

The City of Milpitas



Invites Your Interest In The Position Of
Fire Chief



The Community

The City of Milpitas is located near the southern tip of San Francisco Bay, forty-five miles south of San Francisco. With a population of nearly 72,000, Milpitas is a progressive community that is an integral part of Silicon Valley. Milpitas features quality schools, conveniently located neighborhood parks and shopping centers, and a population rich in diversity.

Milpitas is an affluent community. The 2000 U.S. Census reported the median family household income in Milpitas was \$93,531. In 2002 the median household effective buying income was 172% of the State median and 197% of the National median. More than 70% of Milpitas households have an annual income that exceeds \$50,000. The homeownership rate is 73% with a median home value of \$429,000. Milpitas residents are also well educated with more than a third having a college or graduate degree.

Milpitas is often called the “Crossroads of Silicon Valley” with most of its 13.6 square miles of land situated between two major freeways (I-880 and I-680), State Route 237, and a county expressway. The light rail line has been in service since 2004 and an extension of BART, with a major multi-modal station in south Milpitas, is scheduled to begin construction in 2012. There are approximately 1,790 acres, or 2.9 square miles, designated for various industrial uses. About 271 acres are vacant and available in parcels ranging from ½ acre to 75 acres. There are ten existing industrial and business parks home to many major Silicon Valley companies.

The three largest employers in Milpitas are Cisco Systems, KLA-Tencor Corporation and Flextronics Corporation with over 2,000 employees each. Other major employers are, LifeScan, LSI Logic Corporation, Linear Technology, Headway Technologies and JSUniphase. Seven of these employers have made the City of Milpitas their corporate headquarters.

An estimated 350 acres are dedicated to regional and community retail centers supporting 3.5 million square feet of commercial shops. The Great Mall is the largest enclosed mall in Northern California, with approximately 1.2 million square feet of leasable space for retail and entertainment operations. The McCarthy Ranch Marketplace was one of the first “power centers” in the South Bay. The City is also home to over 25 neighborhood shopping centers that serve regional needs for Asian-oriented retail and services.

Thirty-three community parks are maintained by Milpitas, in addition to one dog park and 20 tennis courts. The City provides a multitude of outstanding recreational opportunities, including aquatics, cultural arts, a children’s theater, sports leagues and activities, youth programming, and senior activities and services. The Milpitas Sports Center (MSC) is a full service facility, with a 22 piece fitness center, 4 pools, a large gym, two aerobics studios, and a Teen Center. Various adult sports leagues are also offered through the MSC, as well as classes in crafts, music, dance, public speaking, First Aid, tennis, golf, and go-kart for teens. The Milpitas Senior Center is set to open in August 2010.

Incorporated in 1954, Milpitas is a general law city operating under the City Council/City Manager form of government with nearly 400 employees. Milpitas is a creative, forward thinking City, providing quality police, fire, water, streets, parks, engineering, planning, and recreation services.

The Department

The Mission of the Milpitas Fire Department is to provide quality and responsive service for the community. Their purpose is to serve and protect the community of Milpitas; and the preservation of life, property and the environment is the reason for their existence. The men and women of the Milpitas Fire Department diligently work to maintain a high level of public trust and confidence. They are dedicated to providing courteous, competent and responsive services.

The Department consists of four divisions: Administration, Emergency Response (Suppression) Services, Fire Prevention and Inspection Services and Office of Emergency Services. There are 62 total employees, 58 of which are safety personnel; including 48 Suppression; 4 Prevention, 6 Command and 4 civilian staff. The Department operates a total budget of approximately \$14.760 million dollars, as prepared and administered by the Fire Chief. The Fire Chief has a clerical support staff of a Secretary, and an Office Assistant in the Administration division.

The Milpitas Fire Department protects a population of nearly 72,000 people, within a 13.6 square mile area, with four engine-based paramedic companies and one combination truck/USAR company, responding from four fire stations. The Department maintains one Battalion Chief as a 24-hour duty chief. Emergency Response (Suppression) personnel are configured in three shifts, on a 56-hour, 4/6, schedule. The Department provides a diverse range of protection to the community, from high-rise structures, intense mixed use/high density residential, big box retail and a regional retail entertainment mall; to two interstate freeways, an elevated light rail system, hillside Wildland urban interface, and a future BART rapid transit line.

In addition to engine-based (non-transport) paramedic service, the Emergency Response Services division provides Hazardous Materials response, with 3 Haz-Mat Specialists or Technicians certified on each platoon. Assigned Truck Company personnel are certified in Rescue Systems I/II, Confined Space, Low Angle, and Trench Rescue. The Milpitas Fire Department responds to approximately 4300 emergency calls for service each year, of which approximately 3300 are EMS calls.

The Milpitas Fire Department also has three members assigned to the FEMA USAR Task Force 3, operating out of nearby Menlo Park. The Department is also an integral member of the Santa Clara County Mutual Aid Agreement, and California Master Mutual Aid Agreement. A 40-hour Battalion Chief oversees Training, EMS, and Support Services. A full-time Vehicle Maintenance Worker is assigned from the City Fleet Operations and performs apparatus and vehicle maintenance services for the Fire Department.

