



City of Daly

Fire Chief





Lead a High-Performing Regional Fire Service

The City of Daly City is seeking a collaborative, community-centered leader to serve as its next Fire Chief. This is a unique opportunity to lead a highly respected fire organization while guiding service delivery across a regional partnership serving multiple communities. The Fire Chief will provide visionary leadership, strengthen operations, and ensure continued exceptional emergency response and public safety services within a complex, multi-jurisdictional environment.

Daly City is a full-service city with a strong commitment to community safety, service excellence, and regional collaboration. As a key member of the executive leadership team, the Fire Chief plays a critical role in shaping the future of fire and emergency services, advancing organizational priorities, and ensuring responsiveness to residents, partner agencies, and the broader community.

The Position

Reporting directly to the City Manager, the Fire Chief provides strategic leadership, operational oversight, and organizational direction for a high-performing, regionalized fire service delivery system.

This role is uniquely positioned at the intersection of municipal leadership and regional collaboration. The Fire Chief not only leads Daly City's Fire Department but also currently serves as the North County Fire Authority (NCFA) Chief. Through this current model, the Chief provides executive oversight across jurisdictions, ensuring consistent, high-quality service while navigating varied priorities and governance structures. Success requires strong coordination, clear communication, and the ability to build alignment among elected officials, partner agencies, and internal teams. The Fire Chief oversees all aspects of fire and emergency medical services, including fire suppression, prevention, emergency preparedness, training, and administrative functions. This includes leadership of multiple Deputy Fire Chiefs across operations, special services, and administrative services bureaus, as well as responsibility for cross-jurisdictional coordination and performance.

This is a highly visible and engaged role requiring strong collaboration with multiple partner agencies and community stakeholders. Success in this role will require political acumen, sound judgment, and the ability to navigate complex governance dynamics while building trust and alignment across diverse interests. The Fire Chief is expected to be an active and approachable leader participating in community events and serving as a steady, credible voice during both routine operations and critical incidents.

The Department

The Daly City Fire Department is a high-performing, full-service public safety organization providing a comprehensive range of emergency and non-emergency services, including fire suppression, advanced life support and emergency medical services, fire prevention and inspection, hazardous materials response, and community preparedness and education.

With approximately 75 full-time employees and a FY 2025-2026 annual operating budget of \$32.7 million, the Department is widely recognized for its operational excellence, strong community relationships, and consistent service delivery. Its success is reflected in a stable workforce, a positive organizational culture, and a reputation as a trusted and respected provider of public safety services.

Performance outcomes consistently meet or exceed expectations, supported by rigorous training standards and a commitment to continuous improvement. This strong foundation positions the Department well for continued success and provides an exceptional platform for the next Fire Chief to lead and innovate.

North County Fire Authority

The [North County Fire Authority \(NCFA\)](#) is a Joint Powers Authority (Authority) formed in 2003 through a collaborative partnership among the cities of Daly City, Brisbane, and Pacifica. Through this regional model, fire protection and emergency medical services are delivered across approximately 60 square miles to a population of more than 185,000 residents.

The Fire Chief serves as the chief executive of the Authority, reporting to the City Manager of Daly City while working closely with other managers. The NCFA model requires thoughtful coordination, strong communication, and the ability to align priorities across multiple jurisdictions.

Through the Authority, all three agencies consistently deliver high-quality service, achieving response times of approximately six minutes or less and maintaining customer satisfaction ratings of 98% or higher. Approximately 90% of calls are medical in nature, with ambulance transport services provided through San Mateo County's pre-hospital system.

This regional framework presents a unique leadership opportunity combining the operational demands of a municipal fire department with the complexity of leading a multi-agency partnership.

Priorities

The next Fire Chief will step into a strong, well-regarded organization with an opportunity to build on its solid foundation. Key priorities for the incoming Fire Chief include advancing capital improvement planning, strengthening coordination across jurisdictions, supporting regional partnerships, and continuing to build a diverse and inclusive workforce.

