



FIRE CHIEF

CITY OF REDWOOD CITY

*Serving the Cities of Redwood City
and San Carlos, California*



THE COMMUNITIES

Redwood City

Located in the heart of Silicon Valley, Redwood City (pop. 83,077) is the third largest City in San Mateo County. Incorporated in 1867, it serves as the county seat and home to the San Mateo County History Museum located in the county's old courthouse. With an average of 255 sunny days each year, Redwood City enjoys a mild Mediterranean climate (as the City slogan proclaims, "Climate Best by Government Test") and a one-of-a-kind waterfront that includes the Redwood Shores neighborhood, numerous bayfront residential options, ample recreation opportunities (including a yacht harbor), and the only deepwater port south of San Francisco.

Redwood City has a strong employment base with world-class firms and organizations such as Box, Electronic Arts, and Google. Genomic Health, Impossible Foods, Kaiser Permanente, Stanford Health, McKinsey and Company, the Chan Zuckerberg Initiative, and more than 500 various industry start-ups also have a strong presence in the City. As Redwood City is largely built-out, strong development interest over the last several years has increased density on redeveloped property.

Redwood City's vibrant and pedestrian-friendly downtown offers residents, visitors, and businesses a unique retail, entertainment, and restaurant experience. Beautiful Courthouse Square is the centerpiece of downtown and has become a gathering place for people throughout the community and the peninsula. More than 30 unique parks, ten sports fields, seasonal pool, a senior center, and five community centers are popular with the community, while the arts and culture scene feature an historic theater and live music venues.

Redwood City is a Welcoming City, and the community has long been known for its diversity, strong neighborhoods and community organizations, social involvement, and civic pride. Approximately 55% of the population identifies as Hispanic, Asian, of two or more races, or as Black, American Indian, Hawaiian, or Pacific Islander.

The City works diligently to maintain positive and productive relationships with community partners, providing outstanding services, programs, and opportunities for residents. This mix

of tradition, innovation, community, and diversity, makes Redwood City an extraordinary place to work and call home.

San Carlos

The neighboring City of San Carlos (pop. 29,837), "The City of Good Living," is in the center of the San Francisco Bay Area and has everything at its doorstep across its 5.4 square miles. San Carlos boasts good government, outstanding school system, attractive residential areas, a fine shopping district, excellent restaurants, a modern industrial and commercial area, and plenty of open space including waterways and a small portion of coastline. At the northern end of Silicon Valley, San Carlos hosts several technology companies and is the address of many West Coast biotech and medical instrumentation firms.

San Carlos is a truly dynamic mid-Peninsula city with a healthy business climate, a broad-based economy, strong employment and tax bases, and quality city services. Successful businesses, along with well-maintained streets and parks, quality police and fire protection, and high property values benefit those who visit the community, as well as the close to 30,000 residents and over 3,000 businesses that call San Carlos home.

The City has exciting future developments underway with approximately 3.5 million square feet in biotech development projects being proposed in the City's East Side Innovation District, with more anticipated commercial, industrial, retail, and residential applications beyond this in the next decade. In addition, the City has recently undertaken several new long-range planning efforts, including the Northeast Area Specific Plan that will transform an industrial area into a neighborhood, mixing life sciences, production, distribution, and repair uses with housing and community amenities; and a Downtown Specific Plan + Streetscape Master Plan, which includes major advances in reuse of public right of ways for conversion to public space. San Carlos also has a downtown with access to the CalTrain station and the potential for new transit-oriented development near the station along the El Camino Real Corridor.

CITY GOVERNMENT

Redwood City is a charter City with a council-manager form of government. The seven-member City Council is elected to four-year staggered terms and the Mayor serves a two-year term based on a rotation policy. The City has district-based elections with seven City Council districts.

The City Council appoints the City Manager, who implements the strategic direction and manages the day-to-day operations of the City Government, as well as the City Attorney, and the members of the City's boards, committees, and commissions. Redwood City is consistently recognized as being well-managed and innovative, strategically driven, and strongly connected to the community it serves. The organization benefits from having stable elected and professional leadership and the City Council, City Manager and staff enjoy a productive and mutually respectful relationship.

