



# An Invitation for the Position of Fire Chief

Confidential Recruitment  
Services Provided by  
the Western Fire Chiefs  
Association





# Our Community

---

With a population of over 136,000 the City of Visalia is one of the fastest growing cities in California's San Joaquin Valley and, according to [www.homearea.com](http://www.homearea.com),



**“Visalia has a diverse economy that offers opportunities for families to live in the Golden State while also getting the quality of life families deserve.”**



offers the most affordable housing in California with a median home sales price of \$234,000. (We encourage you to explore the quality and cost of homes in our community—we think you will be surprised and impressed.) As the Tulare County seat, principal retail

center in the region, and home to several large industrial employers, Visalia has a diverse economy that offers opportunities for families to live in the Golden State while also getting the quality of life families deserve. Local benefits include a vibrant downtown district, safe neighborhoods, excellent schools, institutions for higher learning, world class health care system, low cost of living, and an average commute time of 20 minutes.

Located in the heart of California's San Joaquin Valley, Visalia offers the best location in CA to experience all of the natural wonders of the state while living in an attractive community where you can afford a quality home. For the outdoor enthusiast, the nearby mountains, national parks, lakes, and rivers provide year-round opportunities for sports and recreation within a one- to two-hour drive. California's beautiful Central Coast is a pleasant two-hour drive west and the excitement of Los Angeles and San Francisco are just a few hours away. Meanwhile, families can enjoy farm fresh produce and the best food this state has to offer with year round farmer's markets in Visalia and the region. Ranked as the top Central Valley community and one of seven CA cities in the top 25 of Gallup Sharecare's latest State of American Well Being Index, our strong sense of community and social well-being keep Visalians happy, healthy, and moving forward.

# Our City and Fire Department

---



Visalia is a full service city that employs over 600 full-time employees and up to 200 hourly employees with a total 2018/2019 budget of \$220.9 million. The City's financial health is positive and Visalia has enjoyed a strong, conservative financial history. Visalia has also been effective with community planning, which has led to an active, vibrant, and heavily visited downtown, a strong retail/commercial corridor, and a thriving industrial area. The City recently completed a new emergency communications -EOC facility, animal care facility, fire station, and a \$140 million upgrade to its Water Reclamation Facility. Another new fire station is in the planning stage.

The Fire Department has 75 sworn employees, staffing 6 fire stations, with 5 engines and 2 trucks covering 37.5 square miles. The stations are staffed 24/7 by dedicated and well trained personnel who work a 48/96

shift schedule. VFD is an "all-risk" agency, responding to fires, vehicle accidents, hazardous material incidents, technical rescues, and medical emergencies. VFD deploys highly trained paramedics, with state of the art equipment to mitigate medical emergencies. The Fire Prevention division, staffed by a Fire Marshal and 2 full-time inspectors, conduct fire and life safety and property maintenance inspections, investigate fires as well as provide public education programs and serve on the City's Site Plan Review Committee.

Visalia voters recently passed a revenue measure (Measure N) that implemented a ½ cent sales tax to maintain public safety and other essential services. For the Fire Department, funding was approved to refurbish two fire stations, purchase two trucks, an air support unit, and create a squad vehicle program staffed by paramedics which is in the early stages of development.

**"VFD is an "all-risk" agency, responding to fires, vehicle accidents, hazardous material incidents, technical rescues, and medical emergencies."**

## 2018 Department Statistics

- Department Established 1869
- \$17.8 M Operating Budget
- 81 Total Employees, 75 Sworn
- 15,229 Total Calls for Service
- 10,498 Calls for EMS/Rescue Incidents
- 604 Fire Calls
- 6 Fire Stations
- 37.5 Square Miles Served
- Type I Hazmat Response Team
- Type II Medium Rescue Team
- Avg Fire Response Time of 5:37
- Avg EMS Response time of 5:18
- 3,301 Fire & Life Safety Inspections
- 3,583 Property Inspections
- 75 Fire Investigations



# The Position & Ideal Candidate

---

The Fire Chief provides executive direction for all department services and activities including fire prevention, fire suppression, emergency medical services, and emergency preparedness.

Current challenges and projects include:

- Continuing to develop strategic and succession plans for the department
- Implementing a single-role paramedic squad vehicle program
- Beginning construction of a new fire station
- Effectively managing the budget with particular attention to overtime costs
- Seeking federal, state and public grants in support of fire department activities
- Developing innovative recruitment ideas to increase staffing levels
- Complete final implementation of a two-county Type 1 Haz Mat Team

The ideal candidate will be someone who is professional, responsive, innovative, and dedicated to the mission of the City and department and has a strategic vision for the future. The City is looking for a proven leader with strong fiscal management experience who demonstrates continuous effort to improve operations, decrease response times, develop staff, streamline work processes, and work cooperatively and jointly to provide quality service to the public while being a good steward of public funds. It is critical for the new Chief to establish, build, and maintain strong and effective working relationships with staff, the community, allied agencies, City Management, and other City departments.

Qualifications include graduation from an accredited college or university with a bachelor's degree in fire administration, business administration, public administration, or related field along with eight (8) years

of extensive experience in operational and administrative assignments in a fire department including at least three (3) years in a management position. Executive Fire Officer Certification or Chief Fire Officer Certification also required.



## COMPENSATION & BENEFITS

The City of Visalia offers a competitive total compensation package that includes:

- Salary range: \$10,259-\$12,898/month
- City provided vehicle
- CalPERS retirement program
- Health, Dental and Vision Insurance
- Onsite City Health & Wellness Clinic
- Vacation, sick leave, and administrative leave
- Life Insurance



# *How to* Express Interest

## Confidential Recruitment

Confidential recruitment services for this position are provided by Western Fire Chiefs Association (WFCA). The process allows you to consider an opportunity before submitting a formal and public application.

1

### ***Submit Your Materials in Confidence***

To express your interest in this position confidentially, please email your resume and contact information to [visalia@wfca.com](mailto:visalia@wfca.com) by **Wednesday August 14, 2019**

2

### ***WFCA Screening Process***

WFCA will conduct a multi-phased screening process that may include leadership assessments, telephone or Skype interviews, and/or site visits to the City of Visalia. This process will give you the opportunity to learn more about the agency, its culture, and the community it serves. WFCA will present your information as a “blind” summary (i.e., all identification details withheld) to the City of Visalia, and will follow-up with an assessment of alignment between your skills, experience, and the requirements of the position.

3

### ***Submit a Formal Application***

Upon completion of the screening process, qualified candidates will be invited to submit a formal and public application to the City of Visalia.

Recruitment Coordinator, Heidi Arnold, is available to answer your questions about this position at [visalia@wfca.com](mailto:visalia@wfca.com) or (503) 388-7822.