



THE CITY OF ROCKLIN ANNOUNCES AN OPENING FOR:



FIRE CHIEF



The Mission Statement of the City of Rocklin is to become a city that provides its citizens with exceptional quality of life while maintaining its small town sense of community.

[**APPLY HERE**](#)

***Application Deadline:
May 30, 2017 by 5:00 p.m.***

The Mission Statement of the City of Lincoln is to provide the highest level of service responsive to our community's expectations and to enhance the quality of life and economic vitality.

The Position

The Fire Chief, although an employee of the City of Rocklin, works within a Cooperative Fire Management Shared Services Agreement between the cities of Rocklin and Lincoln. Within this agreement, all fire department management staff positions between the two cities are shared, with the Fire Chief serving as the Chief of both municipalities. The Fire Chief receives administrative direction from both the Rocklin and Lincoln City Managers and is responsible for planning, directing, managing and overseeing the activities and operations of both the Rocklin and Lincoln Fire Departments. These activities include: fire suppression, fire prevention, emergency preparedness, budgeting and administration; coordinating assigned activities with other City departments and outside agencies; to provide expert professional assistance to the City Councils, City Managers and others; and to perform related work as required.

Ideal Candidate

The Fire Chief must lead by example, be a strong mentor, maintain a high level of professional standards, and promote morale within the Departments. The incoming Chief's leadership should inspire the confidence and support of the City Councils, City Managers, City staff members, and the communities. Integrity, confidence, professionalism, and recognition for talent will be highly valued traits in the new Fire Chief. An individual with excellent interpersonal and communication skills, a track record of successful management and a team oriented approach will excel in this position.

The new Fire Chief must be a fair and impartial executive who will establish credibility and work cooperatively with high-performing senior management teams to support the common goals and visions of both cities. The Cities of Rocklin and Lincoln seek a candidate who will utilize opportunities for innovation in an effort to provide greater efficiency and is open to new ideas to ensure the highest level of services are delivered. Working in the capacity of the Fire Chief for both the cities of Rocklin and Lincoln, the ability to effectively oversee multiple budgets, MOUs, fire service contracts, development agreement negotiations, and operational procedures is imperative.



COMMUNITIES

Rocklin

Located in South Placer County at the intersection of Interstate 80 and State Highway 65, the City of Rocklin is a thriving community of 64,417 residents located at the base of the Sierra Nevada Mountains. Rocklin is a preferred location for business and living because of its convenient location, excellent schools, diverse mix of housing, abundant parks and recreational opportunities, and the highest commitment to public safety.

Rocklin's outstanding educational systems includes Rocklin Unified, one of the top-ranked unified school districts in the state, as well as Sierra College, ranked first in Northern California for transfers to 4-year universities and William Jessup University, a fast-growing private, 4-year university. In addition to vibrant retail centers, Rocklin has a diverse range of business types including finance, insurance, health care, technology, engineering and utilities. Businesses choose to make their home in Rocklin because of our strong demographics, low business license fees and a great quality of life that appeals to employers and their employees.

The Cities of Rocklin and Lincoln share a common north/south border of approximately 13 miles, or a 15 minute drive between the two city centers. Travel between the two cities can be scenic, as both cities encompass the rolling foothills of the Sierra Nevada mountains.

Lincoln

The Fire Chief also serves the rapidly growing community of Lincoln with a 2015 population of 47,339. Considered one of the fastest growing cities in the country from 2000 to 2007, Lincoln has managed to maintain the small town charm that has made it a desired location to live, work and play.

Guided by the city's General Plan, Lincoln is a full-service municipality with a regional airport, wastewater treatment plant and related new infrastructure designed to accommodate ambitious development projects over the next 30 years with a build-out population of 130,000.

While its beginnings can be traced back to a railroad terminal in the 1800s serving agriculture, lumber and the world-renowned Gladding McBean & Company, today, residents and stakeholders share a forward-looking view towards a balance of business and residential life. Although early industries remain vital and relevant, Lincoln's entrepreneurs are booked solid and working at full steam, and are actively building their businesses in manufacturing, electronics, health care, and green technology-based businesses.



ORGANIZATION

The Cities of Rocklin and Lincoln are both General Law Cities and operate independently under the Council/Mayor form of government. Five Council Members are elected at large for four-year terms. Each year, the Council elects the Mayor and Vice-Mayor from within their ranks. The City Councils each appoint their City Managers. Management staff within each of the cities work with all departments closely to ensure stable growth and ongoing quality of life within the independent communities. The City Council's consistently support public safety goals and efforts to maintain two of the safest communities in the State.

The Cities of Rocklin and Lincoln pride themselves as having friendly people, small town charm, as well as tree-lined and safe, thriving neighborhoods. City staff work closely with residents and businesses to provide the best municipal services possible.



