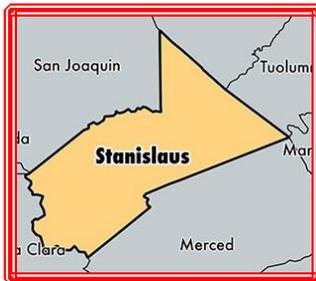

SUPPLEMENTAL INFORMATION FOR FIRE CHIEF VACANCY SALIDA FIRE PROTECTION DISTRICT

MISSION STATEMENT

The Salida Fire Protection District shall provide life safety and the protection of property from fires, rescues, medical emergencies, and hazardous materials incidents. This shall be accomplished through planning, prevention, education, incident mitigation, and the appropriate application of technology.

STANISLAUS COUNTY



Stanislaus County is located in the Central Valley of California. The 2010 census lists the county population at 514,453. Including the county seat of Modesto there are nine incorporated cities in the County. It encompasses 1,515 square miles, 20 of which are water. There are several major traffic arteries including Interstate 5 and State Highways 4, 33, 99, 108, 120, and 132 within its boundaries. Public transportation is readily available via Stanislaus Regional Transit, Modesto Area Express (connecting with BART and the Altamont Corridor Express), Greyhound, Amtrak and local bus systems in Ceres, Oakdale, Riverbank, and Turlock. Commercial air service is available in nearby Stockton, while charter and general aviation services are offered in Modesto and other communities.

The first European to see the County was Gabriel Moraga in 1806. It was later named Rio Estanislao in honor of Estanislao, a mission-educated renegade Native American chief who led a band of Native Americans in a series of battles against Mexican troops until finally being defeated by General Mariano Vallejo in 1826. Estanislao was his baptismal name, the Spanish version of Stanislaus (Polish: Stanisław), itself the Latin version of the name of an 11th-century Polish Catholic Saint Stanislaus the Martyr.

Between 1843 and 1846, when California was a province of independent Mexico, five Mexican land grants totaling 113,135 acres were granted in Stanislaus County. Rancho Orestimba y Las Garzas, Rancho Pescadero and Rancho Del Puerto were located on the west side of the San Joaquin River, and Rancho Del Rio Estanislao and Rancho Thompson on the north side of the Stanislaus River. Additionally, in 1844 Salomon Pico received a Mexican land grant of 58,000 acres in the San Joaquin Valley, somewhere near the Stanislaus River and the San Joaquin River in what is now Stanislaus County. However, the grant was never confirmed by the Land Commission.

Stanislaus County was formed from part of Tuolumne County in 1854. The county seat was first situated at Adamsville, then moved to Empire in November, La Grange in December, and Knights Ferry in 1862, and was finally fixed at the present location in Modesto in 1871.

As the price of housing has increased in the San Francisco Bay Area, many people who work in the southern reaches of the Bay Area have opted for the longer commute and moved to Stanislaus County for the relatively affordable housing.

According to the U.S. Census Bureau, the county has a total area of 1,515 square miles Stanislaus County has historically been divided socially and economically by the north-flowing San Joaquin River, which provided a natural barrier to trade and travel for much of the county's history. Isolated from the main rail corridors through the county and the irrigation projects that generated much of the region's economic prosperity, the part of Stanislaus County west of the river (known to locals as the "West Side" of the county) has largely remained rural and economically dependent on agricultural activities. Because of its proximity to Interstate 5 and the California Aqueduct some towns within this area, including Patterson and Newman, have experienced tremendous growth and are being transformed into bedroom communities for commuters from the nearby San Francisco Bay Area, while others (including Westley and Crows Landing) have been almost entirely overlooked by development and remain tiny farming communities.

COMMUNITIES SERVED BY THE DISTRICT

The District serves the communities of Salida, Del Rio and Wood Colony.

Salida - The population of Salida itself is about 13,722 within about 5.6 square miles. Cultivation of almonds has historically been a significant activity in the vicinity, including a major Blue Diamond processing facility nearby. The plant is involved exclusively in processing whole brown almond kernels with a "dry" process involving no water, heat or chemicals. Salida is within the East Stanislaus Resource Conservation District which comprises 984 square miles of land area and attends to a variety of environmental conservation and best management agricultural practices.



