

MAMMOTH LAKES FIRE PROTECTION DISTRICT

EMPLOYMENT OPPORTUNITY



FIRE CHIEF

*CONFIDENTIAL RECRUITMENT SERVICES PROVIDED BY
THE WESTERN FIRE CHIEFS ASSOCIATION*



ABOUT MAMMOTH LAKES

Mammoth Lakes is an incorporated city of under 8,000 permanent residents that often swells to a daily population of more than 30,000, due to the exceptional outdoor recreational opportunities of the area. The Mammoth Lakes area boasts truly majestic scenery with an abundance of outdoor activities across all seasons. The awesome beauty is paired with a relaxed social environment that particularly appeals to those seeking a “frontier” alternative to the frenetic pace of metropolitan areas. The area is home to many who have chosen to leave behind urban lifestyles and experience the unique attributes of life in the Eastern Sierra.

The community is located just off Highway 395 on the eastern side of the Sierra Nevada mountains. The region features numerous lakes as well as hot springs. The town is surrounded by acres of forest and is bordered by the Ansel Adams and John Muir Wilderness Areas. The eastern entrance to Yosemite

National Park is located 32 miles north of town. The expansive shopping opportunities of Reno, Nevada, are found a few hours to the north, and the area is frequented by visitors from Southern California, many of whom return season after season.

The name Mammoth Lakes speaks not only to the size of the mountains and the expanse of the valleys, but to the endless opportunities for adventure. Mammoth Lakes’ economy is primarily tourism-based, with Mammoth Mountain Ski Resort being a top ski destination in California. Mammoth Mountain recently hosted the Toyota U.S. Grand Prix, featuring top athletes in both ski and snowboard halfpipe and slopestyle. Summer recreational opportunities are dominated by numerous hiking and fishing destinations, as well as visits to nearby national parks and monuments. Rock climbing, mountain biking, water skiing and wakeboarding, and off-road vehicle riding are also extremely popular.

ABOUT MAMMOTH LAKES (CONT.)

As a resort destination, housing prices lean toward the higher end of the scale, with a very strong real estate market that has provided strong increases in equity for homeowners. Growth continues in both residential and commercial development, while still maintaining the close relationships and values of a small community. The Town of Mammoth Lakes is constructing a new \$14 million Community Recreation Center, enclosing an Olympic size ice rink that will operate in the winter and summer, and is adaptable to other play surfaces. The Center will also feature a natural play area and an inclusive playground.

Education is provided through the traditional and alternative schools of the Mammoth Unified School District. The Mammoth Lakes Campus of the Cerro Coso Community College, also known as the Eastern Sierra College Center, offers entrance to higher education courses.

Scheduled passenger airline service is provided seasonally via the Eastern Sierra Regional Airport in Bishop, with additional charter services at the Mammoth Yosemite Airport just outside of Mammoth Lakes.

For the many who have shifted from visitor to resident, Mammoth Lakes offers the best of outdoor recreation in the peace and grandeur of the eastern Sierras.





THE AGENCY

The Mammoth Lakes Fire Protection District (MLFPD) originated in 1948 to serve residents and visitors in the Mammoth Lakes area. The District boundary encompasses approximately 24 square miles, of which only 4.6 square miles are located on non-federal land. Ninety percent of that 4.6 square miles contains 8,000 residents and more than 1,500,000 square feet of commercial development. Additionally, the population in Mammoth Lakes can vary from 8,000 to over 30,000 during peak weekends and holiday periods.

The Mammoth Lakes Fire Protection District is governed by a Board of Commissioners, comprised of five elected officials who guide the District using sound leadership principles, fiscally responsible policies, and a compassionate sensibility to the needs of the community.

The Mammoth Lakes Fire Protection District operates out of two fire stations, with Station 1 housing the administrative offices and full-time staff, and Station 2 functioning as a training center and staging area for part-time and volunteer firefighters responding to calls. MLFPD is a combination department with eight full-time employees and approximately 45 part-time and

volunteer employees. Daily emergency response staffing includes one Duty Chief and one 2-3 person Engine Company.

On larger incidents and/or when multiple calls come in simultaneously, additional apparatus are staffed with volunteer and part-time employees. MLFPD is considered an all-risk department, and as such, responds to a wide variety of incidents including: structure fires, wildland fires, ice and water rescues, hazardous materials incidents, medical emergencies and motor vehicle accidents.

The District provides seven primary services:

- Fire Suppression
- Fire Prevention
- Emergency Medical Services
- Fuels Management
- Rescue
- Hazardous Materials
- Emergency Management

[Click here](#) to access an interactive map of Mono County that outlines the District's border.



THE POSITION

The Fire Chief will serve under the general direction of the Mammoth Lakes Fire Protection District Board of Fire Commissioners. This position supervises the District Division Chief Officers and District Office Manager. The Fire Chief is the chief executive officer of the District and is responsible for directing the operations and managing the administrative business affairs of the District. The position establishes current and long-range objectives, plans and policies/procedures subject to approval of the District Board of Fire Commissioners.

The Fire Chief will establish and maintain working professional relationships with other regional governmental entities, as well as private sector organizations with a supportive nexus to public safety.

The Fire Chief will establish and maintain a reputation among professional peers and the public of honesty, stewardship, sound judgement, emotional intelligence, political neutrality in the performance of duty, and a deep commitment to public safety in all its forms.