Lincoln City Hall



Rocklin City Hall

EXAMPLES OF DUTIES

- Plans, organizes, assigns, directs, reviews and evaluates Rocklin and Lincoln Fire Department services and activities, including fire suppression, fire prevention, emergency preparedness programs, and administration.
- Develops and directs the implementation of goals, objectives, policies, procedures and work standards for the Rocklin and Lincoln Fire Departments.
- Advises the City Managers and City Councils for Rocklin and Lincoln on a broad range of issues within areas of responsibility.
- Directs the preparation and administration of the City of Rocklin and the City of Lincoln department budgets; manages multiple fire protection contracts.
- Establishes, within City policy, appropriate service and staffing levels; allocates resources accordingly.
- Confers with citizens and City officials on fire-related problems; assists in the development of innovative fire-related programs, policies and practices.
- Ensures the development and implementation of effective fire prevention and education programs.
- May provide information and conduct research for labor negotiations.
- Directs the selection, evaluation, training and development of department staff.
- Continuously monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors workload, administrative and support systems, and internal reporting relationships; identifies opportunities for improvement; directs the implementation of changes.
- Actively participates in various professional organizations, and serves on various boards, commissions and committees; attends civic and other community organizations to explain and promote the activities and functions of the department and to establish favorable public relations.
- Monitors department programs and activities for effectiveness, including fire investigation, mapping and pre-fire planning, weed abatement, fire prevention inspections, construction/subdivision/site plan review, communication and dispatching.
- Ensures the proper maintenance of department vehicles, apparatus equipment, and facilities.
- Develops, maintains, and coordinates the emergency operations plan and disaster response within both cities.
- Coordinates public safety activities with the Police Chiefs; builds effective working relationships and works as an effective team member with other City department heads.
- Represents the Cities of Rocklin and Lincoln and makes presentations at City Council, boards, committees, conferences, and professional meetings as required.
- Responds to difficult or sensitive complaints and requests for information from the public, news media, and City staff.
- Responds to major emergencies and assumes command of major incidents as required.



Salary and Benefits

■ Salary Range

\$161,410 - \$206,006 per year

■ Medical

The City pays \$1,093 and the employee pays the difference. A variety of plans are offered through CalPERS

■ Dental and Vision

City-paid for employee and dependents

■ Leave Accruals

- **Sick Leave:** 12 sick days annually

- **Vacation:** 20 days first year, progresses up to 27 days based upon years of service

- **Management Leave:** Per Employment Agreement

- **Holidays:** 10 paid holidays per year

■ Retirement-CalPERS (in accordance with Public Employees' Retirement Law)

- **2.7% @ 57 PEPRSA safety employees:** Hired on or after January 1, 2013 with no prior membership with a California public retirement system or not eligible for reciprocity.

- **3% @ 50 Classic safety employees:** Current CalPERS members without a break of service of more than 180 days.

■ Deferred Compensation

Rocklin offers optional 457 plans for employee participation

401(a) Plan available

■ Life & ADD Insurance

City-paid \$200,000

■ Long Term Disability (LTD)

City-paid 60% of monthly salary up to \$6,000 per month

[Click Here to view Benefits Summary](#)

The Departments

The Cities of Rocklin and Lincoln have a shared services agreement. Under this agreement, Rocklin shares a Fire Chief, three (3) Battalion Chiefs, and one (1) Fire Prevention Officer with Lincoln, and Lincoln shares two (2) Division Chiefs with Rocklin that report to the Fire Chief and are responsible for general operations, personnel management, training, and fire prevention. The Rocklin Fire Department provides service from three stations, housing two ALS engine companies and a 100' ladder truck. The Lincoln Fire Department operates from three stations with three BLS engine companies. The overall combined command structure includes a Fire Chief, two (2) Division Chiefs, three (3) Battalion Chiefs, eighteen (18) Captains and a (non-safety) Fire Prevention Officer.

Fire Chief Challenges and Opportunities:

The Fire Chief will have a variety of opportunities and challenges to address, including:

- Ensuring that Rocklin and Lincoln continue to be cities where people feel safe.
- Developing and proposing two efficient, but effective budgets for the departments operations.
- Developing strategic partnerships with representatives of the communities, outside agencies, and other organizations.
- Rebuilding/relocating existing stations to meet current and future needs/response time.
- Overseeing shared resources and services between the City of Rocklin and the City of Lincoln.
- Negotiating joint regional services such as dispatch and/or training, and future First Responder/ALS opportunities.
- Continuing the development of a Regional Fire Academy Partnership with Sierra College.
- Negotiating development agreements to include future staffing and fire station construction.
- Negotiating proposed future fire service delivery contracts.
- Expanding opportunities to acquire special project funding through grants and other non-traditional financial pathways.
- Expanding and strengthening annual inspection programs.
- Ensuring interdepartmental collaboration to find additional efficiencies of both staff time and expended resources.
- Developing and implementing combined policies and procedures.

MINIMUM QUALIFICATIONS

Any combination of education and experience that would likely provide the required knowledge and skills is qualifying. A typical way to obtain the required qualifications would be:

Education

Equivalent to a bachelor's degree with major coursework in fire technology, public or business administration or a related field; a master's degree is desirable.

Experience

A minimum of ten (10) years of recent, broad and extensive experience in all major functions of a fire department including at least five (5) years in a responsible management position.

General Qualifications

Licenses or Certificates:

A valid California Class C driver's license or higher with a satisfactory driving record.

SELECTION PROCESS

Applications will be screened based on qualifications, and those applicants that best meet the needs of the Cities will be invited to participate in the next step in the selection process. Offers of employment are conditional upon successful completion of a pre-employment background, physical and psychological examination, drug and alcohol screening, and fingerprint clearance. Applications are due by 5:00 pm on May 30, 2017. The interview and selection process will take place in the June-July time frame with an estimated start date of September 5, 2017.

SUPPLEMENTAL QUESTIONNAIRE

1. After reviewing the minimum qualifications, describe how your education and experience qualifies you for this position.

APPLICATION PROCESS

Applicants may apply on-line or by submitting a hard copy employment application to the Human Resources Division at the address below. Incomplete applications will not be accepted. Electronic submittals are preferred.

City of Rocklin - Human Resources Office

3970 Rocklin Road

Rocklin, CA 95677

Telephone: (916) 625-5050 FAX: (916) 625-5099 Job Line: (916) 625-5060

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