

THE CITY OF LODI



INVITES YOUR INTEREST FOR THE
POSITION OF

FIRE CHIEF

The Community

The historic, charming and unique City of Lodi is home to 67,930 residents. Lodi is ideally located adjacent to Highway 99 and I-5, 34 miles south of Sacramento, 2 miles north of Stockton, and 90 miles east of San Francisco. The residents of Lodi take immense pride in their community that is surrounded by lush parks, wineries, museums, a lake and open space. The city is committed to quality growth while striving to protect its historical, small-town ambiance through an annual growth management program. Lodi is home to several large manufacturing, general services and agriculturally based companies, and it has an excellent balance of jobs to residential housing units.



A revitalized downtown boasts unique shops, fine restaurants, and a movie theater. Lodi is known for its authentic wine region heritage with over 60 wineries within 10 miles of downtown. Housing is also relatively affordable. Educational opportunities abound as University of the Pacific, California State University-Stanislaus/Turlock/Stockton Center, San Joaquin Delta Community College, and the University of San Francisco satellite center are all within a 20-minute drive of the City. Lodi is also a safe city as crime rates are low and community pride reigns high, reflecting active community involvement and a strong public safety structure. By all measures, the quality of life in the City of Lodi is exceptional and provides an ideal location in which to live, work and play.

City Government and the Fire Department

Lodi incorporated as a General Law City in 1906 and operates with a Council/Manager form of government. The City Council governs the city and is comprised of five members who are elected by District to alternating four-year terms. Lodi is a full-service city with a committed workforce of 412 employees who provide a wide range of municipal services including police, fire, public utilities (water, wastewater and electricity), transportation, community development and leisure/social services. City staff led by City Manager Stephen Schwabauer enjoys a positive and healthy working relationship with the City Council. The City's FY 2020-21 budget includes a General Fund of almost \$60 million and an all funds budget of \$208 million.

The Lodi Fire Department (LFD) is the City's second largest General Fund department with 56.6 positions and a

FY 2020-21 operating budget of \$14,461,600. LFD has four stations strategically located to serve Lodi and responds to about 7,000 calls for service annually. These services include: fire suppression, emergency medical services, hazardous materials response, technical rescue, fire prevention, public education, and related safety services. The LFD was established in 1907 with a mission to provide life, property, and environmental protection through prevention, education, and mitigation services delivered with pride and integrity. LFD goals are to provide the highest level of public safety; provide the highest level of customer service to the community; and manage resources to maximize community benefit.



The Position and Ideal Candidate

The new Fire Chief will join a proud organization with a rich history in providing exceptional fire service and a tradition of excellence in protecting and serving the community. The Chief must reflect the management values consistent with the progressive, team-oriented and seasoned city executive leadership team that works collaboratively and effectively in addressing city priorities. In reporting directly to the City Manager, the Chief has responsibility for operations of all divisions of the Department, policy development, program planning, fiscal management and administration of the LFD and will provide exceptional leadership to a department and environment that has been impacted by difficult economic circumstances largely due to the pandemic. This will require an active, involved and visible leadership style with strength of character that relies on empathy, honesty, accountability and direct communications.

A key area of focus for this position is administration with the capacity to effectively oversee the budget and incorporate data analysis, effective written and verbal communications, and critical thinking within the department. The Chief is expected to be an excellent administrator and a progressive mentor in strengthening these skills. This leadership challenge will require an emphasis on a culture that values teamwork, collaboration, communication and partnership. The Chief must maintain and build upon the environment of mutual respect and credibility at all levels of the department and one which embraces the critical importance of training, mentorship and continuous improvement throughout the organization. The Chief will also create an environment that nurtures diversity in the fire service.



Staff development in the areas of training, education, and towards succession planning are essential aspects of this role, as the LFD must focus on future leadership needs and the changing nature of fire and emergency services. Regional partnerships with neighboring fire and emergency jurisdictions will be a key emphasis as these critical relationships must be continually cultivated and reinforced to ensure public safety for future emergency situations.

The new Fire Chief will be an inspirational, engaged and innovative leader who creates a sense of organizational unity through open and honest ongoing communication with the City's executive staff, City Council, command staff and rank and file department members. This will require a Chief who is a strong, yet reasonable advocate for department needs and who possesses an inclusive style that will provide innovative alternatives beyond just the traditional fire service models. A value system incorporating high levels of integrity and ethics, information sharing, and communications are also critical to this role. The successful candidate will need to be highly adaptable, flexible and politically astute in dealing with the expectations of city government today. Strong self-organization, planning & implementation, problem solving are critical skills, as well as the ability to reprioritize projects based on time demands.

The ideal candidate will have a strong command presence with experience with a complex, full service, metropolitan fire department with a background that includes suppression, prevention, training, emergency management, and ALS within a culturally and ethnically diverse community environment. The requirements for this position include any combination of experience and education that would likely provide the required knowledge and abilities for this role. A typical combination is an educational equivalent to a Bachelor of Arts degree from a four-year college or university with major coursework in fire science, public or business administration or a closely related field, an experience base of five years of increasingly responsible fire administrative and supervisory experience. An MA/MS along with a California Chief Officer Certification or completion of the National Fire Academy Executive Officer program are highly desirable.

Compensation and Benefits

The salary for this position is \$183,185.36 annually. The City also offers a competitive benefits package that includes:

- ◆ Retirement: CalPERS – Classic members hired prior to December 22, 2012 participate with a 3% @ 50 formula with single highest year; Classic members hired after December 22, 2012 participate with a 3% @ 55 formula with highest three year average; PEPRAs members participate with a 3% at 62 formula with highest three year average. Employee pays employee's normal share and 3% of the employer share (cost-sharing agreement). *The City does not participate in Social Security.*
- ◆ Deferred Compensation Plan: The City matches up to 3% of the employee's base salary.
- ◆ Vacation: Accrual equal to two weeks paid vacation annually increasing with length of service.
- ◆ Holidays: Nine and a half-fixed holidays and 36 hours floating holidays annually.
- ◆ Medical/Dental/Vision Plan: City contribution for medical is capped at \$690.17 for employee only, \$1380.39 for employee plus one, and \$1794.51 for family coverage. City pays 100% of premium for dental, vision, and chiropractic plans. Medical plans are offered through CalPERS.
- ◆ Administrative Leave: 80 hours annually, ability to cash out up to 80 hours.
- ◆ Life Insurance: City pays full premium for employee and dependent life insurance, two times the annual salary. Maximum benefit is \$250,000.
- ◆ Long Term Disability: City provides coverage up to approximately two-thirds of annual salary.
- ◆ Tuition Reimbursement: Up to \$3,000 per fiscal year (including books and software).
- ◆ Flexible Spending Plan: City promotes participation in a Section 125 Cafeteria Plan.
- ◆ Employee Assistance Program and Catastrophic Leave plans are also provided.
- ◆ Cell Phone/Internet Stipend: Up to \$50 per month for cell phone and \$25 per month for internet if assigned to work at home.



The Process

To pursue this compelling career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

Paul Kimura or Bill Lopez
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net



The final filing date for this recruitment is February 26, 2021.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or by email: paulk@averyassoc.net or Bill Lopez at 408.888.3099 or by email: williaml@averyassoc.net.