The Fire Chief will lead the organization by imparting intended outcomes, modeling preferred behaviors, proper assignment and delegation of tasks, and coaching and mentoring to develop Chief Officers.

[Click here](#) to review the full Job Description



THE IDEAL CANDIDATE

The ideal candidate will have demonstrated success in the qualifications, general duties, expectations, and major areas of responsibility described in the job description for this position.

They will have a proven ability to first understand an organizational culture, and then appropriately influence it into alignment with community public safety needs. They will have a reputation for respecting and truly valuing the workforce, including an appreciation for the different levels of effort available from members in a combination fire organization.

The ideal candidate will have a demonstrated ability to work effectively with an elected Board of Fire Commissioners. They will have a demonstrated ability to work collaboratively with allied organizations that is plausibly transferrable to the Town of Mammoth Lakes, the County of Mono, and other Fire Districts in the region.

The ideal candidate will be able to clearly provide an idea of what “right” looks like when assigning tasks and responsibilities, yet provide discretion on how to accomplish it based on the situation closest to the people doing the work. They will embody the responsibilities of good stewardship in caring for the physical and emotional well-being of their members, managing property taxes of community members, and providing effective services that improve outcomes.

They will be lifelong learners, able to apply the benefits of experience and education while leaving room for the certainty that the best answers can come from sources and methods presently unknown to them. The ideal candidate will be able to generate fiscal revenue and expenditure projections using models and assumptions they can articulate to others. They will be able write, follow, and evaluate SMART objectives, and design multiple enabling objectives to accomplish a terminal objective. The ideal candidate will have an ability to conduct basic failure analysis in support of risk mitigation. They will have experience with after action reviews as well as formal incident critiques, including an awareness of CISM strategies and resources. In addition to managing acute workforce stress, they will have a demonstrated ability to manage and mitigate sources of chronic workforce stress.

The ideal candidate will be able to effectively collaborate with a labor group on workplace issues as aligned partners meeting the organizational mission and supporting the labor agreement in spirit and deed. They will support an inclusive workforce and not tolerate disrespectful treatment of each other or the public.

MINIMUM QUALIFICATIONS

Experience

- A minimum of six years supervisory experience is required, three of which must be at a Chief Officer's level which has afforded the individual the opportunity to become familiar with all phases of fire district/department operations.
- Candidates must have substantial incident command experience in an all-risk fire district.
- Candidates must have substantial experience in providing training to large numbers of students, both in the classroom and in the field.

Education

- Education and/or professional or technical training equivalent to a Bachelor's Degree in Fire Administration, Public or Business Administration or related field.

License and Certificates

- Valid California Class A or B Driver's License (or obtained within six months)
- An EMT or EMT-P certification

Residency

Residence must be maintained within the Sphere of Influence of the District as defined in the most current Municipal Service Review from the Mono County Local Agency Formation Commission.

COMPENSATION

The annual salary for the incoming Fire Chief is **\$150,000 to \$170,000**, based upon on qualifications and experience. MLFPD also offers an attractive benefits package including:

- **Retirement:** PERS (Classic CalPERS at 3% at age 55, PEPRRA at 2.7% at 57)
- **Insurance:** health, dental, and vision
- **Deferred Compensation:** Eligible for a Section 457 Plan with a match up to 3%.
- **Vacation:** 3 weeks vacation to start
- **Holidays:** 11 holidays per year
- **Sick Leave:** Accrued at 7.39 hours per 28-day pay period.
- **Vehicle:** Department vehicle provided.
- **Life Insurance**

PREFERRED QUALIFICATIONS

Experience

- Experience with volunteer Districts.
- Experience in the California Standardized Emergency Management System (SEMS), CalOES Mutual Aid System.
- Administrative experience in:
 - Budgeting
 - Personnel Management
 - Strategic Planning
 - Risk Management
 - Open Public Meetings
- Substantial experience in two or more of the following:
 - EMS Management
 - Technical Rescue
 - Urban Search and Rescue
 - Prevention/Inspections
 - Public Education
 - Hazardous Material Mitigation
 - Fire/Arson Investigation
 - Records Management Systems

Education

- A Master's Degree in Fire or Public Administration
- California Chief Officer Certification
- National Fire Academy's Executive Fire Officer Program

License and Certificates

- California Fire Command and Fire Management Series
- ICS 400
- CalOES Emergency Operation Center Credentialing (any position)
- CICCIS Division Supervisor or equivalent
- Haz Mat Incident Command
- Instructor IA and IB



HOW TO EXPRESS INTEREST

CONFIDENTIAL RECRUITMENT

Confidential recruitment services for this position are provided by Western Fire Chiefs Association (WFCAs). The process allows you to consider an opportunity before submitting a formal and public application.

1

Submit Your Materials in Confidence

To express your interest in this position confidentially, please submit your resume and contact information through [our website](#) by Monday, April 11, 2022.

2

WFCAs Screening Process

WFCAs will conduct a multi-phased screening process that may include leadership assessments, telephone or Skype interviews, and/or site visits to MLFPD. This process will give you the opportunity to learn more about the agency, its culture, and the community it serves. WFCAs will present your information as a “blind” summary (i.e., all identification details withheld) to MLFPD and will follow-up with an assessment of alignment between your skills, experience, and the requirements of the position.

3

Submit a Formal Application

Upon completion of the screening process, qualified candidates will be invited to submit a formal and public application to MLFPD.

Recruitment Coordinator, Anne Razo, is available to answer your questions about this position at anne@wfca.com or (971) 252-8372