Salida was given its name, Spanish for "exit" or "departure," by the Southern Pacific Railroad in 1870. It is traditionally pronounced according to English phonetics: Sah-LIE-duh; rather than the Spanish phonetics. In 1870, the Central Pacific Railroad reached its track construction to Stanislaus County's northern exit. There it established a railroad station with the Spanish name of salida.. The town was laid out in the shape of a triangle.

In 2012 and 2013, attempts to annex Salida into the City of Modesto were studied but never implemented.

Del Rio - Del Rio is an affluent community of about 2.1 square miles with about 1,270 residents located around the Del Rio Country Club. Name is Spanish for "of the river".

Wood Colony - Wood Colony is a small community in Stanislaus County. It has been designated as a "Community of Interest" by Stanislaus County's Local Area Formation Commission (LAFCO). It derives its name from one of the first settlers, Ebenezer "Eben" Wood, who purchased 1,760 acres from Timothy Paige in 1869. Eben Wood and his wife, Sarah A. (Wiley) Wood, moved to the property and lived in a small

frame house there until 1894. Eben Wood died May 18, 1902 and was buried in Citizen's Cemetery (Modesto Cemetery) on Scenic Drive. Old German Baptist Brethren church members began settling in Wood Colony in the 1870s. Today, the Old German Baptist Brethren make up about one-third the population of Wood Colony. California's largest and oldest walnut tree is in Wood Colony on the corner of Dakota and North avenues was planted by early settler, Jacob Cover. The first Wood Colony Country Fair and Colony Tour was held on Saturday, August 16, 2014. In 1985 David Elmer Blickenstaff (1911–1977) a Wood Colony resident and descendant of early settlers, patented an almond varietal (USPP5583 P) and named it in honor of his community, the “Wood Colony Almond.”

SALIDA FIRE PROTECTION DISTRICT

In the mid-1920's, a hose cart was purchased by the Salida Exchange Club which carried 250 ft. of hose. It was housed in a shed centrally located in the community. At this time there were about 10 fire hydrants scattered throughout the community. In the event of a fire members of the community would drag the cart to the scene, hopefully near a hydrant, and attempt to control the blaze. In 1942, the Board of Directors of the Stanislaus County Mutual Fire Insurance Company appointed five individuals to organize a Volunteer Fire Department. The Stanislaus County Fire Insurance Company provided a fire engine for the Department's use. If you had a fire and you were insured by the Stanislaus County Fire Insurance Company, services were provided free of charge. If you weren't insured, you would be billed for the service.

In 1955 the Volunteer Fire Department was reorganized as a Fire Protection District with the ability to levy taxes for support of the department. It has been home to five Fire Chiefs since that organization, Ray Abendschan, Jake Garber, Joe Vella, John Brubaker, and Dale Skiles.

Today, the Salida Fire Protection District covers about 42 square miles including the communities of Salida, Del Rio and Wood Colony. It is comprised of rural, residential, commercial and industrial areas. It is bifurcated by State Highway 99 and Union Pacific Railroad tracks. Its northern border is the Stanislaus River & the Ripon FPD, on the south it borders the City of Modesto & the Woodland Avenue FPD.



It maintains 3 fire stations. One station is staffed by the career Captains & Engineers. This station is supplemented by volunteers, who also respond from the other 2 stations. It is proud to maintain an ISO Public Protection Classification of 4 / 4Y!

As an all-risk fire department, Salida FPD provides Basic Life Support and fire related services. Its fleet consists of:

- Three Type 1 Engines
- One Type 3 Engine

- One Type 1 Water Tender
- One Type 6 Engine
- One Rescue Unit
- Two Utility Vehicles
- One Command Vehicle
- One Emergency Communications Unit owned by Stanislaus County, housed at the District

Its firefighters respond to about 1,600 calls for assistance every year. Target hazards include a large almond processing plant, hotels, schools, and automobile dealerships. It routinely uses the facilities of the Modesto Regional Training Center for fire ground drills. Its budget for Fiscal Year 2017 / 2018 is just under \$1.8M.

DISTRICT STAFF



Salida is a Fire Protection District, organized pursuant to the California Fire Protection District Law of 1987 (and its predecessor statutes). It is governed by a five-member Board Of Directors (BOD) that are elected by the voters of the District on a District-wide basis. Board members serve four-year staggered terms. The BOD selects and appoints the District's Fire Chief. The Fire Chief selects, appoints, and manages a part time Administrative Assistant, three career Captains, three career engineers, and volunteers in a variety of assignments.

