



**CAMBRIA CSD
FIRE
DEPARTMENT**

**JOIN OUR
TEAM**

**WE ARE
ACCEPTING
APPLICATIONS
FOR THE
FIRE CHIEF
POSITION**

[https://www.cambriacsd.org/
cambria-fire-department-e9a06ce](https://www.cambriacsd.org/cambria-fire-department-e9a06ce)



THE COMMUNITY

The Cambria Community Services District was formed in 1976. The CCSD provides water, wastewater treatment, solid waste disposal, fire protection services, street lighting services, and supports related community services such as parks, transit and operation of the Cambria Veterans' Memorial Building. The CCSD is governed by a five-member board of directors elected by Cambria voters for four-year overlapping terms. The Cambria Community Services District (CCSD) provides authorized municipal services to maintain and enhance the quality of life for the Cambria community and its visitors. The CCSD's core values are:

- Integrity
- Open communication and transparency
- Safety
- Fiscal responsibility
- Exemplary customer service
- Mutual respect

ABOUT CAMBRIA

The town of Cambria, California is located halfway between San Francisco and Los Angeles on the Central Coast of California, approximately four miles south of Hearst Castle and fifteen miles north of Morro Bay. Cambria is considered one of the most desirable places to live in California. Within thirty minutes of San Luis Obispo and Paso Robles, Cambria offers a quality of life that provides unlimited outdoor amenities, rugged coastlines, rolling hills, clean air and a Mediterranean climate. Cambria offers excellent schools and a work environment that fosters teamwork, collaborative thinking and a sense of community.

CAMBRIA CSD FIRE DEPARTMENT

Cambria Fire Department was established in 1889, and for over 110 years existed as a volunteer department. In 1976 the Cambria Fire Protection District consolidated with the utilities districts and formed the Cambria Community Services District (CCSD). In the early 1980's the Cambria CSD Fire Department (CCSDFD) transitioned to a combination department, employing both part-time and full-time firefighters. Today, CCSDFD is a combination fire department consisting of 10 full-time personnel, supported by a compliment of reserves. Daily staffing consists of a full-time captain, engineer, and SAFER firefighter, with the fourth position being filled by reserves. The department provides automatic and mutual aid to other fire agencies within San Luis Obispo County. CCSDFD provides a variety of response services, including structural and wildland fire suppression and advanced life support paramedic level emergency care. CCSDFD also provides technical rescue services including high-angle, confined space, swift-water, and ocean rescue. When not committed to an active emergency, staff conducts training and maintenance, and provides fire safety inspections, public education, and other community related services. Dispatching services are handled through the San Luis Obispo County Sheriff's Office and San Luis Obispo County Emergency Communications Center. Staffing for emergency response is through the use of firefighters working a 48-hour shift. Executive staff consists of a full-time Fire Chief, with administrative support from the CCSD office.

To learn more about the Cambria CSD Fire Department, visit: <https://www.cambriacsd.org/cambria-fire-department-e9a06ce>



THE POSITION

Under direction of the General Manager, the Fire Chief shall be responsible for the administration, operations, and functions of all the activities of the fire department, personnel, equipment, properties and assets and liabilities both from an operational and managerial standpoint. This will involve a total program for the protection and preservation of life and property. The position requires broad knowledge and a thorough understanding of modern fire administration, personnel management, fire prevention, fire training, fire suppression, and concepts and methods necessary to facilitate the determination of varied work, challenges and problems. The Fire Chief must be capable of working independently in supervising all technical and general operations seeing that desired work results are achieved. In addition to administrative responsibilities, the Fire Chief is expected to direct and supervise fire-fighting resources at the scene of emergencies and actively participate in fire control operations as needed.

This is a Management-Exempt Contract Position.

For a full description of the position and compensation and benefits, please visit: <https://www.cambriacsd.org/employment-opportunities>

EXPERIENCE & EDUCATION

The ideal candidate will have a well-rounded career that includes experience in fire prevention, training, wildland interface, operations, EMS and marine safety.

- Candidates must possess a minimum of 10 years of increasingly responsible experience, including at least three years at a supervisory level, and two years with a focus on Fire Prevention
- A Bachelor's Degree from an accredited college or university with a major in fire science, administration, emergency management, or closely related field is highly preferred

LICENSES & CERTIFICATIONS

- Possession of the California State Chief Officer Certification is required
- A California State Plans Examiner certification is highly desirable
- A California State Fire Marshal Certification is highly desirable
- Possession of a current Class "B" California Driver's License, or Class "C" with "F" endorsement (must maintain satisfactory DMV record and ability to maintain insurability)
- Emergency Medical Technician I (EMT1), Healthcare Provider CPR and Hazardous Materials Incident Commander are required

COMPENSATION & BENEFITS

SALARY. 124,609 - \$151,463, annually (salary negotiable & commensurate with experience)

VACATION. Two weeks for the first five years with the District (3.08 hours accrued per pay period).

HOLIDAYS. 11 days per year.

SICK LEAVE. 96 hours per year (3.70 hours accrued per pay period).

ADMINISTRATIVE LEAVE. Accrues 80 hours per year.

HEALTH PLAN. District pays 85% of the health premiums currently in effect for employee & dependent coverage for the lowest cost plan available to district employees through CalPERS.

DENTAL PLAN. District pays 85% of the dental premiums currently in effect for employee & dependent coverage for the lowest cost plan.

HEALTH CARE REIMBURSEMENT PROGRAM. After completion of probationary period, employee is eligible to receive a credit of \$1300 every January 1.

DEFERRED COMPENSATION PROGRAM. CCSD agrees to match Employee contributions to Employer-sponsored supplemental retirement fund (457 Plan) up to \$100 per payroll period.

LIFE INSURANCE. A Group Life Insurance Plan will be provided with a \$25,000 life insurance policy, a \$1,000 policy for each employee's spouse and a \$1,000 policy for each employee dependent under the age of 21.

RETIREMENT. CalPERS 3% @ 60 retirement plan for covered employees hired prior to October 1, 2012, including single highest year computation and credit for unused sick leave; 2% @ 60 retirement plan for covered employees hired on or after October 1, 2012 up through December 31, 2012, including the 36 highest consecutive months' final compensation provision; covered employees hired on or after January 1, 2013 who are defined as "new members" under PEPRA will be covered by the 2% @ 62 retirement plan and the 36 highest consecutive months' final compensation provision. Employee pays 100% of the CalPERS employee contribution.

OTHER COMPENSATION. CCSD provides the Fire Chief with a vehicle for business related use. The Fire Chief's response vehicle shall be equipped with the necessary equipment to facilitate emergency response and command and control communications. The vehicle may be used by the Fire Chief for normal business activities, travel to and from work, call outs and inspections, attendance at professional meetings, training programs, seminars, conferences and for attendance at community and regional meetings, events and any functions at the Fire Chief's official capacity. Fire Chief is provided with a cell phone or stipend, paid for by the CCSD & receives \$1,000 annually as a uniform and boot allowance.



APPLICATION PROCESS

This position is open until the needs of the District are met. To be considered for this opportunity please apply immediately and submit a cover letter, resume, completed district application and proof of experience, education, licenses and certifications to:

Haley Dodson

805.927.6235

hdodson@cambriacsd.org

All applicants will be reviewed and only those candidates determined to be most qualified for the position on the basis of experience, training and education as submitted, will move forward in the hiring process. The candidate who has successfully completed all prior phases of the hiring process will be subject to a thorough background investigation.

