



FIRE CHIEF



THE COMMUNITIES

The Cities of Livermore and Pleasanton are located in the dynamic Tri-Valley region of Northern California's East Bay, approximately 45 miles southeast of San Francisco in Alameda County. Both communities are known to be well-managed cities with excellent schools and a high quality of life. In addition to being considered safe, premier cities, they also enjoy a reputation for consistent public service excellence.

Surrounded by award-winning wineries, farmlands, and ranches that reflect the Valley's western heritage, Livermore (pop. 87,955) is home to California's oldest wine region and is the easternmost city in the San Francisco Bay Area, spanning 26.44 square miles. The unique community offers a peaceful small-town atmosphere supporting a robust and diverse economic base typically associated with an urban metropolis.

As a technological hub, Livermore is an integral part of the San Francisco Bay Area. The City is home to the renowned science and technology centers, Lawrence Livermore National Laboratory and Sandia National Laboratory, and has successfully competed in the global market powered by its wealth of research, technology, and innovation-based assets.

Historic Downtown Livermore is enjoying a renaissance, reestablishing the downtown as the City's premier shopping, dining, entertainment, and cultural district with a 10-screen cinema and a 500-seat performing arts center. With the addition of several residential projects and a pedestrian-oriented environment, the City is creating an active urban living experience in the valley without the stressors of the traditional urban environment. The character, heritage, and smart approach to growth make it a special place to live, work, and play.

The neighboring City of Pleasanton (population 79,871) is a vibrant community with an exceptional quality of life marked by a low crime rate, award-winning schools, a diversified economic base, a wide variety of amenities and activities, and a charming, nationally recognized downtown. The City consistently earns high marks for being an excellent or good place to live in its community surveys.

With over 1,200 acres of parks, open space, and trails, Pleasanton offers spectacular vistas and abundant recreational opportunities for residents and visitors alike.

Downtown Pleasanton offers a mix of retail shops, cultural offerings, services, and dining options. Pride of ownership is apparent in the well-maintained homes and neighborhoods throughout the City.

Pleasanton is also home to the Hacienda business park, boasting 850 acres of versatile space and wired infrastructure with approximately 11 million square feet of office, research and development, commercial and residential space. More than 4,000 companies are part of Pleasanton's thriving community – from Fortune 500 companies to home-grown innovation firms. Several of the Bay Area's largest businesses have a strong presence in Pleasanton including Kaiser Permanente, Oracle, 10X Genomics, Workday, Thermo Fisher Scientific, Abbott, and Roche Molecular Systems.



This diversity of companies adds to Pleasanton's economic strength by building a local supply chain and robust business-to-business activity. The City's proximity to two major interstate highways, two BART stations, plus an ACE train station, results in convenient access for both residents and businesses.

LIVERMORE- PLEASANTON FIRE DEPARTMENT

The cities of Livermore and Pleasanton created a unique partnership in 1996 with the consolidation of the two municipal fire departments under a Joint Powers Authority (JPA). Policy and direction are provided by the Board of Directors, which includes the Mayor and a Councilmember or two Councilmembers from each city. The day-to-day management of the Department is the responsibility of the Fire Chief, who receives general directions from the JPA Executive Directors, which consists of the two City Managers.

The Livermore-Pleasanton Fire Department (LFPD) uses a joint powers authority (JPA) model with essential support services provided by both cities. This partnership via the JPA structure allows for efficient administration and effective delivery of life safety services. The Department's command structure presently includes the Fire Chief, two Deputy Chiefs, a Deputy Chief/Fire Marshal, an Assistant Fire Marshal, six shift Battalion Chiefs (three in each city), one administrative Battalion Chief assigned to training, an EMS Manager, Emergency Preparedness Manager, Business Manager, Management Analyst and support staff.

The LFPD's mission is to provide exceptional and equitable public safety services that protect and enhance life, property and, the environment in partnership with the communities it serves. The Department, through the Fire Prevention Division, is responsible for minimizing fire risk through positive code enforcement and weed abatement. The Operations Division prepares for and responds to all emergency fire, medical, rescue, and hazardous materials incidents.

The Department delivers services through 10 strategically located fire stations (five located in each city). The LPFD has a large fire training center in east Pleasanton. LPFD is an all-risk fire department that includes a hazmat team, and specialty rescue services including swift water, rescue boat, and UTV. Additionally, the LPFD is a partner agency in USAR Task Force 4 which is based in Oakland.



The Department's response area covers approximately 50 miles across the two cities. The service area includes a notable number of hi-tech businesses, large industrial and research parks, midrise buildings, and diverse residential neighborhoods, along with two major freeways, an airport, two BART stations, a major hospital, and several medical centers, plus a substantial wildland-urban interface landscape which includes Livermore's prized vineyards. Large, complex projects requiring experienced project management leadership are anticipated for the Department over the next five to ten years.

LPFD is supported by 128 full-time employees, eight engine companies, and two truck companies. Along with comprehensive emergency operations services, the agency also provides services related to fire inspection and prevention and public safety education. Dispatch and communications services are provided through the Alameda County Regional Emergency Communications Center. The Department's FY 2024-25 budget is \$54 million. The LPFD responded to 16,597 calls for service in 2024, with approximately 70% of those being EMS-related.

