

# City of Chico Career Opportunity

# Fire Chief

## CHICO, CALIFORNIA

Maximum Annual Salary \$219,082.50

Recruitment Closes April 30, 2026



# 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 a host 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. Chico is also known as 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. The park is one of the largest municipally owned parks in the country (3,670 acres), is the focal point of the City's park system, and offers numerous trails for hiking, biking and equestrian use. Other recreational and scenic opportunities easily accessible from Chico include the Sacramento River; lakes Oroville, Almanor, and Shasta; the Sierra Nevada Mountains; Lassen Volcanic National Park; Mount Shasta; and various ski areas. The City is conveniently located within three hours driving to the San Francisco Bay Area and Lake Tahoe regions. Chico's historic downtown provides many age groups with choices for entertainment, shopping and dining.

# 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, including police and fire.



# The Position

**Under limited direction of the City Manager, the Fire Chief plans, directs, supervises and coordinates the operations of the Chico Fire Department in preventing and extinguishing fires, delivering emergency medical services, performing rescues, mitigating hazardous materials emergencies, and protecting life and property; provides highly responsible and technical staff assistance to the City Manager, City Council and operating departments; and performs related work as required.**

***Chico...***

*A safe place to raise a family, an ideal location for business, and a premier place to live.*

# The Ideal Candidate

The ideal candidate is a seasoned executive leader with strong administrative and managerial expertise, capable of overseeing complex Fire Department operations while advancing strategic goals. They exercise a high level of independent judgment, translating broad policies into effective action in support of the Department's mission. This individual has the ability to build strong relationships with public officials, government agencies, and community partners, and demonstrates the leadership and accountability needed to direct all departmental functions. This role carries full responsibility for department-wide leadership, operations, and strategic direction.

**PROUDLY SERVING THE CITIZENS OF CHICO  
SINCE 1873**

## Required Qualifications

**Knowledge of:** Principles and practices of modern firefighting and fire prevention practices; Laws, ordinances, rules and codes affecting the activities of the Fire Department; Principles and practices of organization, administration, budget and personnel management; Principles and techniques of modern first aid, rescue, and resuscitation; Geography, types of building construction, major fire hazards, water supply, fire, and building laws and regulations of the City of Chico.

**Ability to:** Plan, formulate, and administer sound departmental policies and procedures; Communicate clearly and concisely, both orally and in writing; Establish and maintain cooperative relationships with subordinates, other City officials and the public; Understand and relate fire problems and priorities with overall City objectives; Prepare and administer the departmental budget; Oversee purchasing and assure inventory control.

**Experience:** Ten years of increasingly responsible, paid, full-time experience, preferably in all major program areas including administration, suppression, and prevention or training. At least three years of this experience shall be at the Chief Officer level.

**Education:** Bachelor's Degree from an accredited university with major course work in public administration or other applicable field supplemented by broad and extensive course work in fire science suppression, prevention, and administration.

### Licenses and Certifications:

- Possession of a valid California Class C Driver License
- Current First Aid and Cardiopulmonary Resuscitation certification per CCR 1797.182
- Certification as a Hazardous Materials First Responder - Operational

### Desired Qualifications:

- Master's Degree in Public Administration or related field
- Certification by the State Board of Fire Services as a Fire Chief



## Chico Fire Department Mission Statement

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

# Compensation and Benefits

**Maximum Salary:** \$219,082.50 DOE

**Retirement:** CalPERS 3% @ 50 for Classic members or 2.7% @57 for PEPRA 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:** 96 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 and three professional letters of reference.

Following the closing date, applications will be screened against the criteria outlined in this announcement. The most qualified candidates will be invited to participate in the interview process.

**Recruitment Closing Date: Thursday, April 30, 2026**

**Anticipated Start Date: July 1, 2026**

## Strategic Goals & Initiatives for FY 2026-27

- Improve Emergency Response Performance
- Strengthen Wildfire and Wildland Urban Interface Preparedness
- Maintain Best Practice Training and Professional Development
- Expand Technology and Data Analysis Capability
- Upgrade or Maintain Facility and Apparatus Readiness
- Continue Development of a Comprehensive Community Risk Reduction Model
- Begin a Standards of Response Coverage and Strategic Plans
- Establish formal Performance Objectives (Response Time Goals, etcetera)
- Initiate Planning and Funding Process for Fire Station 6

