage the Department in a more effective and efficient manner;
- Enhancing relationships with partner agencies on the regional, state, and national level;
- Developing and implementing succession planning throughout the organization and implementing improved programs to recruit, train, and retain qualified women and minorities;
- Instilling strong leadership characteristics at all command levels and developing future leaders;
- Conducting an operations and resources allocation analysis to update deployment goals and objectives where appropriate, consistent with modern firefighting and emergency response systems;
- Ensuring utmost safety and well-being for all members of Santa Barbara Fire;
- Serving as a valued member of the Executive Management Team and working effectively with other departments throughout the City; and
- Ensuring adherence to the mission of enhancing public safety and meeting the evolving needs of the community served.

## Experience and Education

**Education:** A Bachelor's degree with major coursework in public administration, business administration, or a related field is required. However, a combination of education and experience will be considered at the sole discretion of the City. An advanced degree is a plus combined with a track record of success.

**Experience:** This position requires significant and progressively responsible executive fire command experience in a comparable or larger fire department.





With a passion for public service and a proven track record of success, top candidates will have achieved an outstanding career in fire service and a progressively responsible senior level career path with demonstrated accomplishments, including major incident command and emergency management planning.

## Review and Evaluation of Qualifications:

Working with Ralph Andersen & Associates, the City of Santa Barbara will give serious consideration to all qualified candidates who apply and demonstrate executive level experience in an organization of similar relative complexities. An understanding of key issues faced in such urban environments will be of significant importance to the City. The review and evaluation of qualifications will be at the discretion of the City, based on the most appropriate combination of experience and education that provides the knowledge, skills, and abilities required by the position and that fits the needs of Santa Barbara.

## Compensation

The successful candidate will be offered a very competitive salary with an outstanding benefits package. The current range is \$176,459 – \$214,488. Benefits include:

- **Retirement** – CalPERS: “Classic” members 3% @ 50, employee contributes 9%. “New” members 2.7% @ 57, employee contributes 12.75%.
- **Health Insurance** – Insurance includes medical, dental, and vision benefits available under a Cafeteria 125 Plan. The employee receives an annual allotment of \$20,616 (\$1,718 monthly). If the allotted amount is not fully utilized for benefits coverage, the employee will receive the remaining balance in “cash back.”
- **Vacation** – Accrued at the rate of 160 hours per year, credit for prior public service will be considered.
- **Sick Leave** – Accrued at the rate of 96 hours per year, credit for prior public service will be considered.
- **Management Leave** – 40 hours per year each July 1st (pro-rated the first year).
- **Personal Leave** – 32 hours per year each July 1st (pro-rated the first year).
- **Holidays** – 10 paid holidays (80 hours) per calendar year.

- **Deferred Compensation** – 457 Savings Plans are available.
- **Life Insurance** – Provided equal to one-year salary.
- **Car Allowance** – Monthly allowance of \$589 is provided.

The starting salary extended to the top candidate will reflect the candidate’s work experience and track record of career success. Moving and relocation expenses are negotiable. Questions regarding more specific details of the compensation package may be directed to Ralph Andersen & Associates.

## The Selection Process

To be considered, candidates must submit a compelling cover letter, resume, and six professional references to [apply@ralphandersen.com](mailto:apply@ralphandersen.com). Candidates are strongly encouraged to apply early in the process for optimal consideration. The closing date for this position is Monday, September 17, 2018.

Ralph Andersen & Associates will conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria as outlined in this recruitment profile. The selection process may also involve a supplemental questionnaire. Only a select group of highly qualified candidates will be invited to interview. It is anticipated that the new Fire Chief will join the City in late-November or early-December, or at a mutually agreeable date.

Should you have any questions regarding this position or the recruitment process, please call Mr. Lamont Ewell at (916) 630-4900. Confidential inquiries are welcomed.

