



# CITY OF OCEANSIDE, CA

INVITES YOUR  
INTEREST IN  
THE POSITION OF

## FIRE CHIEF



## THE COMMUNITY

The City of Oceanside, CA (population 180,000) is a thriving beachfront community centrally located in the heart of the beautiful Southern California coastline. Oceanside is among the region's best places to escape the hustle and bustle of the crowded cities. Located just 35 miles north of San Diego and 83 miles south of Los Angeles, Oceanside offers a unique combination of outstanding location, affordable housing, excellent schools and multiple resources. The City enjoys proximity to all major Southern California destinations, while at the same time maintaining its coastal beauty and autonomy.

Oceanside currently enjoys a diverse economic portfolio and has a number of business advantages. The City has a large sporting and recreational goods manufacturing sector as well as a large number of biotech and medtech companies. Agriculture is also important to Oceanside's economy. San Diego County is a major agricultural producer and the warm climate of Oceanside makes it ideal for the growing of tomatoes, avocados, citrus fruit, nursery stock, and flowers.

The Oceanside Unified School District has a deeply rooted tradition in a city with a history of more than 200 years. The District serves 22,000 students in 17 elementary schools, three middle schools, two comprehensive high schools, three charter schools and two alternative schools. One of the most diverse school districts in San Diego County, the students' families span the socio-economic spectrum.

Camp Pendleton, the Marine Corps neighbor to the north, is home to about 5,000 students who bring experience and culture from all over the country and world

Regional talent is proudly displayed at the Oceanside Museum of Art, while the sport and lifestyle of surfing is celebrated at the unique California Surf Museum. Visiting the historic Mission San Luis Rey de Francia, the "King of the Missions", and Heritage Park provide a place for residents to step back into time. The Audubon Buena Vista Lagoon is the perfect place to take an educational walk through a rare, protected coastal bird estuary. A Farmers Market in historic downtown each Thursday morning provides a wide variety of fresh, homegrown, organic produce and scrumptious baked goods

Recreational opportunities abound in Oceanside and compliment every lifestyle. The City's perfect climate invites residents and visitors to enjoy and relax at the 3.5 miles of sandy beaches or at one of the five golf courses within the city. With tennis courts and 6 miles of beachfront roadways excellent for jogging, biking or rollerblading, there is definitely fun to be had. Watersports enthusiasts will find the Harbor a mecca for conveniently launching, renting, and servicing boats, kayaks, and jet-skis. Finally, fishing aficionados can try their skill at surf-fishing along the coastline, or simply drop a line off along the famous 1,942 foot pier and wait for the fish to bite. In addition, Oceanside is an ideal home base to explore nearby area attractions including Disneyland, Legoland,

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the World-Famous San Diego Zoo and Wild Animal Park, Sea World, La Jolla, Old Town, Balboa Park, Coronado, San Juan Capistrano, Knott's Berry Farm, Catalina Island and Universal Studios.

## THE CITY GOVERNMENT

Incorporated in 1888, the City of Oceanside is a general law city and operates under a Council-Manager form of government. The City Council is made up of five-members that are elected at large, serving staggered four-year terms. The City Council appoints the City Manager, City Attorney, and City Clerk.

Oceanside is a full-service city with approximately 965 full-time employees. The City delivers municipal services through fifteen departments: Administration (City Manager, City Attorney, City Clerk, City Treasurer and Human Resources), Development Services Economic Development/Redevelopment, Financial Services, Fire, Harbor and Beaches, Neighborhood Services, Library, Police, Public Works, and Water Utilities. The City has an overall budget of approximately \$350 million, with a 2009-2010 General Fund budget of approximately \$112 million.

## THE DEPARTMENT

The Oceanside Fire Department (OFD) is a multi-faceted organization providing a wide range of life safety and emergency management services to the citizens and visitors of the City of Oceanside. The mission of the OFD is the preservation of life, property and the environment. Their goals are to provide continual proactive emergency support services, as well as to provide continual emergent and non-emergent response services to meet the needs of the community.

The OFD has an annual operating budget of approximately \$25 million, and a total staff of 116 personnel. Of the 116 employees, 105 are sworn safety personnel, 3 are Fire Prevention Specialists, 1 is an Assistant Training Officer/Nurse-Educator, 1 part time planner,



1 part time disaster preparedness, 1 part time trainer and the remaining 4 are support staff. Fire Department personnel are assigned to one of 4 functional divisions: Administration, Operations, Prevention and Training.

With a staff of four sworn and five civilian personnel, the Administration Division provides leadership, direction and support for effective emergency and non-emergency service programs. The Administrative Division is responsible for budget preparation and control, administrative reports, short- and long-range planning and all department personnel matters including new employee recruitment. The Administration Division also develops and maintains all department policies and procedures, ensuring compliance with all applicable codes as well as the expectations of the community.

