

## Compensation and Benefits

The Waterloo Morada Fire Protection District will provide the following in compensation and benefits. The annual salary range for this position is \$120,000-\$140,000. The benefits package includes:

- ◆ Retirement – The District participates in the San Joaquin County Retirement Association with a formula of 3% @ 50 for classic members and 2.75% @ 57 for Tier II members.
- ◆ Vision - Premium fully paid for employee and dependents.
- ◆ Health – 80% of Health Insurance paid by the District for employee and dependents, based upon the Kaiser basic premium Stockton Area rate. Opt-out choice of \$550 per month.
- ◆ Dental – Delta Dental with the premium fully paid for employee and dependents.
- ◆ Holidays – 12 paid holidays annually.
- ◆ Vacation – 80 hours of vacation will be awarded each year. 120 hours of maximum accrual.
- ◆ Management Leave – Five days (40 hours) of paid leave per year.
- ◆ District paid professional memberships and (2) conferences annually.
- ◆ Uniform Allowance - \$600 annually



## How to Apply

If you are interested in applying for this position, please submit your letter of interest, resume, and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place) to the address below:

Fire Chief Recruitment  
Waterloo Morada Fire District  
6925 E Foppiano Lane  
Stockton, CA 95212

The final filing date for this recruitment is December 1, 2020.

If you have any questions regarding this position, please feel free to contact Steve Henry at (209) 931-3107 or by email: [shenry@wmfire.org](mailto:shenry@wmfire.org)



# Waterloo Morada Fire Protection District

*invites your interest for the position of*

# Fire Chief



## The District

The Waterloo Morada Rural County Fire Protection District (WMFD) is located in San Joaquin County, 45 minutes south of Sacramento. The WMFD provides fire protection, basic life support emergency medical aid, rescue, hazardous material responses and other services to over 12,000 residents in the unincorporated area northeast of the City of Stockton. The service area is approximately 36 square miles, of which 15 miles of its border is adjacent to the city limits of Stockton.



The WMFD is an independent autonomous Fire Agency that contains three state highways, State Routes 99, 88 and 26 that dissect the district.

The District has a five-member governing board and derives its principal funding from normal property taxes, a 1986 and 2019 tax assessments and impact fees. Board members are elected at-large to staggered four-year terms. The WMFD staff consists of 18 Full-time staff that operates out of two stations currently. The voters have supported the fire district with a tax assessment to begin re-building a second station. Currently the Fire Chief is supported by a part time Administrative Secretary, and three shift Battalion Chiefs. The incident call volume is approximately 2,300 annually.

The WMFD was initially formed in 1947 as an independent special district serving the Waterloo and Morada communities. Throughout the years, the WMFD has actively engaged the community by being involved with the local neighborhood watches, providing support for community events such as the Easter Egg Hunt, Trunk or Treat, Coats and Socks drive, Santa Cruise and the Christmas Toy Drive. The WMFD has worked hard on the relationship with the Waterloo Morada Professional Firefighters Association and is searching for a leader to continue and grow this partnership, without them these events would not be possible.

## Our Community...



## Our Priority



## The Position and Ideal Candidate

The new Fire Chief for the WMFD will experience a diverse range of operational dynamics that come with supporting a rural fire district in an area that has 18 special fire districts. This will require a strong collaborative chief capable of building strong relationships with the Board, the community and cooperators. The Chief must also be a committed public servant, who believes in the duty of public safety and delivering lasting positive change for the department. This will require a collaborative and service oriented chief who closely works with various constituents and has the ability to relate to



and engage the community, industry and the labor organization partners in providing proactive safety programs such as emergency preparedness, emergency medical and fire suppression support.

The ideal candidate will possess a solid background in all aspects of fire service-related functions including fire prevention, public information, emergency planning, fire suppression, training/fitness, communications, personnel, budget development, and related administrative services. The new chief must have a strong background in the administrative aspects of the position, especially in budget management and must be resourceful in working with current resources, while being creative and open minded in looking at new approaches to improve public safety and service delivery. He or she must be engaged with

both external and internal customers and have a history of creative and effective problem-solving success related to fire service issues.

The new chief will be tasked with building an Apparatus Room adjacent to a newly acquired Firefighter residence and creating a Strategic Plan for the district

Candidates must possess ten (10) years of full-time firefighting experience, including at least four (4) years in a supervisory capacity at the rank of Battalion Chief or above. An Associate of Arts Degree in Fire Science is required. Possession of Chief Officer Certification from the California State Fire Marshal or NFPA Fire Officer level III or Chief Fire Officer (CFO) or Executive Fire Officer (EFO), CJAC Instructor of Record are also highly desirable.