The Milpitas Fire Department operates a full service Fire Prevention Bureau—working in concert with the Planning and Building Departments—with programs in Plan Check review; Fire Code inspection and enforcement, fire cause investigation, hazardous materials regulation and investigation, and public fire education. This division is overseen by the Fire Marshal, who has a staff of 6.

The Office of Emergency Services is responsible for disaster planning, and prepares All-Risk Local Hazard Mitigation Plans; manages and maintains the readiness of the City Emergency Operations Center (EOC); delivers staff training and community preparedness (CERT) training; and prepares all mandatory reports and applications in the administration and management of local, regional, state and federal grants. This division is overseen by a 40-hour civilian Emergency Services Coordinator.

The Ideal Candidate

The City is seeking a strong and dynamic leader with excellent interpersonal skills for their new Fire Chief. The ideal candidate will be fair, honest, respectful, and trustworthy. The new Chief will be an open minded person who values diversity and fosters a positive team environment that encourages cooperation and sharing of information, with the focus on the Department's mission. The incumbent will be responsible for the recruitment, supervision, training, and evaluation of all subordinates, so an individual who can serve as a mentor and encourage all members of the Department to be innovative and involved is sought. The selected candidate will be committed to engendering trust and support from the rank and file. At the same time, the new Chief will also maintain an environment governed by accountability by staff at all levels.

The ideal candidate will possess excellent oral and written communication skills. A dedicated leader with the ability to establish and maintain effective working relationships with City Council, City staff, the public, other governmental agencies, and the media is desired. Someone who is politically astute, but apolitical will be valued. Candidates who possess a strong background and successful history in working with organized labor are sought. Clear and open communication with the Firefighter's Local is essential to the productivity and the success of the Fire Department, so the new Chief will be devoted to maintaining the current positive relationship between management and labor

A creative thinker is sought who will be open to change and taking advantage of new opportunities. The City is seeking candidates who are willing to look at ways to streamline procedures and processes. A candidate with critical thinking skill is sought who can analyze and assess programs, policies, and operational needs and make appropriate changes as needed. The selected candidate will be an innovative problem solver who can define the problem, give clear direction, get people on board, and get results.

Competitive candidates should possess a well rounded background in the fire service and understand all aspects of department administration. Candidates should possess twelve years of broad experience in all phases of municipal fire suppression and prevention work, including five years in a responsible management capacity. A Bachelor's Degree from an accredited college with major course work in fire science, public administration, business administration, or a related field is required. A Masters Degree is preferred.

California State Chief Officer Certification, California State Fire Chief Certification, and National Fire Academy Executive Fire Officer Certification are highly desirable.

The Compensation

The salary for the Fire Chief is \$139,403 - \$192,349. The City also offers an excellent benefits package, including:

Retirement – PERS 3% at 50; employees pay 9% contribution

Benefit Package – The City offers 4 plans for health insurance, 2 HMO's & 2 PPO's (Kaiser, BlueShield HMO, PERSCare PPO & PERS Choice PPO). Employees who are covered as an eligible dependent under another health insurance plan may waive health coverage and receive a total of \$125 per month in lieu of medical plan coverage with the appropriate documentation. The City also provides dental and vision plans. Life insurance is provided in the amount of \$50,000.

Deferred Compensation – The City provides \$900 annually towards a deferred compensation account.

Holidays – The City offers 12 paid holidays. For each calendar year, a floating holiday (8 hours) can be used by December 31st of each year.

Vacation – 16 days vacation for the first 4 years of service (increases to 21 days for 5-9 years of service, 26 days for 10-14 years of service, 31 days for 15-19 years of service, 36 days after 20 years of service.)

Management Incentive Pay (MIP) – Accrual of 5 hours of MIP every pay-period for a maximum of 260 hours.

Sick Leave – 12 days per year of sick leave.

Educational Reimbursement – The City provides reimbursement up to \$1400 per fiscal year for continuing work-related education.

Uniform Allowance – The City provides a uniform allowance.

Flexible Spending Plan – The City offers employees a pre-tax deduction for a 125 plan for medical expenses, premiums, child, or elder care expenses.

Application Instructions on back

To Apply

If you are interested in this outstanding opportunity apply online at www.bobmurrayassoc.com or submit your resume to:

Regan Williams
Bob Murray and Associates
1677 Eureka Road, Suite 202
Roseville, CA 95661
(916) 784-9080
(916) 784-1985 fax
or e-mail:
apply@bobmurrayassoc.com

Filing Deadline: May 28, 2010

Following the closing date, resumes will be screened according to the qualifications outlined above.

The most qualified candidates will be invited to personal interviews with Bob Murray and Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Milpitas. Candidates will be advised of the status of the recruitment following selection of the Fire Chief. If you have any questions, please do not hesitate to call Mr. Williams at (916) 784-9080.