Organizational Leadership and Culture

- Strengthen unity across a multi-city, JPA-based organization.
- Enhance coordination among administrative functions across jurisdictions.
- Continue fostering a positive, high-performing workplace culture.
- Advance and include diversity within the workforce.
- Develop recruitment and outreach strategies to broaden the candidate pipeline.

Regional Collaboration and Governance

- Navigate the political dynamics of the NCFA and its member agencies.
- Maintain strong relationships with multiple stakeholders.
- Ensure balanced service delivery across all jurisdictions.

Strategic and Operational Excellence

- Maintain and enhance high response-time performance and service quality.
- Continue modernization of fire service practices and technology.
- Support ongoing capital and infrastructure planning (including fire station needs).

Community Engagement

- Build on strong community trust and visibility.
- Expand outreach, education, and emergency preparedness efforts.
- Ensure participation of staff in local and regional events.



The Successful Candidate

The City of Daly City is seeking a seasoned, principled leader who brings both operational credibility and the ability to lead within a complex, multi-jurisdictional environment. The ideal candidate will be a collaborative executive who leads with integrity, builds trust across organizations, and is committed to long-term organizational success rather than short-term solutions.

This individual will be comfortable operating in a highly visible and politically engaged setting, demonstrating sound judgment, strong communication skills, and the ability to navigate competing priorities with professionalism and diplomacy. The successful candidate will be an active partner to the City Manager and executive teams across all three jurisdictions while prioritizing a visible and engaged presence within the Daly City community.



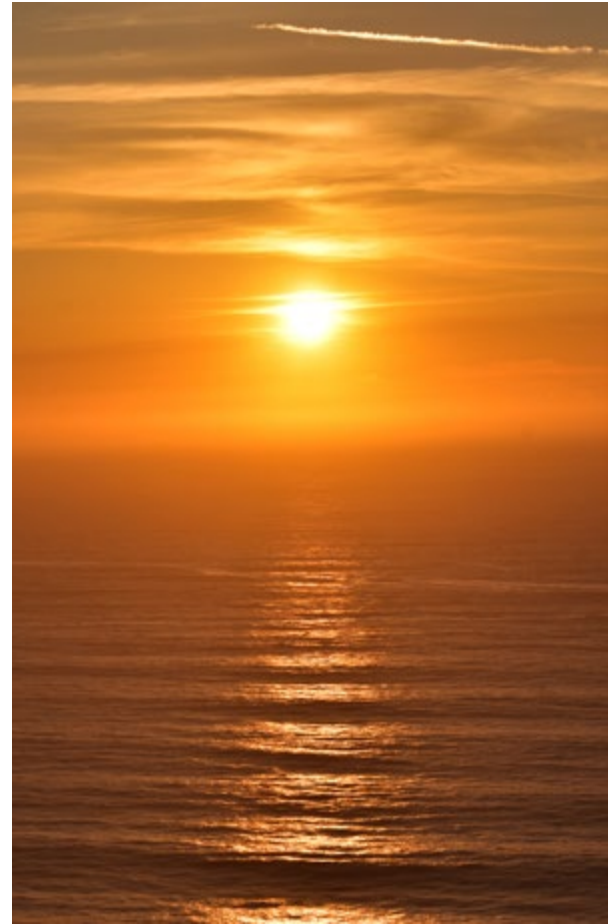
At the core, the next Fire Chief will be a relationship-driven leader who values collaboration, fosters alignment, and strengthens connections across departments and agencies. They will be equally adept at setting strategic direction and ensuring effective day-to-day operations, with a leadership style that promotes accountability, transparency, and continuous improvement.

