



THE CITY GOVERNMENT

The city of Salinas population is approximately 150,000 and the community is one of the jewels of California with its rich history of cultural influences and ethnic diversity. The City is a Charter City that operates under a Council-City Manager form of government. The seven-member City Council includes six council members, elected by district for four-year terms and the Mayor, elected at large for two-year terms.

The City Council serves as the policy-making and legislative body for the City. The City has a FY 08-09 budget of approximately \$143 million. There are ten departments within the city including: Administration, City Attorney, Development & Engineering Services, Finance, Fire, Library, Maintenance Services, Police, and Redevelopment and Economic Development.

The Fire Department FY 08-09 budget is approximately \$17 million. Salinas city limits cover approximately 19.25 square miles. The Salinas Fire Department presently has six fire stations and 96 budgeted positions. The department operates with three platoons. Each platoon has Engine Companies that are made up of a Captain, Engineer, and Firefighter, with a Battalion Chief commanding the personnel on duty for their shift. The City of Salinas provides paramedic services to its residents.



VALUES

“Respect” “Trust” “Support”



THE IDEAL CANDIDATE

The new Fire Chief will have exceptional leadership, organizational management and communication skills. He/she must have extensive knowledge of modern fire prevention and structural fire fighting methods. Outstanding oral, written and presentation skills and be an influential communicator is essential.

The new Chief must possess a high caliber of leadership skills and the ability to review the effectiveness of a large fire fighting organization and institute improvements. The new Chief must build accountability among the management team and instill the desire to improve themselves as well as inspire and develop subordinates. He/she must lead by example, build consensus and establish a strong teambuilding ethic.

The ideal candidate is expected to be a Chief Officer from an organization recognized for community involvement and excellent customer service. This position requires the ability to foster positive public relations by maintaining strong working relationships with the local community and government agencies. The candidate will have a proven track record of delivering results, building accountability for staff, and creating a positive working environment characterized by consistent management throughout all levels of the organization.

The new Chief must have a strong business orientation with skills in financial analysis, capital procurement and expense controls. In addition to being an outstanding communicator, the Chief must be an exceptional manager of people who encourages the success, growth and development of subordinates.

LICENSE AND CERTIFICATION

Possession of a valid California (Class C) Driver's License. Certificate of completion of the Instructor Training Course given under the California State Fire Training Program.

EDUCATION AND EXPERIENCE

An example of the education and experience which most likely demonstrates the skills, knowledge and abilities required to perform the duties would be any combination equivalent to a Bachelors degree in Fire Science, Business Administration, Public Administration or related field, and seven years of responsible supervisory or administrative experience in the fire service.



MISSION STATEMENT

THE SALINAS FIRE DEPARTMENT is dedicated to the safety and well being of our residents and our members. Our commitment is to provide this service by showing care and compassion to all those in need. We are determined to be a progressive, service oriented organization that exhibits leadership. By working together we will become a recognized leader within the fire service and will participate at all levels in developing innovative concepts that advance our profession and provide outstanding service to our residents.

The City of Salinas encourages workforce diversity and is an Equal Opportunity Employer

COMPENSATION AND BENEFITS

The City of Salinas offers a competitive salary up to \$204,468 (January 2009) based on qualifications and experience.

The city also provides an attractive benefits package including:

PERS Retirement – 3% at 50. Employee pays 9% contribution.

Health, Dental, and Vision Plan – City contributes the full amount of the premiums for PERS Choice coverage for employee and all eligible dependents. The City also pays the full amount of premiums for dental/vision for employee and eligible dependents.

Long Term Disability – City contributes to the City sponsored Long Term Disability Plan the full cost of the premium amount. The benefit is 60% of salary - no maximum monthly benefit program.

Life Insurance – City provides term life insurance in the amount of \$150,000.

Bilingual Pay - \$250 per month shall be paid to Fire Chief that speaks and uses a language other than English in the course of his/her job.

Uniform Allowance - City pays \$550 yearly.

457/401(a) Compensation – City paid contribution based on months of service.

Management Leave – 160 hours per year.

Auto Allowance - \$750 per month.

Physical Fitness Program - \$500-\$1,000 yearly (PERSible)

Holidays – 12 yearly plus 2 floating holidays.

Annual Leave – May be used for vacation and/or sick leave. 0-5 years 22 days yearly, 6-10 years 27 days yearly, with additional longevity increases in annual leave after 10 years.

***Special Notice:** This announcement does not constitute a contract, expressed or implied. Any provisions contained in this bulletin may be modified or revised without notice.*

THE SELECTION PROCESS

To apply for this opportunity please visit the City of Salinas Website at www.ci.salinas.ca.us for a required City of Salinas job application. Please complete and submit application, a letter of interest and resume to:

City of Salinas
Human Resources Division
200 Lincoln Avenue
Salinas, CA 93901

First Priority Deadline is December 8, 2008.

Applications will be evaluated and screened as they are received. Those candidates whose education and experience most closely match the desired qualifications may be invited for an interview before the first priority deadline. Finalist interview/assessment will be held with the City of Salinas.

Job offer is contingent on applicant passing a reference check and background investigation including criminal history investigation with Department of Justice Livescan, and pre-employment physical examination including a drug and alcohol, examination.



City of Salinas, Human Resources
200 Lincoln Avenue
Salinas, CA 93901
(831) 758-7254 fax (831) 758-7941
www.ci.salinas.ca.us



THE CITY OF SALINAS

INVITES YOU TO APPLY
FOR THE POSITION OF

FIRE
CHIEF

