



Fire Chief

City of Sacramento, California
California's Capital City





An Outstanding Career Opportunity

A statewide and national search is currently underway to attract highly qualified candidates to lead the Sacramento Fire Department. The City is seeking a broad and diverse field of proven fire professionals, who will thrive in this dynamic organization with top-notch communication skills and a commitment to transparency. With a stellar career history of successfully managing at the executive level, the top candidate to be selected as Fire Chief will be a strategic leader with vision and a strong commitment to the fire service that will continue to ensure progress. Additionally, he/she will appreciate the Sacramento community for its quality of life, sound leadership, and a Fire Department comprised of skilled and dedicated employees. This inspiring leader will understand the diverse and varied community and business needs and at the same time, ensure a culture of fair and principled leadership within the Sacramento Fire Department.

Sacramento – A Great Place to Live, Work, and Thrive!

Sacramento has become one of America's great cities. The City has grown to become the 6th largest city in California and has been called the "Farm-to-Fork" Capital for the area's critically acclaimed, locally sourced food scene. Sacramento and the greater metropolitan area have incredible momentum. It is home to over 480,000 residents in the city proper, along with 1.9 million in the surrounding cities and counties, making the region the 27th largest metropolitan area in the nation. The community is one of the most culturally diverse of all American cities with a blend of residents, businesses, and students from many ethnic cultures and backgrounds. Sacramento's culturally rich residents include Hispanic (26.9%), Asian (18.3%), African-American (14.6%), Pacific Islander (1.4%), Native American (1.1%), and Caucasian (34.5%). The City also has the seventh-largest LGBTQ population among major American cities.

Sacramento rates high in quality of living, is richly diverse, and is strategically located between the Pacific Ocean (San Francisco) to the west and the Sierra Nevada Mountains (Lake Tahoe) to the east. Sacramento's location provides both exciting city expeditions and natural scenic journeys within a short driving distance in a region that offers features attractive to those with an active lifestyle. Located at the confluence of the Sacramento and American Rivers, recreational opportunities are abundant including hiking, biking, water-skiing, boating, fishing, golfing, and exceptional winter activities - all located within an easy drive.

The Sacramento region boasts over 30 theaters, museums, and more. Sports fans will also enjoy the local teams including the NBA's Sacramento Kings, playing in the high-tech and green arena a bustling and vibrant downtown, the USL's Sacramento Republic Football Club, and Triple-A Sacramento River Cats.

Educational opportunities are plentiful with many community college and four-year university programs.

City Government

Sacramento is a charter city operating under the council/manager form of government. The City Council consists of nine members, eight elected by district and a directly-elected Mayor, who serve overlapping four-year terms. The City Council is the legislative body responsible for the overall policies and direction of the City. The Council appoints four Charter Officers: City Manager, City Attorney, City Clerk, and City Treasurer. The Council also appoints the City Auditor and the Independent Budget Analyst. Mr. Howard Chan was recently appointed to the position of City Manager in 2017.

Sacramento provides a full array of municipal services including public safety (police, fire, and emergency medical response), community development, economic development, public works, utilities, convention and cultural services, parks and recreation, and the traditional internal management support functions (finance, human resources/labor relations, information technology, and legislative affairs). The City's total budget for 2017/18 is \$1 billion and the City has 4,469.95 full time equivalent positions.

Overview of the Fire Department

The Sacramento Fire Department (SFD) is a full-service fire department, with the responsibility of responding to and mitigating incidents involving fires, medical emergencies, hazardous materials, technical and water rescues. The Department also provides a full range of support and/or administrative services including fire prevention and investigation, logistics, training, fiscal, human resources, and information technology. The organization chart, found on Ralph Andersen & Associates' website, represents the current structure of the department.

The Department operates 24 fire stations from which it deploys 24 engine companies, nine truck companies, 15 ALS ambulances, a rescue company, three swift water rescue teams,



in the short-term but will also be a forward-thinking visionary looking ahead 10 to 20 years into the future. Additionally, the ideal candidate will be known as a politically astute, honest, fair, and consistent leader. An unblemished record of ethical and professional conduct is essential. The Fire Chief will be able to quickly develop trust and be seen as credible across a spectrum of circumstances and audiences. It is also important for the Fire Chief to have good listening skills as well as the self-confidence to thoroughly consider divergent views and the willingness to evaluate them prior to making impactful decisions. The ideal candidate will be a critical thinker who can provide the City Manager with a comprehensive analysis of all viable options or alternatives and present his/her conclusion with sound recommendations based on his/her professional expertise.

Through frequent interactions, the Fire Chief will establish positive relationships with all employees throughout the organization and will place a high value on the professional development of staff. The Chief must have a reputation as an effective developer, motivator, and evaluator of subordinate personnel with a reputation for providing training and education equitably for all staff.

In summary, the new Fire Chief will be innovative in the delivery of services, have the courage and willingness to take reasonable risks to guide the organization to new levels of achievement and share the credit for success with others.

Qualifying Education and Experience

The City Manager will select a Fire Chief who has a unique and compelling combination of skills, experiences, and successes. As a result, any combination of education and experience that would provide the required knowledge and abilities is qualifying. In the final selection, the City Manager will identify the overall best individual that will provide executive leadership and guidance to this dynamic Department.

A typical way to obtain the knowledge and abilities would be:

Experience – Six years of broad and extensive supervisory experience in municipal fire service-related work including either two years in a position with administrative/management responsibility at a level higher than or equal to the Sacramento City class of Fire Deputy Chief; or four years in a position with

administrative/management responsibility at a level higher than or equal to the Sacramento City class of Fire Assistant Chief.

Education – Bachelor’s degree in Fire Science, Fire Administration, Public Administration, or related field from an accredited college.

Substitution – Master’s degree in Fire Science, Fire Administration, Public Administration, or related field may substitute for up to two years of experience.

Compensation and Benefits

The City specifically wishes to attract a broad and talented pool of fire professionals for consideration and, as a result, will review experience and education on a case-by-case basis for top contenders. In addition to base salary, the City of Sacramento offers an excellent benefit package including CalPERS (3%@55 for Classic Members; 2.7%@57 for New Members). Moving and relocation expense reimbursement may be offered to the selected candidate. Additional inquiries about the competitive compensation package being offered should be directed to Ralph Andersen & Associates.

To Apply

Interested candidates should apply by submitting a compelling cover letter and comprehensive resume to apply@ralphandersen.com no later than **Monday, May 7, 2018**. This is a **confidential process** and no references will be contacted until mutual interest has been established. A slate of highly qualified candidates will be presented to the City Manager in early May. Panel interviews, including advance interview questions and the potential of a mock media event or presentation, will be conducted during late May. The newly selected Fire Chief is anticipated to join the City of Sacramento in July (or sooner) or a mutually agreed upon date. Direct confidential inquiries to Ms. Heather Renschler or Mr. Lamont Ewell at Ralph Andersen & Associates at (916) 630-4900.

