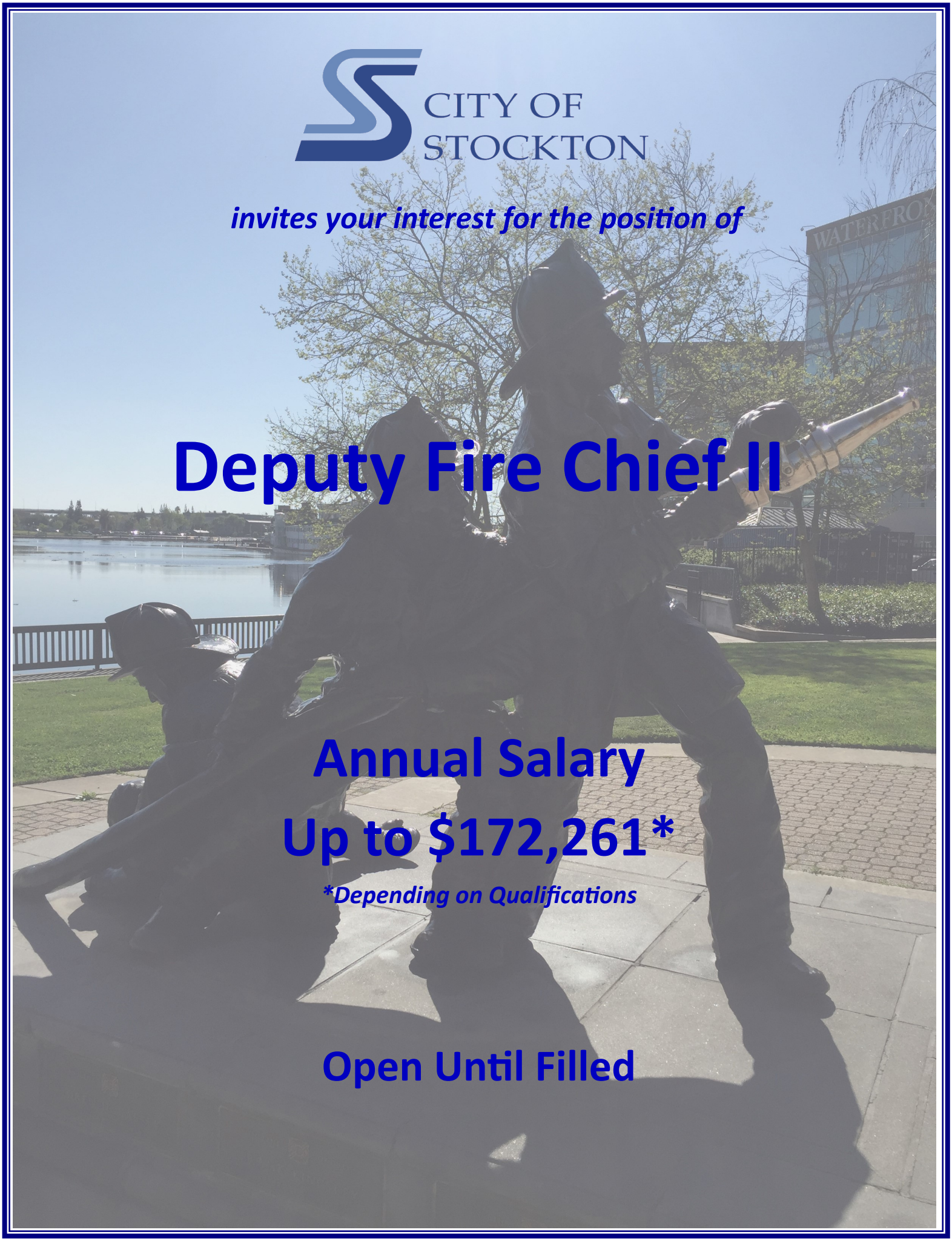

CITY OF STOCKTON

invites your interest for the position of

Deputy Fire Chief II

Annual Salary
Up to $172,261*

***Depending on Qualifications**

Open Until Filled

Community

Stockton is a renewed city! Having recently emerged from bankruptcy, Stockton is a city that is perhaps better prepared for the future than any other city in California, with a thorough understanding of its operations and finances, and the tools to adjust to economic conditions for decades into the future. With its financial house in order, Stockton has been through the most significant period of change ever experienced in its 165-year history.

