

# Deputy Fire Chief

**CHICO, CALIFORNIA**

Maximum Annual Salary \$196,476.80

Recruitment is open until filled



# The Community

The City of Chico is ideally located in the Northern Sacramento Valley, approximately ninety miles north of Sacramento. The City has grown to over 34 square miles with a population of nearly 114,000. Chico is home to medical, retail, financial, and agricultural services for the North State. Chico is known as a well-managed city that values quality infrastructure and services, and maintains a special sense of community and small-town living. It is also a vibrant regional center for business, recreation and cultural activities. Residents pride themselves on preserving local heritage and natural resources, with emphasis on sustainability. There are many recreational opportunities in Chico, including Bidwell Park — one of the largest municipally owned parks in the country (3,670 acres). Other recreational opportunities accessible from Chico include the Sacramento River; lakes Oroville, Almanor, and Shasta; the Sierra Nevada Mountains; Lassen Volcanic National Park; and various ski areas. The City is conveniently located within three hours of the San Francisco Bay Area and Lake Tahoe regions.

# City Government

The City of Chico is a Charter City and operates under the council-manager form of government. The Council is composed of seven Council Members elected at-large for four-year staggered terms. After each biennial November election, the Council selects a Mayor and Vice-Mayor to serve two-year terms. The City of Chico is a full-service city, providing police and fire services.

# The Department

The Chico Fire Department has proudly served the community since 1873 with a team of 60 full-time personnel, including 57 uniformed firefighters and officers supported by 8 active volunteers. The department operates four strategically located fire stations and a dedicated Fire Training Center, deploying more than 30 pieces of modern emergency apparatus across the City's 34-square-mile service area.

The department responds to approximately 16,000 calls for service annually. In addition to fire suppression and EMS, Chico Fire provides technical rescue, hazardous materials response, and wildland/urban interface firefighting, and maintains mutual and automatic aid agreements with regional agencies to ensure seamless, coordinated emergency response across the North State.

# The Position

The Deputy Fire Chief serves as the second-in-command of the Chico Fire Department, working closely with the Fire Chief to lead and coordinate the department's operational, administrative, training, and personnel functions. This role provides highly responsible technical and strategic support to the Fire Chief, assists in developing and implementing initiatives that advance the department's goals, and assumes the duties of Acting Fire Chief in the Fire Chief's absence.

In this capacity, the Deputy Fire Chief oversees the department's core public safety mission — directing fire suppression, emergency medical services, rescue operations, and hazardous materials mitigation to protect the lives and property of the Chico community. The Deputy Fire Chief also serves in the role of Battalion Chief when needed and performs additional duties as assigned.

# The Ideal Candidate

The Chico Fire Department seeks a Deputy Fire Chief with demonstrated expertise in fire protection, emergency medical services, administration, and training, as well as the financial acumen and technological savvy needed to lead the organization collaboratively with confidence and vision.

Above all, we are looking for a leader defined by character. The ideal candidate is trustworthy, hardworking, and accountable – honest in word and deed, positive in outlook, and selfless in placing the needs of the organization and community first. They command genuine respect, treat all people with fairness, and inspire those around them.

We are seeking a candidate who enthusiastically engages with the community, builds collaborative partnerships, and delivers exceptional customer service – someone who sees their role not just as a firefighter, but as a public servant and community leader.

## The ideal candidate will have demonstrated a commitment to:

**Personnel Development**—Releasing the unique potential of department personnel through coaching, training, and succession planning

**Organizing & Planning**—Managing priorities effectively, working productively, and deploying resources with precision

**Organization Knowledge**—Understanding how a municipal organization works and navigating both formal and informal structures

**Relationship Building**—Cultivating productive networks and investing time in people at all levels

**Results Orientation**—Staying focused on outcomes and motivated by measurable achievement

**Written Communication**—Writing clearly, concisely, and persuasively across a range of audiences and purposes

**Financial Acumen**—Using financial data to make informed decisions and exercising sound fiscal responsibility

**Change Agility**—Adapting effectively to new technologies and evolving community needs

## Chico Fire Department Mission Statement

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*To provide the highest quality fire, rescue, and emergency services to the Chico community in a caring and professional manner.*

# Required Qualifications

**Knowledge of:** Standards, principles, practices, and procedures of modern fire suppression, emergency medical services, rescue, and hazardous materials response and organization; operation and maintenance of fire and rescue apparatus; geography, demographics, building types, water supply, and special hazards in the City of Chico; Federal, State, and local laws, regulations, and codes pertaining to fire prevention, emergency services, and worker safety standards; methods and techniques of fire service training; principles and practices of public administration including organization, fiscal affairs, and personnel management; basic computer applications.

**Ability to:** Efficiently and effectively utilize personnel, equipment, and apparatus in routine and emergency situations; develop and implement training and fire safety and prevention programs; maintain and improve discipline and morale; receive respect and support of subordinates; communicate clearly and concisely, both orally and in writing; establish and maintain effective and cooperative working relationships with other City staff, other agencies, the media, and the general public.

**Education:** Equivalent to a bachelor's degree in Fire Administration, Fire Protection Engineering, or a related field, supplemented by substantial professional education, including all coursework for State Board of Fire Services Chief Officer Certification or Chief Fire Officer (CFO) from the Center for Public Safety Excellence (CPSE) or Executive Fire Officer (EFO) from the National Fire Academy (NFA).

**Experience:** Seven years of increasingly responsible experience in fire prevention, fire suppression, or fire training, including at least two years' experience performing duties similar to a Fire Captain or Battalion Chief, preferably in a municipal fire department.

## Licenses and Certifications:

- Possession of a valid California Class C Driver License
- Current first aid and Cardiopulmonary Resuscitation certification per CCR 1797.182
- Certification at the Hazardous Materials First Responder-Operational level

## Compensation and Benefits

### Maximum Salary:

\$196,476.80 DOE

### Retirement:

CalPERS 3% @ 50 for Classic members or 2.7% @ 57 for PEPR members.

### Vacation/Holidays:

15-25 days of paid vacation per year, depending on length of public service. 11 paid holidays and 1 additional floating holiday per year.

### Sick Leave:

8 hours of sick leave earned per month with unlimited accumulation, and retirement credit for hours unused.

### Management Leave:

80 hours of leave per year.

### Health, Dental and Vision Insurance:

Major medical, dental, and vision benefits are available to employee and dependents. Cost varies by plan selection at minimal cost to employee.

### Long Term Disability Insurance:

Voluntary program, the cost of which is shared by the City and the employee.

### Life Insurance:

An employee policy rounded to the nearest \$1,000 of annual salary and a dependent policy of \$1,500 are provided by the City. Supplemental coverage is available at an additional cost to the employee.

## To Apply

Visit us online at [www.chicoca.gov](http://www.chicoca.gov), click on the "Jobs" link or visit [www.governmentjobs.com/careers/chico](http://www.governmentjobs.com/careers/chico). Complete the online application and supplemental questionnaire, and attach a resume.

Applications will be screened against the criteria outlined in this announcement on an ongoing basis. The most qualified candidates will be invited to participate in the interview process.