In addition to the offices of the City Manager and City Attorney, the City is organized across the departments of Community Development; Engineering and Transportation; Finance; Fire; Human Resources; Information Technology; Library; Parks, Recreation & Community Services; Police; and Public Works. Together, these departments are supported by 601.93 FTE. The City's Fiscal Year 2024-25 General Fund budget is \$184.6 million. The Fire Department represents 26% percent of the City's General Fund budget.

For over a decade Redwood City has provided fire and emergency services to the City of San Carlos, allowing both cities to share costs associated with administering fire safety, operations, fire prevention and training activities. Earlier this year, both cities extended the service agreement for three years, with an option to continue for two more years.

Redwood City's Vision is to be a community where people of all backgrounds and income levels can thrive.

The City's Mission is building a welcoming Redwood City through collaboration, responsiveness, and excellence.

In 2020, the City Council established equity as the City's foundational guiding principle and determined to "put equity first, urging a collective restart so that policies serve the entire community."

THE DEPARTMENT

The Redwood City Fire Department (RCFD) serves the residents of Redwood City and San Carlos from seven fire stations providing advanced life support, emergency medical services, fire operations, fire prevention, disaster preparedness and community-based trainings and services. Two of the stations are located in San Carlos. Department operations are supported by 91.4 staff (6 additional firefighters funded by a SAFER Grant are not included in the base budget and FTE table) and a FY 2024-25 budget of \$46.8 million. RCFD apparatus includes seven engines, one ladder truck, breathing support vehicle, and two rescue boats. Emergency communications are handled by the San Mateo County Dispatch Center and, through a series of auto-aid agreements between fire agencies, provides a uniquely integrated boundary-drop service delivery model across the County. Redwood City is the only fire agency in San Mateo County with an ISO Class 1 rating and maintains the lowest response times among the three most active fire departments in the County.

In addition to the Fire Chief, the command staff includes two Deputy Chiefs, a Training Battalion Chief, three shift Battalion Chiefs, an EMS Battalion Chief (serving Redwood City, San Carlos, and the Town of Woodside) and the Fire Marshal. The balance of the staffing includes firefighters, firefighter/paramedics, captains, fire prevention staff, and training and administrative staff.

Fire Department Mission Statement

To protect life, property, and the environment from fire, medical, disaster, and hazardous materials related incidents through emergency mitigation, public education and code enforcement.

Fire Department Commitment

To deliver high quality, professional and effective customer service.

Important near-term Department initiatives include increasing paramedic staffing, implementing a strategic plan for the Fire Prevention Bureau, and completing design build of a Fire Training facility.



THE IDEAL CANDIDATE

Redwood City is seeking a visionary leader in the fire service who demonstrates the passion and versatility needed to serve two vibrant Bay Area urban communities. Known for upholding high service standards, the ideal candidate will be an energetic leader capable of generating commitment and momentum around a compelling vision that is aligned with City Council and community priorities.

The successful candidate will be a respected and relatable industry professional adept at engaging with a multi-generational workforce and two diverse communities. Experience working and building relationships with historically underserved populations is highly desirable. The ability to build and maintain effective relationships with labor groups, community-based organizations, and service partners is also essential to be successful in the role.

Redwood City's Fire Chief must be an exceptional communicator who readily utilizes various modalities to ensure effective messaging. They will be generous in communicating their management and leadership philosophies to ensure the department is galvanized and best positioned to meet evolving service demands. A proven track record of creating an organizational culture that values integrity, inclusion, trust, collaboration and commitment to mission will be expected. Additionally, the new Fire Chief will promote an environment that values innovation and experimentation as standard practice in striving to design new service delivery models.

The ideal candidate will demonstrate unwavering integrity and have a reputation for maintaining exemplary professional standards. As a mentor, they will be practiced in employing

contemporary leadership strategies that resonate with multiple generations, support accountability and develop future leaders. The candidate selected will also be adept at inspiring others to view the fire service as an exciting and rewarding career choice.

As a leader, Redwood City's Fire Chief must be dedicated to continuing to enhance workforce diversity and advancing a culture of belonging where all employees can thrive. Personal commitment and the ability to support improved representation is vital. Equally important, competitive candidates will have strong experience enabling professional and leadership development at all ranks, and among civilian as well as sworn employees.