Stockton is the 13th largest city in California with a dynamic, multi-ethnic, and multi-cultural population of over 300,000 residents. Located in California's great Central Valley, Stockton has grown from a community with rich agricultural roots to an urban destination with an emerging arts and cultural scene, fine dining, shopping, sports, recreation, and family activities. Stockton is the home of the University of the Pacific, California State University, Stanislaus extension campus, San Joaquin Delta College, and the robust and thriving Port of Stockton with direct waterway access to the San Francisco Bay. Year-round events and venues include the Annual Jazz Brubeck Festival, Bob Hope (Fox California) Theatre, Children's Museum, Haggin Museum, San Joaquin County Fairgrounds, and the Stockton Symphony. The 10,000-seat multi-purpose, waterfront Stockton Arena is home to the Stockton Heat, an American Hockey League affiliate of the Calgary Flames. The adjacent 5,000-seat Stockton Ballpark is home to the Stockton Ports, the single-A minor league baseball affiliate of the Oakland A's.

With all of this and so much more to look forward to, Stockton's future is bright.

Stockton Fire Department

The Stockton Fire Department is an all-risk fire, rescue, and advanced life support emergency medical services provider committed to providing excellent emergency and non-emergency customer service. Our dedicated members ensure a safe community through public education, prevention, and suppression and rescue activities. The Department's service area covers 91.9 square miles and serves over 350,000 residents and businesses of the City of Stockton, as well as the contract fire districts of Boggs Tract, Eastside, Lincoln, and Tuxedo-Country Club.

The Department has twelve operational fire stations and a training center. The Department provides fire, ALS response, Dive-Rescue Team response, and Heavy Rescue Response to a large community with varying degrees of risk, from single-family residences to the Port of Stockton and mid-rise buildings. The Department operates twelve engine companies, three truck companies, one heavy rescue, and a squad program that is flex-staffed. There are currently 210 allocated full-time positions in the Department, 181 sworn and 29 civilian, with an operating budget of $45 million for FY 2016-17.

The organizational structure of the Department consists of the Fire Chief, two Deputy Chiefs, two Division Chiefs, six Battalion Chiefs, Administrative Services-Support Manager, and key support staff. The Department is comprised of five divisions: Administrative, Suppression, Fire Prevention, Training, and Emergency Communications. Each of these divisions works in concert to provide essential emergency and non-emergency services to the community.

The Position

The City of Stockton is seeking a proven leader to assist the Fire Chief in developing a contemporary, agile, adaptive, performance-driven, professionally credentialed, highly functioning, inclusive, partnering, and community-aligned Fire Department. The Deputy Chief is second in command of the Fire Department and is a member of the Fire Department Executive Management Team.

The Deputy Chief is responsible for the day-to-day management of the Fire Department Operations and Training Divisions, and Administrative Services. Other duties and responsibilities include:

- Assists and advises the Fire Chief; relieves the Fire Chief of administrative work; may be called upon to command the Fire Department in the absences of the Fire Chief; interprets policies, rules, and regulations governing the fire activities on behalf of the Fire Chief.
- Determines service levels and staffing requirements; prepares and administers the department budget; manages vehicles, equipment, property, training, communications, and the development of an effective employer-employee relations strategy.

The Position (continued)

- Plans, schedules, directs, supervises, analyzes, and reviews the work of subordinates.
- Assists the Fire Chief in the operational planning and management of departmental programs, policies and actions.
- Inspects work facilities and operations in all areas of assignments; analyzes problems and situations requiring corrective measures; initiates actions against personnel and aids and assists subordinate staff as required.
- Represents the City and the Fire Department and works closely with citizen groups and public and private officials to provide technical assistance, directly or thorough subordinate staff.
- Recommends and implements approved changes in policies, rules, and regulations of the department.
- Through management and supervisory personnel, assigns work and recommends personnel for employment, retention, promotion, and demotion.
- Makes department and public presentations.
- Maintains effective working relationships with representatives of other City departments, county, state and federal agencies.