Its six career fire protection employees have recently organized and affiliated with the International Association of Fire Fighters. They are anticipating negotiating their inaugural collective bargaining agreement in the near future.

THE POSITION

This is a full-time position as Chief Executive of the Fire Protection District. The Fire Chief is responsible for both operations and administration including planning, organizing and directing administrative, firefighting and fire prevention activities. The Fire Chief is ultimately responsible to the BOD for ensuring that all aspects of all necessary tasks are completed safely and efficiently. Administrative duties are shared by the Fire Chief and the Administrative Assistant. Operation duties are shared among the fire protection employees; however, they are managed and supervised by the Fire Chief. The Fire Chief responds to greater alarms and takes command as necessary. He or she may also respond to lesser alarms as additional resources to ensure the safety of personnel and efficient resolution of incidents. The Fire Chief must ensure that duty officer coverage is maintained for the District at all times.

The Fire Chief is expected to become a part of the community, residing within a reasonable travel time. He or she is expected to participate in local community events sponsored by other agencies and services clubs. He or she is expected to represent the District to the Stanislaus County Board Of Supervisors, Stanislaus County Fire Chiefs Association as well as a variety of other organizations, government, social, and community.

Salida's next Fire Chief will be tasked with analyzing the fiscal strengths and weaknesses of the District, making recommendations for changes, pursuing additional sources of revenues, and ultimately ensuring the long-term fiscal viability of the District.

The new Fire Chief will be appointed at the mid-range of the salary schedule and will progress annually to the next step conditioned on successful performance as determined by the BOD. The total compensation package includes the following benefits:

- CalPERS Retirement Plan (Classic or PEPRRA depending on the employee's circumstances)
- Health, dental and vision insurance premium contribution up to \$1,600 per month with a cafeteria in-lieu amount of \$200 per month in a Retiree Health Savings Plan
- \$50,000 life insurance policy, employee supplementation permitted
- Ten paid holidays per year
- Ninety-six hours of sick leave per year
- Forty hours of management leave per year
- Annual uniform allowance of \$900
- Employee Assistance Program
- Bereavement Leave
- Military Leave
- Jury Duty Leave
- Deferred compensation plan (IRS 457(b)), employee only

THE IDEAL FIRE CHIEF

The ideal candidate will be a Chief Officer with experience in operations and administration, from a comparable size combination department. He or she will have demonstrated the leadership necessary to provide the Salida FPD with a solid sense of direction while maintaining the needs of the community and assisting in guiding career, volunteers, and other staff. He or she will have a comprehensive understanding of the financing of Fire Protection Districts, and a strong background in fiscal management and revenue enhancement. He or she will recognize the value of volunteer firefighters and will strive to nurture and increase that program.



The new Chief will lead by example and will set a high standard for all employees, will be genuinely interested in getting to know staff on a personal level, and will create a positive working environment through teamwork and innovation. He or she will be honest and fair with staff, trustworthy in keeping commitments and confidentiality, and have a high degree of integrity. The new Chief will be consistent in working with staff and investing for the long term. Salida FPD is a small, but progressive department with a forward-thinking staff. Its next chief will be familiar with and seek out alternative concepts to increase financial efficiency.

As an active and respected community member, the new chief will be expected to establish a home in or near the District, where he or she attends and participates in local public functions and civic events.

As the highest level of the executive staff, the Chief works under the policy guidance of the elected Board of Directors. In addition to responding to incidents to support staff when necessary, the Chief responds to all greater alarms and assumes command of the incident as necessary.

FINALLY

Application Process

Interested persons must submit:

1. A completed and signed Letter of Interest
2. A completed and signed District Application
3. A current Resume

Selection Process:

The selection process will consist of:

1. Minimum Qualifications rating – your application package information will be compared with the Minimum Qualifications published in the Job Description and rated.
2. Desirable Qualifications Rating – your application package information will be compared with the Desirable Qualifications published in the Job Description and rated.
3. A confidential screening committee will review the ratings.
4. The candidates rated as most qualified in the rate and review process will be invited to a Screening Interview with a panel of career fire chiefs.
5. The most qualified candidates from the Screening Interviews will be invited to a confidential interview with the BOD.

There will not be an assessment lab or other form of practical examination. Your application package must sufficiently articulate your qualifications and describe how you meet both the Minimum Qualifications and the Desirable Qualifications. Your application package may include information that you believe will articulate why you are the best qualified candidate for this position. Review the APPLICATION INSTRUCTIONS for more information.

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