

The City of Placentia

**welcomes your interest in
the position of**

DEPUTY FIRE CHIEF



THE POSITION

In 2018, the City made the decision to transition out of their contract with the Orange County Fire Authority and establish the City of Placentia Fire and Life Safety Department that officially became operational in July 2020. Establishing City-owned fire services will dramatically improve 911 emergency response times and life-saving services, as well as make these services more transparent and accountable to residents. The transition also ensures that City fire and EMS services are fiscally sustainable. The PFLSD is dedicated to serving the community of Placentia by providing the highest level of emergency services and community risk reduction, safeguarding life, property, the environment, and the economic vitality of our community.

The Deputy Chief is the top-level administrative management position reporting directly to the Fire Chief. Employees at this level possess a thorough knowledge of City and department policies and procedures, principles of emergency management, fire suppression techniques, budget and personnel administration, employee discipline, and public safety principles and practices.

PFLSD has 25 full-time personnel: one (1) Fire Chief, three (3) Battalion Chiefs, six (6) Captains, seven (7) Engineers, six (6) Firefighters, one (1) Management Analyst, and one (1) Community Risk Reduction Specialist. We also have part-time positions and eighteen (18) Reserve Firefighters.

The department facilities include two (2) fire stations and a department headquarters, which have all been renovated this year. The PFLSD apparatus consists of two (2) 2020 Seagrave Type I Engines, one (1) 2020 Seagrave Quint with a 100-foot ladder, one (1) 2020 HME Type VI mini-pumper, two (2) 2019 Ford F350s Battalion Chef Command vehicles, one 2020 Interceptor Explorer Fire Chief vehicle, one 2020 Ford F150 utility vehicle and one (1) 2020 Ford Transit 15-person passenger van.

PFLSD personnel operates as California BLS emergency responders and have partnered with Lynch Ambulance for ALS services. Lynch operates two (2) ALS units which are housed and respond from each PFLSD Fire Station. Each ALS unit is staffed with two (2) paramedics.



RESPONSIBILITIES & DUTIES

The City of Placentia is seeking an experienced leader within the fire service community who has a proven track record of leading emergency responders with an open and approachable management style. The ideal candidate will be a creative problem solver and an out-of-the-box strategic thinker that is able to approach situations from new and innovative positions. The incoming Deputy Chief will have an unblemished record of ethical and professional conduct and their actions will demonstrate and promote the highest standards of personal and professional conduct. The new Deputy Chief will be self-driven to identify and correct all issues that impact the operational success of PFLSD and establish and maintain trust between management and the rank and file.

The selected Deputy Chief will have excellent opportunities to build upon the many strengths within the organization as well as address challenges that will require inspired leadership and collaboration including:

Assisting the Fire Chief in the planning, implementing, and directing of the services and activities related to the delivery of Fire Department Operations, including but not limited to fire suppression, emergency medical delivery, hazardous situation mitigation, disaster response, and budget preparation.

Directly supervising and managing the Battalion Chiefs assigned as Shift Commanders.

Responding to emergency incidents and assume command as Incident Command when appropriate.

Establishing strategies and programs to meet the department operational goals; continuously reviewing operational activities and programs to identify issues and creating solutions for improving service delivery; recommending and administering new policies and procedures to increase department efficiency and effectiveness.

Coordinating department activities with other City departments and outside agencies; provide technical advice.

Building strong and cohesive relationships with the workforce, labor groups and external stakeholders.

Supporting ongoing health and wellness initiatives while ensuring utmost safety for all staff of the department. Ensuring effective and efficient training through data analysis, personnel feedback, and strategic planning. Ensuring continuity across all shifts regarding SOGs, SOPs, and Policies and Procedures.

Promoting strong leadership characteristics to develop future leaders. Represent the City through professional interactions with the public, community groups, and organizations.

Serving on the Operations Committee of the Orange County Fire Chiefs Association (OCFCA).

Coordinating with Battalion Chiefs to establish daily operational priorities.

Providing direct supervision to the suppression supervisory staff. Reviews the operations of the fire suppression shifts to assure the accomplishment of primary goals and objectives.

Ensuring conformance to policies, regulations, and procedures. Assists in the development and administration of the department budget. Responsible for daily payroll of personnel.

OUR COMMUNITY

Come be a part of our dynamic team and help deliver the highest quality of public service to the community. Placentia is ripe for growth and improvement and is seeking a highly-qualified and motivated individual who has great integrity, initiative, and a passion for serving residents, business owners, and visitors.

