TEMPLETON CSD
FIRE CHIEF

Templeton Community Services District is seeking an experienced individual with proven leadership and management skills to serve as Fire Chief.

In August 2019, Templeton voters approved Measure A, a parcel tax expected to generate $486,000 annually for Fire and Emergency Services staffing, allowing Templeton Fire and Emergency Services to move to 24/7 staffed coverage. Beginning in later this year, the Department is expected to have 3 full-time Fire Captains, a Fire Chief, and an Engineer – it has only two full-time Captains today. Currently the station is staffed from 8-5 daily (full-time employees on a 4 on 2 off schedule), supplemented with part-time firefighters, with incentives for firefighters to stay the night to provide overnight coverage. The plan for implementing 24/7 station staffing, anticipated to begin in summer of 2020, staffing will increase to one full-time captain on 48/96 shift, with one part-time firefighter on 24 hours shifts to provide 24/7 coverage. This consists of a 6-day cycle where each team works one 48-hour shift followed by 4 consecutive days (96 hours) off duty. Additionally, a full-time Engineer will work a day shift, and will be available to relieve full-time Captains for vacation, training, etc.

The Department responded to nearly 1,000 calls for service in 2019, and enjoys very good relationships with neighboring agencies, including having reciprocal automatic and mutual aid agreements. Templeton Fire and Emergency Services also has its own training facility in the northern part of the District.

The Department provides Basic Life Support services, with Advanced Life Support services provided by San Luis Ambulance. All Templeton firefighters are registered EMTs.

The District is seeking a Fire Chief who operates in an open, approachable and collaborative manner. A successful candidate will not only demonstrate experience in Fire Operations and familiarity with the use of current data-driven and predictive fire suppression, prevention and emergency management techniques, but also be able to mentor and coach others in order to ensure that the Department is prepared at all times to respond to fires and other emergency operations.

Ideal candidates will also have experience with combination departments, reserve firefighter programs, or part-time or volunteer firefighters. Candidates should also demonstrate recent experience leading a shift or crew, at a minimum of Battalion Chief or Captain (or equivalent) level. This is a unique opportunity for individual to lead a department that is transitioning to providing staffed 24/7 coverage. The next Fire Chief will have critical decisions regarding the selection of staff, building of a new culture, all while overseeing the implementation of new 24-hour staffing program.
EDUCATION AND EXPERIENCE

- State Fire Officer certified
  - State Chief Officer preferred
- EMT-1B (Minimum)
- Class C California Driver’s License with Firefighter endorsement or Class B
  - Must have acceptable driving record
- Minimum of 5 years of professional/technical experience with a combination department comprised of full-time, paid call firefighters and/or volunteers, involving the management of emergency operations
  - Three or more years’ experience as a Captain (with administrative responsibilities), Battalion Chief, Assistant Fire Chief, or Fire Chief in combination department is highly desirable
- A combination of education and training in equivalent to an Associate’s Degree in Fire Science or a related field is required
  - Education and training equivalent to Bachelor’s Degree in business or public administration or a related field is desirable

RESIDENCY REQUIREMENT:
The successful candidate will be required to reside within no more than a 30-minute response time to the Fire Station within six months of employment.

SALARY AND BENEFITS:
The compensation and benefits for this position is currently under review as part of a District-wide compensation study for all positions. The study is expected to be completed in the spring of 2020.

Compensation: $8,422 - $10,238 per month. Placement within the range is dependent on experience. This is a FLSA exempt (from overtime) management position.

Retirement: The District participates in the Public Employees’ Retirement System (PERS). New employees who are currently employed with a PERS agency (or reciprocal retirement system) as a classic member shall be enrolled in the 3@55 retirement tier. New employees subject to PEPRA shall be enrolled in the 2.7@57 retirement tier.

Medical: The District’s contribution in the cafeteria plan for each employee is: If only the employee is enrolled in CalPERS health insurance, the District shall contribute $605.46, or if health insurance is not elected - $466.45; and if the employee and one or more dependent(s) are enrolled, the District shall contribute $1,105.46.

Health Reimbursement Account: Employees are reimbursed up to $2,000 each year for dental, vision, and health coverage expenses not covered by insurance.

Sick Leave: 12 days per year, and sick leave conversion to service credit with PERS upon retirement.

Vacation: Employees accrue vacation at the rate of 10 days per year during the first 5 years, 15 days after 5 years, and 20 days after 15 years.

Administrative Leave: Management employees receive 40 hours per fiscal year.

Take Home Vehicle: A take home command vehicle is assigned to the Fire Chief.
**Additional Benefits:** A Section 457 Deferred Compensation Plan is available.

Templeton CSD is an equal opportunity employer. Successful hires shall be fingerprinted; and will be required to pass an entry exam and a District paid physical examination. Salary: up to $109,575 annually, DOE.

**For More Information:** Please see the Fire Chief Recruitment Brochure for additional details.


**APPLICATION & SELECTION PROCESS**
The filing deadline is April 13, 2020 (postmarks not accepted). Please submit a completed District application, resume, cover letter, and five work-related references to:

Jeff Briltz, General Manager
Templeton Community Services District
P.O. Box 780
Templeton, CA 93465

Fax: (805) 434-4820
Email: jbriltz@templetoncsd.org
Website: [www.templetoncsd.org](http://www.templetoncsd.org) (complete on-line job application)