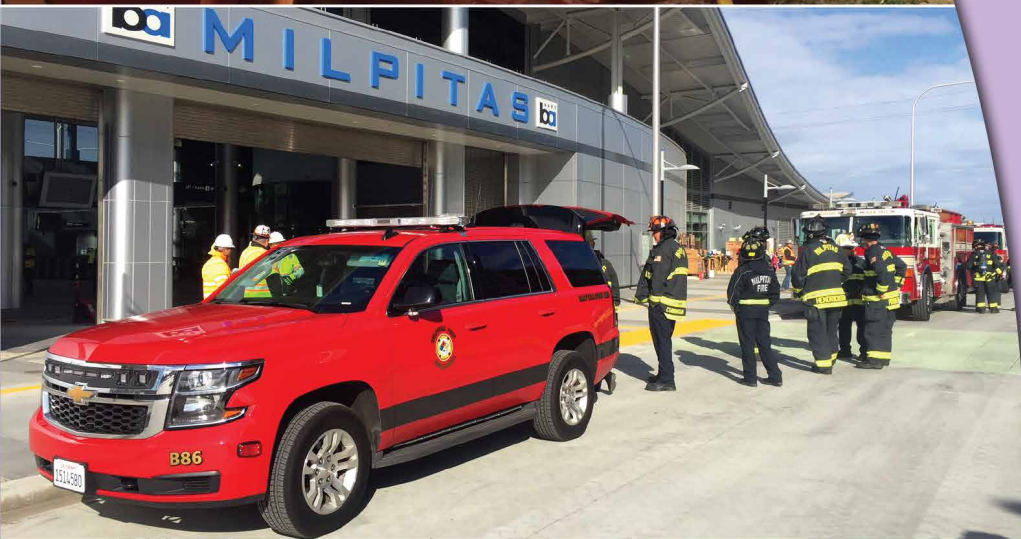




# CITY OF MILPITAS, CA

INVITES YOUR INTEREST IN THE POSITION OF

## FIRE CHIEF



 **BOB MURRAY & ASSOCIATES**  
EXPERTS IN EXECUTIVE SEARCH

## THE COMMUNITY

Located at the southern tip of the San Francisco Bay, Milpitas is a progressive community that is an integral part of the Silicon Valley. With a diverse resident population of 75,528, the City of Milpitas sees each of the 389.50 full-time employees as committed to accomplishing the community's vision by providing fiscally sound, superior services.

In 2018, Milpitas has been recognized as one of the top 10 Best Cities for Science, Technology, Engineering and Mathematics (STEM) Workers, approximately 28% of the jobs are in the STEM category. Milpitas was also recently recognized as one of the 8th fastest growing city in the United States according to the US Census, and the 2nd fastest growing in California. Milpitas also boasts the 3rd highest job growth among the 515 qualifying cities by Wallet Hub. Even with this growth, Milpitas is still home to an industrious and well-educated community with an average household income exceeding the County average. The home-ownership rate is close to 70% and the housing market in Milpitas remains affordable relative to the majority of Santa Clara County.

Milpitas is at the heart of Silicon Valley and is often called the "Crossroads of Silicon Valley" with most of its 13.63 square miles of land situated between two major freeways (I-880 and I-680), State Route 237, and a County expressway. With existing light rail and BART extension opening in 2018, the transit hub adjacent to the Great Mall facilitated high density transit oriented development with over 2,100 units being built. There are approximately 1,790 acres, or 2.9 square miles designated for various industrial uses. There are eight (8) existing industrial parks and 550 manufacturing plants in Milpitas.

An additional 350 acres are dedicated to regional and community retail centers supporting 3.5 million square feet of commercial shops. The Great Mall of the Bay Area is the largest enclosed mall in Northern California, with approximately 1.1 million square feet of leasable space for retail and entertainment operations. Several local shopping centers service regional needs including Asian-oriented retail and services. The City provides a multitude of outstanding recreational opportunities, including aquatics, cultural arts and theater, sports leagues and activities, youth and senior programming and activities.

We are a popular location for professionals and families, we have quality school systems,

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great neighborhoods, parks and a crime rate that is 35% below the national average see *livability.com*.

## THE CITY GOVERNMENT

Incorporated in 1954, the City of Milpitas is a bustling general-law city supervised by a council-manager form of government.

These are exciting times for the City of Milpitas under a new city administration team the leadership now includes a new City Manager, Julie Edmonds-Mares; Assistant City Manager, Ashwini Kantak and Deputy City Manager, Steve McHarris. Along with quality, seasoned existing department heads the city has brought on a number of new department heads to the City as well. Milpitas is a full-service city which includes Police, Fire, and a water utility and sewer utility. The Council makes planning and policy decisions for residents, and oversees the City's almost \$191 million budget. Issues currently challenging the City include development, quality of life, and traffic.