Placentia is located in the northeastern section of beautiful Orange County, approximately 35 miles southeast of Los Angeles. Once the center of the Valencia orange growing/packing industry, Placentia today is a beautiful suburban community offering quality schools, stately churches, wholesome recreation, and a growing Old Town district.

Placentia is located minutes away from distinguished cultural, educational, sports, and resort centers such as California State University at Fullerton, Disneyland, Anaheim Stadium, Orange County Performing Arts Center, the Honda Center, and Knott's Berry Farm, as well as world famous Southern California beaches and mountains.

Incorporated in 1926, Placentia has grown to 51,727 residents. Operating as a Charter City since 1965, Placentia is governed by a five-member City Council.

The City operates as a Council-Manager form of government which provides the policy-making leadership of a City Council with the administrative oversight of a City Administrator.

EDUCATION/TRAINING REQUIREMENTS

A typical way of obtaining the knowledge, skills and abilities previously outlined is by obtaining an associate or bachelor's degree in Fire Science, Fire, Public Administration, or a related field. A master's degree is highly desirable. Graduate or currently enrolled in the Executive Fire Officer's Program from the National Fire Academy is also preferred. Eight (8) or more years of increasingly responsible, professional firefighting experience in a municipal fire department, fire service experience, of which at least three (3) years were in a supervisory position equivalent to a Battalion Chief or above in a fire agency.



Candidate must have knowledge of:

The Incident Command System, NIMS, NFPA Standards, and other official periodicals pertaining to the effective management of a fire department.

The principles and practices of fire prevention, inspection, suppression, and emergency medical services.

The operation and maintenance of apparatus and equipment.

Insurance Services Organization (ISO) system and the relationship to fire service goals and objectives.

The fire service accreditation process.

Leadership, supervisory and management principles and practices.

Applicable Federal, State, and local laws, ordinances, codes, and regulations.

Principles of personnel management including: performance evaluation, performance improvement, motivation, and mentoring.

Firefighter's Bill of Rights for investigations, discipline, and documentation.

Current trends in the fire services training, education, and community outreach.

SPECIAL REQUIREMENTS

A valid Class C California driver's license and the ability to maintain insurability under the City's Vehicle Insurance Policy.

California State or National Fire Protection Association (NFPA) Fire Instructor I or equivalent.

California State or NFPA Fire Instructor II Certification or equivalent.

Emergency Medical Technician-Basic Certification from California or NREMT (active).

Applicable Incident Command System Coursework Certification in area of assignment. Hazmat On-Scene Incident Commander Certification.

California Chief Officer Certificate required by the end of the probationary period.

Chief Fire Officer designation from the Center from Public Safety Excellence is desirable.

COMPENSATION AND BENEFITS

Annual Salary - \$125,736 - \$145,555.14, depending on qualifications.

Schedule - The City operates on a "4/10" work schedule.

Retirement – The City contributes up to 10% of the employee's base salary into an ICMA-RC defined contribution account with a 4-year vesting period.

Educational Incentive Pay – Additional 2% for associate's, 4% for bachelor's, and 6% for master's degree.

Tuition Reimbursement – Eligible after one (1) year of employment.

Telecommunications Allowance – \$75 per month. Health Insurance – Up to \$1,877 per month for family coverage to purchase health insurance through the CalPERS Health Benefits program. Medical opt out also available.

Dental & Vision Insurance – Fully paid premiums for dental and vision insurance.

Life Insurance – Fully paid life insurance policy equal employee's annual salary. Additional life insurance available for purchase.

Disability Insurance – Fully paid premiums for short-term and long-term disability insurance.

Flexible Spending Account – Employees may voluntarily contribute to a Section 125 Flexible Spending Account.

Deferred Compensation – Employees may voluntarily contribute to a deferred compensation plan.

Holidays – 13 paid holidays per year.

Vacation – 80 hours per year; 120 after 3 years of service.

Alternative Health & Wellness – 96 hours per year; this program includes an incentive of up to \$1,250 per fiscal year.

Management Administrative Leave – Up to 80 hours per year.

SELECTION PROCEDURE

To be considered for this opportunity, please submit a compelling cover letter and resume that reflects your scope of responsibility and significant accomplishments to ***bob@bobhallandassociates.com***.

If you have questions about the position or the recruitment process, please contact Bob Hall at (714) 309-9104.

Application materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process.

The selection process will include phone interviews with the most qualified candidates, panel interview, and final interview with the City Manager and Fire Chief.

Appointment is subject to completion of a thorough background and reference checks, and pre-employment medical exam.

APPLY BY: APRIL 16, 2021