The position is assigned a vehicle and is subject to call-back when off-duty for major incidents and events. In accordance with Stockton Municipal Code Section 2.48.010(A), all sworn public safety officers and all regular emergency personnel in the employ of the City shall reside within a geographic area from which they can reach City Hall within 45 minutes.

The Ideal Candidate

The Fire Chief is looking for a proven leader who has the energy, vision, and passion to make an enduring difference for the citizens and businesses served by the Stockton Fire Department.

Ideal candidates will possess:

- Excellent analytical skills including the ability to anticipate and research issues, identify options, creatively solve problems, and make sound decisions.
- Strong communication skills and the ability to establish levels of trust with co-workers and the community.
- A full range of incident command skills related to the technical and leadership aspects of an emergency incident.
- The ability to motivate and mentor the leadership of the organization.
- An established credibility with the industry, and a track record consistent with the core values of an organization seeking excellence.
- Administrative skills related to objective research and analysis in problem solving, writing, managing budgets, and managing people and tasks.
- Approachable and have the ability to relate to people with respect who have varying opinions.
- A strong work ethic and high integrity.
- The talent and confidence to function as the Fire Chief in his/her absence.
- Familiarity with a wide variety of fire apparatus, vehicles, tools, and equipment required for a contemporary fire-rescue department.

Other Preferred Requirements:

- Graduation from the Executive Fire Officer Program at the National Fire Academy.
- Certification from the California State Fire Marshal's Office of Chief Officer and/or Fire Chief.
- Coursework in management administration from the National Fire Academy.

Visit www.stocktonca.gov/jobs for a complete list of essential duties, responsibilities, knowledge, abilities, and physical requirements for the position.

Minimum Qualifications

Possession of a Bachelor's degree from an accredited college or university with major course work in fire science, public administration, or a closely related field and seven (7) years of increasingly responsible command and supervisory experience in an organized fire department, including two (2) years of administrative and management responsibility. Possession of a Master's degree is highly desirable.

- Must possess a valid California driver's license.
- Must be willing to be subject to off-hours call in for major emergency response.
- Must be physically fit to participate in emergency response if needed.

Compensation and Benefits

The annual salary range for the Deputy Fire Chief II position is $134,203 to $172,261, depending on qualifications. Benefits* include, but are not limited to:

- **Retirement:** California Public Employees' Retirement System (CalPERS) with a 3% @ 55, or 2.7% @ 57 for employees new to CalPERS. You may qualify for a different formula if you have prior CalPERS service or service under another public retirement system.
- **Vacation:** 148 hours of vacation per year.
- **Health Benefits:** The City pays a significant portion of the premium for medical/hospitalization, dental/orthodontia, vision, and prescription coverage for employees and dependents, and offers a choice of four plans.
- **Holidays:** 12 fixed and 1 floating per year.
- **Sick Leave:** 96 hours per year.
- **Deferred Compensation:** A deferred compensation plan is available at the employee's option.
- **Section 125 (Flexible Spending Account):** Employees may participate on a pre-tax basis for day care and medical expense reimbursement.
- **Life Insurance:** Policy value of $50,000.
- **Work Schedule:** A City of Stockton 9/80 work schedule - 7:30am to 5:30pm, Mondays through Thursdays; 8:00am to 5:00pm on Fridays, with alternating Fridays off.

*Please visit our website for a complete list of benefits offered by the City of Stockton.

This position is Exempt under Fair Labor and Standards Act (FLSA) and does not qualify for overtime compensation.

This position is subject to Fair Political Practices Commission (FPPC) annual filing requirements. For more information, please see the FPPC website at www.fppc.ca.gov.

The Process

This is an At-Will position (unclassified/unrepresented). Only those applicants who best fit the needs of the City will be considered for this career opportunity. Applicants who fail to complete the online application and submit a cover letter, resume, and proof of education will be subject to rejection. Applications and supplemental questionnaires will be reviewed, and only the most qualified applicants will be invited to an interview.

If you are interested in pursuing this new and challenging career opportunity, please visit our website to apply online at:

www.stocktonca.gov/jobs

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THE CITY OF STOCKTON IS AN EQUAL OPPORTUNITY EMPLOYER