The ideal candidate will possess a strong blend of administrative, operational and prevention experience and be well-versed in current best practices that support a high-performing and caring agency. Further, they will exhibit a deep understanding of the sophisticated use of data in performance management and decision making and know how to leverage technology to facilitate the use of real-time data and sound analytics.

To be a great fit in Redwood City, the Fire Chief must be a strategic and collaborative team player who works seamlessly with other departments in the City and the region and understands the importance of achieving the City Council's goals. Candidates should possess at least four years of increasingly responsible supervisory and administrative experience at the Battalion Chief level or above. A Bachelor's degree from an accredited institution in a relevant field is strongly preferred, with a Master's degree being desirable.

COMPENSATION & BENEFITS

Annual salary range is currently \$247,752 - \$309,696 and is under review. Any change to the salary range will be posted on the City's [website](#). Salary is supplemented by an attractive benefits package that includes, but is not limited to the following:

CalPERS Retirement:

Tier 1 -

Employees hired before October 24, 2011
3% @ 50 formula; employee contribution 18% (includes 9% portion of employer share).

Tier 2 -

Employees hired after October 24, 2011
3% @ 55 formula; employee contribution 18% (includes 9% portion of employer share).

Tier 3 -

Employees hired on or after January 1, 2013 and meet the definition of "new member"
2.7% @ 57 formula; employee contribution 15.25% (includes 2% portion of employer share). Employee contribution is the rate prescribed by CalPERS in accordance with Government Code 7522.30, plus an additional 2% toward the City's pension contribution.

457 Deferred Compensation Plan: Four plans available; voluntary employee contribution.

401(a) Retirement Enhancement Plan:

The PARS Defined Contribution Retirement Enhancement Plan is available for department heads. City contribution of 2% of compensation. Mandatory 5% employee contribution.

Flexible Spending Account (Cafeteria

Plan): Use pre-tax dollars to pay for health insurance premiums, dependent care, medical expenses and commuter expenses.

Medical Plan: Choose from a range of HMO, PPO and EPO options. The City pays up to 90% of the CalPERS Bay Area Kaiser Family Premium, which is \$2,248.80 per month in 2024.

Dental/Vision: City pays 90% of insurance premiums for employees and their qualified dependents.

Potential candidates outside the Bay Area are strongly encouraged to research the cost of housing and overall cost of living in the area before applying.

Auto Allowance: A City vehicle is provided.

In-Lieu Hours: 160 hours per year; may be taken as time off or paid in cash for any remaining portion at the end of the calendar year. Hours will be prorated at time of hire for the first calendar year.

Vacation/Sick Leave: Vacation accrual rate of two to five weeks per year based on total public sector/industry experience; sick leave is accrued at a rate of 1 day per month.

Holidays: 13 recognized holidays + 2 administrative holidays.

Uniform Allowance: \$800 annually.

Educational & Professional Development

Expense Reimbursement: Annually up to \$1,500 and \$750 respectively for eligible expenses. Personal well-being activities such as fitness and gym membership fees can be applied to the \$750 per fiscal year.

Retiree Health: Generous city-paid health insurance offered to eligible retirees; service requirements based on Tier apply in determining city-paid benefit.

Exceptional Performance Bonus: At the discretion of the City Manager in recognition of exceptional service or contributions, executive managers may receive a performance bonus of up to 5% of salary one time each fiscal year.

Income Protection: The City provides basic plan coverage for Life and Accidental Death and Dismemberment and Long Term Disability with additional coverage available for purchase by employee; additional coverage for severe medical issues and disability income is available.

Application & Selection Process

The closing date for this recruitment is **midnight on Sunday, October 6, 2024**. To be considered for this opportunity, upload cover letter, resume and list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com.



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Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the lead recruiter. Candidates deemed to be the most highly qualified will be invited to interview with Redwood City mid-fall. Final selection activities are scheduled to be completed shortly thereafter, following the completion of negotiations and extensive background and reference checks. Please note that references will not be contacted until the end of the process and, at that time, will be done so in close coordination with the candidate impacted.