Key attributes and experiences include:

- **Collaborative and politically astute leadership**, with the ability to build trust and alignment across multiple regional partners.
- **High ethical standards and integrity**, serving as a credible and steady voice for the organization.
- **Proven executive-level fire service experience**, including oversight of complex operations, personnel, and budgets.
- **Strong interpersonal and communication skills**, with the ability to engage effectively with employees, stakeholders, and community representatives.
- **Emotional intelligence and approachability**, fostering a positive organizational culture and strong internal relationships.
- **A strategic and forward-thinking mindset**, with a demonstrated ability to lead change and drive innovation in fire service delivery.
- **Commitment to a diverse workforce**, with the ability to expand recruitment pipelines and create opportunities for a more representative organization.
- **A visible and engaged leadership presence**, both within Daly City and across partner jurisdictions.

The ideal candidate will also demonstrate a commitment to professional growth, industry engagement, and the advancement of modern fire service practices. Above all, the next Fire Chief will be a leader who is invested in the organization, the region, and the community, someone who is prepared to build relationships, strengthen systems, and lead the Daly City Fire Department into the future.





Qualifications

The ideal candidate will possess a combination of executive fire service leadership experience, operational expertise, and strong interpersonal and organizational management skills.

Experience

- Seven (7) years of full-time experience in firefighting and fire prevention, including at least three (3) years in a responsible supervisory capacity in the permanent rank of Fire Captain or higher within a fire protection agency serving a population of at least 35,000.

Education

- High school diploma or equivalent required.
- Completion of additional college courses or specialized training programs concerned with matters directly related to fire department operations and administration is desirable.
- Bachelor's or Master's degree in Fire Science, Public Administration, or a related field is highly desirable.

Leadership and Technical Expertise

The successful candidate will demonstrate:

- Knowledge of modern fire service leadership, fire suppression, prevention, emergency response, and fire department administration.
- Experience in organizational leadership, budgeting, personnel management, labor relations, and policy development.
- Ability to lead complex operations, manage organizational change, and foster a collaborative, high-performing culture.
- Strong communication and relationship-building skills with employees, elected officials, community stakeholders, and regional partners.
- The ability to think strategically, solve complex problems, and effectively represent the Department in a public setting.

Certifications and License

- California State Fire Marshal (OSFM) Chief Officer, Fire Chief, and/or Executive Chief Fire Officer certifications and Incident Command System (ICS/SEMS) certifications are highly desirable.
- Possession of a valid Class C California Driver's License.

Inside Daly City

Daly City was incorporated on March 22, 1911, as a General Law City governed by a council-manager form of government. Five council members serve overlapping four-year terms, and the City Council elects one of its members to serve as Mayor each year. The City Council appoints both the City Manager and the City Attorney, with the City Manager serving as the Chief Executive Officer. The City Manager is responsible for hiring department heads, proposing the biennial budget, coordinating and overseeing all organizational activities, and implementing the laws, policies, and budgets adopted by the City Council.

The City of Daly City employs approximately 475 FTEs. The citywide total operating and capital expenditure budget for FY 2026 is \$261.6 million. Daly City's budget is dominated by the General Fund, which accounts for \$129.8 million, or 50% of the total City budget, and reflects the full range of core municipal services this community depends on. Enterprise funds, including Water and Wastewater, account for an additional \$71.1 million, or 27% of the total City budget. The City actively manages long-term financial sustainability through a Long-Term Financial Plan that addresses pension and other post-employment benefit (OPEB) obligations, revenue enhancements, and cost recovery.

San Mateo County provides social services, public health programs, property tax assessment, and election administration for residents of Daly City. In addition to regional county services, Daly City residents are served directly by the City's own Police Department and the North County Fire Authority, a Joint Powers Authority formed in 2003 with the cities of Brisbane and Pacifica that provides fire protection and medical emergency services across approximately 60 square miles.

The Community

Known as the "Destination on the Peninsula," Daly City sits at the northernmost edge of San Mateo County, directly adjacent to San Francisco and stretching from the shores of the Pacific Ocean on the west to nearly San Francisco Bay on the east. The second-most populous city in San Mateo County, Daly City has grown into far more than its nickname implies. With a population of more than 108,000, the city holds a strategic position between two of the Bay Area's most dynamic job growth corridors, drawing residents and businesses that value both metropolitan access and a grounded, close-knit community.

