



EXECUTIVE RECRUITMENT FOR

SAN BERNARDINO COUNTY DEPUTY FIRE CHIEF



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Located in the heart of Southern California, San Bernardino County thrives on the diversity of their communities that offer families affordable housing, excellent schools, and community resources, including libraries, parks, hospitals, and international airports.

The County provides a safe, clean, and healthy environment with access to a variety of business and shopping opportunities, as well as cultural and educational enrichment opportunities through museums, theater, and higher education, including California State University San Bernardino, University of Redlands, and Loma Linda University.

San Bernadino County encompasses over 20,160 miles of diverse geography and climate that includes snowcapped mountains, flowering deserts, pristine valleys, and lakes. Adjacent to Los Angeles and Orange Counties, San Bernardino is but a short drive away from Southern California's premier

beaches, resort destinations, and major metropolitan centers. The County has a population of over 2 million residents and is comprised of 24 incorporated cities and towns.

As an employer, the County strives to provide its employees work-life balance, where you can enjoy all the amenities the County has to offer along with excellent career opportunities, a supportive work environment, and a competitive total compensation package.

San Bernardino is a dynamic charter county governed by a five-member Board of Supervisors, who, working through the Chief Executive Officer - Leonard X. Hernandez, the County Administrative Office, and a workforce of over 20,000 dedicated employees, are committed to sustaining a vision of "a complete county that capitalizes on the diversity of its people, its geography, and its economy to create a broad range of choices for its residents in how they live, work, and play."

THE FIRE DISTRICT

San Bernardino County Fire District is a full-service all-hazard emergency services fire department that covers over 19,000 square miles, operates 69 fire stations/facilities, and provides emergency services to 64 communities, 11 cities and towns, and all unincorporated areas in the County (2.1 million population) with diverse service zones that include urbanized areas, mountains, forests, deserts, and rivers. The district also provides ambulance services within the covered zones through six ambulance enterprise operations funded by the County. Hazards encountered include fires, floods, earthquakes, mudslides, winter rescue operations, HAZMAT responses, terrorism, and train derailments, among other natural and man-made threats that can impact highly urbanized metropolitan areas, industrial centers, major

entertainment venues, and portions of Southern California's highways and railroad transportation corridors. In addition to emergency response services, the district also provides household hazardous waste programs and maintains training and fleet service centers. The district's nationally recognized Office of Emergency Services serves as the Operational Lead Agency, coordinating and providing support for disaster preparation, response, and mitigation with the 11 cities and towns within the County.

Budget FY 22-23: \$372,435,276.00
Budgeted Staffing: 1147

THE IDEAL CANDIDATE

The ideal candidates for the Deputy Fire Chief position will:

- Be a 21st century, forward-thinking leader who respects the fire services past and will wholeheartedly embrace and help shape its future.
- Demonstrate an ability to apply analytics and technology as valuable tools to assist in managing the Department.
- Be an experienced fire service professional and administrator who possesses outstanding interpersonal, organizational, and leadership competencies.
- Be open and honest, with a reputation as a firm, competent, fair, and consistent leader.
- Be politically astute, yet apolitical when performing their duties.
- Establishes positive relationships with employees throughout the organization, placing a high value on the professional development of sworn and non-sworn staff members.
- Have extensive experience with sound and effective labor relations.
- Have a reputation for establishing and maintaining a high level of trust between management and rank and file.
- Ability to formulate long-range plans that communicate future vision, values, direction, and leadership expectations.
- Understands policy decision-making, including working with elected officials and local, State, and Federal agencies.
- Proven ability to manage a large staff, with an unwavering commitment to diversity, equity and inclusion while providing personnel management, including the ability to coordinate and delegate, supervise, train, and develop staff, assess staff capabilities, handle/prevent personnel problems, and optimize staff skills and communication.
- Be an effective communicator able to consistently communicate and carry out the San Bernardino County Fire Department's mission.
- Possess excellent writing skills with a highly articulate oral communicative style and the ability to clearly explain complex issues to a wide variety of constituents.
- Be a value based leader who is driven by integrity, empathy and service excellence.
- Strong team leader, team player and team builder.