The Fire Prevention Division is the proactive arm of the OFD with a staff of one sworn safety, three civilian safety, one part time plan checker and one support personnel. The Division's main purpose is to prevent fires and other unsafe conditions in the City that may cause injury or death to citizens, and damage or loss of property. The Fire Prevention Division further serves the community by enforcing fire and life safety codes and hazardous materials regulations, providing radiological monitoring, and by conducting fire and arson investigations. In addition, the Prevention Division is responsible for public education, vegetation management, building/development plan review and check, special events and street mapping.

With a staff of 100 sworn safety personnel and one nurse educator, the Operations Division is charged with maintaining a force in readiness to immediately respond to all emergency incidents. The primary activities of the Operations Division are fire suppression and emergency medical services. Last year the Operations Division responded to over 16,000 calls for emergency service. . Operating out of 8 fire stations strategically located throughout the City, Operations personnel respond to all fire incidents in the City, with the goal of confining and extinguishing fires with a minimum loss of life and property. At the leading edge of the industry, the Operations Division's Advanced Life Support (paramedic) program has become a model for departments throughout Southern California. In addition to fire and medical services, the Operations Division provides a wide range of rescue and safety services. Operations personnel provide vehicle rescue, swift-water rescue, structural collapse rescue, hazardous materials incident mitigation, commercial and residential fire safety inspections, public education, and disaster management programs.

The Training Division conducts, supervises and coordinates the departmental training program with a staff of two sworn safety and one part time civilian personnel. The Training Division maintains all departmental training manuals, materials and records, as well as conducting personnel testing and coordinating personnel evaluations. The Training Officer participates in the City's Industrial Safety Committee as well as the City Manager's Accident Review Board. One of



the Training Division's primary objectives is to ensure that the departmental training program meets all Federal and State mandates, and conforms to the Insurance Services Office requirements for certification.

## THE IDEAL CANDIDATE

The City is seeking a strong leader with excellent communication, management and interpersonal skills for their new Fire Chief. He/she will provide professional leadership to the Department and positively influence staff by serving as a role model and mentor. Candidates who will foster an open, accessible and collaborative working environment are highly desired. The new Chief will encourage professional growth, development and training.

The ideal candidate will be responsive to the concerns of the residents, as well as visible within the community. The City of Oceanside has a diverse population, and the selected individual will possess a background in working with a diverse community. A Chief who embraces an open-door policy in order to effectively connect with the Oceanside community will be valued.

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A team player who can communicate with people at all levels and have the ability to form partnerships with other agencies is highly desired. The ideal candidate will be honest, straightforward, and will stand up for what is in the best interests of the City. Candidates must be able to demonstrate a current positive relationship with their union/bargaining unit. The incoming Chief will have a team oriented approach and the ability to work within a dynamic political environment. Someone who is politically astute yet apolitical will be valued.

The ideal candidate will have a well rounded career that includes experience in fire prevention, training, wildland interface, operations, and EMS. Candidates must possess ten years of

increasingly responsible experience in all major functions of an organized paid municipal Fire Department, including at least two years in a command position and a Bachelor's Degree from an accredited college or university with a major in fire science, fire administration, public administration, business, political science, or a closely related field. In addition, Chief Officer Certification from the California Board of Fire Services and Executive Fire Officer and experience in diversity management is highly desired.

## THE COMPENSATION

The salary for the Fire Chief pays up to \$160,680 DOQ. The City also offers an attractive benefits package.

**Retirement** – PERS 3% @ 50; the City pays the 4.5% employee contribution and includes EPMC.

**Benefits Package** – The City contributes monthly towards health, dental, and vision insurance. The City provides several different choices for health coverage), two choices for dental coverage (Delta Preferred Option and Delta Care DHMO), and one vision coverage plan (VSP). Life insurance is provided in the amount of 1.5 times the base salary.

**Holidays** – The City offers 9 paid holidays annually. 48 hours of floating holidays are also offered each year.

**Vacation** – 15 days of vacation are offered for the first five years of service, then increases according to years of service.

**Sick Leave** – 12 days of sick leave are accrued each year. At the time of separation, 50% of unused balance, up to 1,400 hours, may apply balance at retirement towards PERS service credit.

**Executive Leave** – 70 hours of executive leave can be taken per year. Upon separation, any unused executive leave will be provided as direct compensation at the employee's then-current salary rate.

**Deferred Compensation** – Plans are available.

**Short-Term & Long-Term Disability** – Plans are available.

**Uniform Allowance** – The City provides an annual uniform allowance of \$650.

**Flexible spending accounts, tuition reimbursement, and an employee assistance program are also offered for City employees.**

**A vehicle is provided.**



## TO APPLY

If you are interested in this outstanding opportunity, please visit our website at [www.bobmurrayassoc.com](http://www.bobmurrayassoc.com) to apply online.

**Filing Deadline:  
February 26, 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 Oceanside. 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. Regan Williams at:

(916) 784-9080.