Few cities of comparable size can match Daly City's breadth of cultural diversity. With a diversity score of 97 out of 100 ([BestNeighborhood.org](https://www.bestneighborhood.org), U.S. Census data), Daly City ranks among the most diverse cities in the country. This richness of background and heritage shapes the character of every neighborhood, every business corridor, and every public institution, including the fire service that protects them.

Daly City offers residents a blend of natural beauty, cultural attractions, and urban amenities, combining coastal and hillside landscapes with a community known for rich culinary and social traditions. The city's physical terrain is genuinely striking. Mussel Rock draws paragliders and hikers to its rugged coastal cliffs, while Thornton Beach State Park offers panoramic views of the Pacific and trails leading to a sandy shoreline. Gellert Park serves as a central recreational hub for residents of all ages, with sports fields, aquatic facilities, and gathering spaces that anchor neighborhood life throughout the year.

The Cow Palace arena, whose grounds straddle the border with San Francisco, is home to the annual Grand National Rodeo, Horse, and Stock Show, one of the Bay Area's most storied civic traditions. Beyond major events, the city's Department of Recreation Services maintains an active calendar of programs that keep neighborhoods connected. The fire department is woven into that civic fabric, well-regarded by residents and has a regular presence at community events, with a department-wide reputation for reliability that few public agencies enjoy.

Daly City has long served as a regional hub for retail, healthcare, and small businesses, and its central position between San Francisco and San Mateo counties continues to fuel economic activity across all sectors. Residents benefit from proximity to world-class employment, cultural institutions, and transportation networks while remaining rooted in a community that knows who it is. The next Fire Chief will step into a city proud of its place on the Peninsula, clear-eyed about what it expects from its public servants, and ready to welcome a leader who brings that same sense of purpose.



Compensation

The expected hiring range is \$260,721 - \$316,908 annually. The starting salary will be negotiated based on the candidate's experience and qualifications. The salary will be supported by an attractive benefits package including:

- **Retirement:** California Public Employees' Retirement System (PERS) defined benefit retirement plan. 3% @ 55 for "Classic" members and 2.7% @ 57 for new members as defined by PEPR. Subject to employee contribution.
- **Medical, Dental, and Vision Insurance:** The City provides a monthly cafeteria contribution toward health benefits and offers additional reimbursement benefits for vision coverage.
- **Life and Disability Insurance:** City-sponsored life insurance and short- and long-term disability coverage are provided, with optional supplemental life insurance available for employees and eligible dependents.
- **Longevity Pay:** 2.5% of base salary for 15 years of service with the City of Daly City.
- **Educational Incentive Pay:** Up to 17.5%.
 - Job-enhancing certifications or degrees
 - 5% of base salary- Possession of CA Chief Officer's Certificate OR BA/BS Degree.
 - 7.5% of base salary- Possession of CA Chief Officer's Certificate AND BA/BS Degree.
 - 10% of base salary- Possession of CA Chief Officer's Certificate AND Master's Degree.
 - Job-enhancing Coursework
 - 5% of base salary for 40 hours of coursework in:
 - Management/Supervision
 - Human Resources Development
 - Instructional Techniques
 - Emergency Medical Services
 - Strategy and Tactics
 - County Chief Officer Continuing Education Classes
- **Vacation:** Employees receive 13 days of vacation annually after one year of service through the first four years, with accrual increase based on years of service. Management employees receive an additional five days upon hire and annually thereafter. Up to four weeks (160 hours) may be converted to pay each year.
- **Holidays:** 12 designated paid holidays per year.



How to Apply

Applications will be accepted electronically by Raftelis at raftelis.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will be open until **June 19, 2026**.



Questions

Please direct questions to Serena Wright-Black at swrightblack@raftelis.com and Niayla Hairston at nhairston@raftelis.com.