In summary, qualified candidates will excel in providing executive leadership and guidance to this Fire Department.

KEY PRIORITIES

- Solidify the operations leadership team, including filling key positions and ensuring staff alignment with Chief Officers while continuing to promote a healthy work culture that values trust, teamwork, and service excellence.
- Enhance labor/management relations built on open communications, equity, collaboration, and fairness.
- Assess partnering opportunities to generate new revenue sources including engaging in non-traditional relationships to generate new revenue initiatives to support department operations.
- Bring a creative approach to staffing and deploying resources that enhances the Department's professional development, through coaching and mentoring of junior officers.

[Click Here for Class Specification](#)



EDUCATION AND EXPERIENCE

Education: A Bachelor's degree with major coursework in fire science, public administration, business administration, or closely related field is desired. An advanced degree is preferred in combination with a track record of success.

Experience: Progressively responsible executive fire command experience with a minimum of five years as a Chief Officer in a mid- to large size, all risks fire department, emergency management department, or other public safety executive level position. Wildland/Urban interface fire experience is highly desirable.

Any combination of training, education and experience that is equivalent to one of the patterns listed above and will provide the required knowledge and abilities.

Top candidates will have a proven track record of success and an outstanding career in fire service and a progressively responsible senior level career path with demonstrated accomplishments, including major incident command.

COMPENSATION AND BENEFITS

San Bernardino County offers a generous benefit package which includes a competitive salary within the designated salary range of E76B: **\$168,355.20 - \$228,259.20** Annually.

Retirement benefits include:

- County pension (www.sbcera.org) vested after five years of service.
- Retirement Reciprocity with CalPERS, CalSTRS, and 1937 ACT plans.
- 401(k) Defined Contribution Plan with 2 for 1 match, up to 8% of the base salary.
- 457(b) Deferred Compensation Plan with County contribution 1 times Employee contribution, up to 1%.
- Retirement Medical Trust (RMT) with County Contribution (based on service hours).

Medical

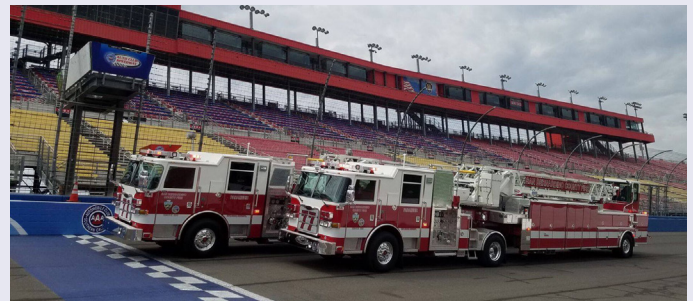
- Medical and Dental Insurance for the employee and eligible family members with premium subsidies.
- County paid Vision Insurance for the employee and eligible family members.

Additional Benefits

- Bi-weekly allowance for cell phone.
- County paid basic life insurance with voluntary supplemental life insurance options including accidental death and dismemberment.
- County paid short-term and long-term disability benefits.
- 15 paid holidays (14 fixed, 1 floating)
- 80 hours of administrative leave with a cash out option.
- Traditional Leave Package with up to 160 hours of vacation accruals annually (based on service hours) with cash out option and paid sick leave with unlimited accrual.

Modified Benefits Option:

The County also offers an alternative [Modified Benefit Option \(MBO\)](#) that provides a wage differential of 4% above the base salary rate with a modified leave package and benefits, including: Use of increased pay rate to calculate County contributions to RMT, 401(k), and 457(b) plans, leave cash outs, and retirement contribution rate.



APPLICATION PROCESS

To be considered, please submit your resume and cover letter of interest outlining the background and experience that makes you the ideal candidate electronically to sanbernardino.dfc@thehawkinscompany.com by **November 30, 2022**. Resumes received by **November 30, 2022**, will receive first consideration. The position is open until filled.

For additional information or questions, please contact Ms. Yonnine Hawkins Garr at 323-252-1655, yonnine@thehawkinscompany.com, Ms. Adrienne Montgomery at 310-995-3884, adrienne@thehawkinscompany.com, or Ms. Tisa Jones at 213-309-7984, tisa@thehawkinscompany.com



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