## THE DEPARTMENT

The Milpitas Fire Department is responsible for fire suppression, emergency medical services, rescue service, hazardous and toxic materials emergency response. It also provides coordination of City-wide disaster response efforts, enforcement of fire and life safety codes, enforcement of State and Federal hazardous materials regulations, and investigation of fire cause, arson, as well as other emergency events for cause and origin.





The Fire Department is dedicated to providing quality and responsive service for the Milpitas community, preserving life, property, and the environment.

## THE POSITION

The Fire Chief will report to the City Manager and will lead a department of approximately 69 full-time employees, including Fire Suppression, Fire Prevention and Inspection, and Emergency Services employees. The Fire Chief is responsible for budgeting and interagency cooperation, in addition to all Fire Department operations. The Fire Chief also contributes to emergency management planning and oversees public education programs.

## THE IDEAL CANDIDATE

The City of Milpitas is seeking a strong leader and experienced fire management professional to serve as its new Fire Chief.

The ideal candidate will be an experienced professional and well-versed in all of the following:

- Principles, practices, methods, and techniques of modern fire prevention and suppression activities, as well as the operation, maintenance, and uses of firefighting apparatus and equipment;
- Municipal fire departmental administration and personnel training;
- Municipal fire departmental budgeting, personnel management, employee selection, and compliance;
- Applicable laws, rules, regulation, ordinance, and codes, including enforcement, pertaining to fire prevention, inspection, and suppression;
- Leading change in disaster and emergency preparedness;
- Implementing strategic business plans and initiatives, including several challenging Capital Improvement Projects;
- Applying progressive approaches to the management of data and resource allocation;
- Preparing and administering departmental budget and long-range financial plans.



The City is seeking an innovative, progressive, and outside-the-box thinker who understands fire service traditions and works well within the fire command structure while also exploring creative ways to meet the Department's mission. This position requires a service-minded individual with diplomacy, excellent interpersonal skills, and the ability to connect with people at all levels.

The Department will benefit from a Chief who leads by example, fosters an open and collaborative working environment, and takes a proactive stance to resolving issues. The ideal candidate will be someone who consistently demonstrates sound professional judgment, reasons logically, and takes a strategic approach to problem-solving. The incoming Chief must be capable of and comfortable making public presentations and representing

the Department and the City effectively in meetings with other departments, agencies, and groups. The new Fire Chief will be expected to maintain effective working relationships with policy makers, administrative staff, subordinates, and the general public.

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The Fire Chief will have a Bachelor's degree from an accredited college or university with major course work in fire science, public, business administration, management or a related field and twelve (12) years of broad experience in all phases of municipal fire suppression and prevention work, including five (5) years in a responsible management

capacity. The possession of a California State Chief Officer Certification, California State Fire Chief Certification, or National Fire Academy Executive Fire Officer Certification are highly desirable.

## THE COMPENSATION

The annual salary range for the Fire Chief is \$172,806.40 up to \$241,945.60; placement within this range is dependent upon qualification and experience. The City of Milpitas offers an attractive benefits package, including:

**Retirement** – Membership in CalPERS (2.7% at 57 (PEPRA) or 3% at 55 (Classic) with three-year average salary).

**Medical Insurance** – Choice of CalPERS Medical Plans. City pays for coverage up to the Kaiser rate (currently \$2,027.64/mo. For family).

**Dental & Vision** – City provides full family coverage for dental and vision at no cost to the employee.

**Life Insurance** – City provides \$50,000 term policy.

**Deferred Compensation** – City contributes \$75 per month on the employee's behalf.

**Vacation** – Accrual tier will be based on total years of public service. Employees earn 16-36 days of vacation based on years of service.

**Administrative Leave** – Employees accrue five (5) hours of Management Incentive Paid (MIP) Leave for each full pay period worked.

**Holidays** – Employees receive 12 paid holidays and one (1) floating holiday per year.

**Sick Leave** – Employees earn 12 days annually.

**Tuition Reimbursement** – Employees are eligible to receive up to \$3,000 per fiscal year in tuition reimbursement.

Retiree Spousal/Dependent Medical Plan: For permanent employees with 5 years of full time or equivalent service with the City: see details on City Website

The City also offers a flexible benefits plan, employee assistance program, and other voluntary insurance.

## TO APPLY

If you are interested in this outstanding opportunity, please visit our website at [www.bobmurrayassoc.com](http://www.bobmurrayassoc.com) to apply online.

**Filing Deadline:  
August 17, 2018**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Milpitas. Candidates will be advised of the status of the recruitment following selection of the Fire Chief.

If you have any questions, please do not hesitate to contact Mr. Regan Williams at:

(916) 784-9080

