



## THE CITY OF REDMOND, WASHINGTON SEEKS A PROVEN LEADER FOR **FIRE CHIEF**

### REDMOND'S VISION

*Redmond is an outstanding place to live, work and visit, with two vibrant City centers and connected neighborhoods. The City provides high quality responsive services to an engaged community.*

With input from the Mayor, department directors, and the community, Redmond has adopted the following to support this vision:

- **Commitment to Citizen Priorities**  
The City has taken a new approach to budgeting. The budgeting process focuses on community priorities which now guide programming and spending decisions.
- **Accountability for Results**  
The City is implementing programs focused on customer service, process improvement, and performance management. This focus ensures that services are efficient, high quality, measurable, and meet the needs of the community.
- **Efficiency and Innovation**  
The City is planning technological and process-related changes that will enhance services and maximize the efficient use of resources.

**The Redmond Fire Department believes that empowered employees are the foundation of a successful organization.**



## THE SUCCESSFUL CANDIDATE

The ideal candidate will be a proven leader with experience commanding fire and life safety services. The new Fire Chief must possess the ability to lead a department where respect and cooperation are highly valued and practiced in all interactions, both within the department and when working with elected officials, City government and the community.

In addition to possessing solid executive skills, highly qualified candidates will have the capacity to work closely with fellow department directors and will demonstrate the ability to evaluate and resolve issues from a City-wide organizational perspective.

The successful candidate will demonstrate dedication to the creation and maintenance of partnerships with other City departments, community stakeholders and other government agencies. The candidate will ensure that City interests are well represented in these interactions and will model a strong commitment to working openly and collaboratively on policy issues.

The City seeks a resilient leader, skilled in developing and mentoring a devoted Fire service. The selection process will place significant weight on a candidate's history of building strong, cohesive work groups, and establishing a Department that reflects a common set of values and priorities consistent with those of the community.

The successful candidate will demonstrate the ability to communicate openly and frequently the vision, goals and objectives of the City and the Department to ensure that these expectations are understood and incorporated in performance standards and practices.

## REQUIREMENTS

Candidates should have a Bachelor's degree preferably in Public Administration, Business, or a related field and senior-level fire management experience. A Master's degree is preferred. Additional fire service qualifications and certifications will be considered.



## THE DEPARTMENT

The Redmond Fire Department provides emergency response services throughout the City of Redmond and to King County Fire District 34. Redmond Fire is recognized by the community as a department of outstanding, well-skilled individuals.

Service is provided to approximately 52,000 City residents and 20,000 District residents. The daytime population increases to 110,000 people due to employee populations at successful companies like Microsoft and Nintendo. King County Fire District 34 has contracted with Redmond for many years and is governed by three elected commissioners.

Regional Advanced Life Support services are provided by Redmond Fire in partnership with King County Medic One. This program is recognized as one of the best in the country and has a reputation for innovation and excellence.

Redmond Fire administers a comprehensive emergency management program that is dedicated to regional leadership and state-of-the-art practices.

## THE DEPARTMENT CONSISTS OF:

- Administration
- Fire Suppression
- Emergency Medical Services
- Office of Emergency Management
- Fire Prevention and Investigation
- Hazardous Materials Response
- Public Education
- Regional Fire Training Program
- Fire Apparatus Services Program (Servicing Redmond and other jurisdictions)
- 7 Fire Stations
- 158 Uniformed Personnel, including 33 Paramedics

## COMPENSATION & BENEFITS

The City of Redmond has established a salary range from \$108,084 - \$145,500 annually. The starting salary is negotiable depending on qualifications.

As a participant in the Executive Pay Plan, and depending on the quality of job performance, the successful candidate may earn an annual merit increase and lump sum award.

### BENEFITS INCLUDE:

- Medical, dental and vision insurance
- Life insurance, long-term disability and survivor life
- Washington State retirement benefits
- Optional retirement savings in lieu of Social Security
- Sick leave bonus (twenty-five percent of annual unused sick leave)
- Twelve (12) paid holidays, twenty (20) vacation days, six (6) administrative leave days, and twelve (12) sick leave days each year
- Relocation assistance is available



## RECRUITMENT SCHEDULE

### Position Open

June 18, 2010

### Application Deadline

August 13, 2010

### Assessment and Interview

September and October 2010

### Selection of Final Candidate

October 2010

The final candidate must pass a thorough background check.

“ *The Redmond Fire Department enjoys a positive labor-management relationship reflected in a team that provides guidance and direction to the Department.* ”





## CITY GOVERNMENT

Redmond has a Mayor/Council, non-partisan form of government. The Mayor and each of the seven City Council members are elected directly by the people to staggered four-year terms. The next election for Mayor is November 2011.

## THE COMMUNITY

Incorporated in 1912, the City of Redmond has grown into a vibrant and stable community. Situated along the shores of Lake Sammamish, Redmond's boundaries encompass 16.85 square miles, with a resident population of approximately 52,000.

Redmond enjoys a diverse and growing economic base and is home to some of the major high-tech firms in the country.

The citizens and government of Redmond place a high priority on protecting the City's natural resources and preserving its unique environment. Natural amenities include extensive open space, abundant water resources, and preserved environmentally-sensitive lands.

The City is fortunate to have an outstanding public education system. A number of institutions of higher learning are located within easy driving distance. Close proximity to the Cascade Mountains, skiing, hiking and water sports contribute to a high quality of life and make Redmond a desirable place in which to live and work.

## HOW TO APPLY

Apply online at [www.redmond.gov](http://www.redmond.gov). Along with your application, please submit a resumé and detailed cover letter describing your management style and why you are interested in this position.

### Questions:

Please contact Human Resources  
Email: [redjobs@redmond.gov](mailto:redjobs@redmond.gov)  
Phone: 425-556-2120



## MORE DETAILS AT [WWW.REDMOND.GOV](http://WWW.REDMOND.GOV)

The City of Redmond provides reasonable accommodation to those with disabilities.  
Equal Opportunity Employer