THE POSITION

Under the general administrative direction of the respective City Managers, the Fire Chief is responsible for the overall management of the Fire Department, including fire prevention, suppression, and building and fire inspection. The Chief manages large-scale, complex budgets and performs difficult and responsible administrative work in connection with carrying out the goals of the Department and both cities. This position is responsible for developing a common vision that embraces input from all levels of the organization and its various stakeholders. The Chief manages staff who are engaged and committed to continuous improvement in pursuit of organizational excellence. Developing and maintaining a positive relationship with represented (labor associations) and unrepresented employee groups is crucial. The Chief leads by example, creating and encouraging an atmosphere that values and respects differing perspectives and backgrounds that enhance and support workforce development and the mission of service to the community. This role heavily focuses on maintaining the existing quality of life in the Pleasanton and Livermore communities, including fire safety and fast and reliable emergency medical service availability. The Fire Chief is expected to actively engage and invest in both communities and to interact with regional partners, positively and assertively representing the issues and needs of both communities.



THE IDEAL CANDIDATE

The Livermore-Pleasanton Fire Department seeks a strong leader and experienced fire and emergency services professional to serve as the new Fire Chief. The ideal candidate will have a demonstrated record of progressive leadership and change management. The ability to develop, communicate, and execute programs and initiatives is essential. Candidates should have skills in reviewing, developing, and implementing effective organizational structures and progressive policies, and establishing professional and inclusive organizational cultures. The ideal candidate will be an advocate of professional development and continuous learning who is committed to seamless succession planning and the professional fulfillment of subordinates. Candidates must display exceptional judgment and derive satisfaction from serving as a mentor and role model for others. The new Fire Chief must be especially responsive and sensitive to the distinct cultures of both executive teams and the different communities each serves, exhibiting an impressive comfort level representing one department across two municipalities. Experience managing large-scale budgets and balancing the needs of the Fire Department with

other demands for municipal services in a resourceful manner is essential. A history of success in fostering and maintaining effective working relationships with other City departments and fire service agencies as well as a track record of proactive and productive labor relations, is required.

The Livermore and Pleasanton City Managers, as co-Executive Directors, seek a candidate with integrity, excellent interpersonal and active listening skills, and the ability to connect with varied groups and individuals. The ideal candidate will be a compassionate, approachable, and genuine leader. They will be someone who demonstrates sound professional judgment, reasons logically, is solution-focused and takes a strategic approach

to problem-solving. They will be a global and creative thinker with a track record of innovation who can contribute to Citywide problem-solving across multiple functional areas. They embrace reasonable risk-taking and implementing new strategies and tactics while being mindful of the Department's and each City's history, tradition, and values. The successful candidate will have experience assessing and implementing organizational cultures that promote diversity and inclusiveness. They will understand the importance of communicating frequently and effectively with the JPA Executive Directors, employees and labor associations, regional partners, and the community. Supported by the leadership in both Cities, the new Fire Chief will be expected to be active in the profession, staying abreast of industry trends and best practices. Experience with strategic planning and the ability to implement such plans will also be considered favorably.

Qualified candidates will possess a minimum of five (5) years of increasingly responsible management-level experience in local-level firefighting and prevention with at least three (3) years in a command position. A bachelor's degree from an accredited college or university in fire science, business or public administration, or other relevant disciplines is required. A master's degree in a related field is preferred.

COMPENSATION

The annual salary range for the Fire Chief position is \$196,536 - \$294,816. The starting salary is dependent on qualifications and experience. Compensation is normally reviewed annually to ensure the LFPD remains competitive with similarly situated municipalities. The LFPD also offers an excellent benefits package, including:

CalPERS Retirement Plan - 3% at 55 for "Classic" members; 2.7% at 57 for new (PEPRA) members.

Medical Insurance - Choice of one of four comprehensive health plans (available only in specific geographic areas of Northern California).

Dental Insurance - City paid, including \$2,000 maximum orthodontic benefit.

Life Insurance - Twice annual salary to a maximum of \$100,000.

Deferred Compensation Program - Two deferred compensation programs are available (401a and 457), allowing employees to maximize contributions to their retirement accounts on a pre-tax basis. Management employees are eligible to participate in both programs concurrently.

Bi-weekly, tax-deferred City contribution of 2.5% of base salary into a 457 plan - no required employee contribution.

Paid Sick - Leave Twelve days per year.

Holidays - Eleven fixed holidays per year, plus seven floating holidays.



Vacation Leave - First through fourth year accrued at 6.667 hours per month; fifth through ninth year accrues at 10 hours per month; and progressing with years of service up to maximum of 16.667 hours per month. Consideration may be given to tenured professionals.

Administrative Leave - Seven days per year, paid if not taken. The City Manager may authorize an additional three days per year based on performance.

Other Benefits - Uniform maintenance allowance, Tuition reimbursement, city-provided vehicle, Employee Assistance Program, and Section 125 Flexible Benefit Program.

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

Filing Deadline:
April 13, 2025

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 & 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. Final interviews will be held with the Livermore-Pleasanton Fire Department. 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 Ms. Stacey Stevenson at:

(916) 784-9080

