



## THE CITY OF GLENDALE ARIZONA

Invites qualified candidates to apply for:

# FIRE CHIEF

**THE COMMUNITY** With a diverse and growing population of more than 250,000, Glendale is the seventh largest community in the Phoenix metropolitan area which has an overall population of 4.4 million. Glendale revels in the national spotlight of its sports and entertainment district which has hosted two Super Bowls, two BCS National Championship football games, and countless world-class concerts. The community is also known for its famed historic downtown shopping district, other well-preserved 100-year-old historic districts, and contemporary upscale neighborhoods.

### **Sports and Entertainment District**

Glendale, which has one of the most dynamic sports and entertainment districts in the nation, is home to the NFL's Arizona Cardinals, and the spring training home of the MLB's Los Angeles Dodgers and Chicago White Sox. The district, which annually hosts the Playstation Fiesta Bowl, will host the 2023 Super Bowl and the 2024 NCAA Men's Basketball Final Four Championship. This vibrant regional destination is becoming a major employment corridor and has transformed Glendale into a full-service community



The Westgate Entertainment District, which is adjacent to the NFL stadium, is an urban lifestyle center featuring excellent dining and unique retail options. Offering a vibrant outdoor setting with distinctive water features, Westgate delivers an interactive shopping, dining, and entertainment experience.

**THE ECONOMY** Glendale has a diversified economic base comprised of a number of well-known companies such as Honeywell, Bechtel, CSAA/AAA, Banner Health, and Conair. Also, Luke Air Force Base has been one of Glendale's major employers since 1941. The Base, which is the training site for the F-35 airplane, currently has 700 residents and 5,500 employees. These employers and many others have cho-

sen Glendale not only because of its progressive and agile city government but also because of its lifestyle, amenities, and diverse population.



Downtown

Downtown Glendale attracts more than 300,000 visitors annually for its award-winning community festivals. The historic downtown incorporates two distinct neighborhoods that are home to more than 90 specialty shops and restaurants. The Glendale Convention and Visitors Bureau (GCVB) plays a major role in attracting visitors to downtown to shop and attend its many festivals. Of special note, Murphy Park (adjacent to City Hall) hosts Live at Murphy Park bringing live entertainment on the weekends during the Spring and Fall. Other festivals occur downtown throughout the year.

**RECREATION AND LEISURE** Glendale’s desirable climate with more than 300 days of sunshine annually allows residents to enjoy the outdoors year-round. Recreational opportunities are abundant for the outdoor and athletic enthusiast. Thunderbird Conservation Park hugs the northern edge of the community and welcomes hikers, bikers, and equestrians of all abilities. Views from the top of this park include an overview of Arrowhead Ranch which is an upscale community of homes, parks, and lakes within Glendale. In total, Glendale has 55 neighborhood parks, nine community parks, six regional parks, a conservation park, six recreation centers, two swimming pools, and three golf courses.



**EDUCATION** Glendale has excellent public and private schools including the Glendale Union High School District and the Glendale Elementary School District. The community also has award-winning libraries and institutions of higher education including Arizona State University (ASU) West, Glendale Community College, Midwestern University, Arizona Christian University (ACU), and DeVry University.

**THE CITY ORGANIZATION** The City of Glendale, which has operated under the council-manager form of government since 1957, is a home-rule City with a Charter adopted by its voters in 1957. The City Council is comprised of a Mayor elected at-large and six members elected from districts on a non-partisan basis to four-year overlapping terms. There are no term limits.

The City Council employs a City Manager to oversee the operation of the City. Glendale is a full-service city including four water treatment plants and two wastewater treatment plants designated as Grade 4 facilities (highest level), a general aviation airport, landfill, and cemetery. The City has an annual budget of \$1.1 billion, an average annual CIP budget of \$260 million, and 1,800 FTE’s. The City operates on a July 1-June 30 fiscal year.





The following City departments are nationally accredited:

- ✓ Police Department accredited through Commission on Accreditation for Law Enforcement Agencies (CALEA) since 2000; and
- ✓ Parks and Recreation Division accredited through Commission for Accreditation of Park and Recreation Agencies (CAPRA) since 2014.

The City has a meet and confer negotiations process with its two bargaining units, one for Police (Sergeants and Police Officers) and one for Fire (Captains, Engineers, and Firefighters). The City typically enters into two-year agreements with each union.

### **THE GLENDALE FIRE DEPARTMENT (GFD)**

*The Glendale Fire Department:  
"Fast, Caring, Innovative and Professional."*

GFD is a full-service, department comprised of three branches, administered by the Fire Chief, two Assistant Fire Chiefs and an Administrator. The Department provides a full variety of emergency services including fire suppression, emergency medical, hazardous materials and specialized rescue response.

GFD began in 1912 as a volunteer fire department. Its first full-time paid fire chief was appointed in the 1950's. In the 1960's the first full-time paid firefighters were hired. The 1970's saw the birth of GFD's paramedic program; the 1980's its Hazmat program began and in the 1990's its weapons of mass destruction program was established.

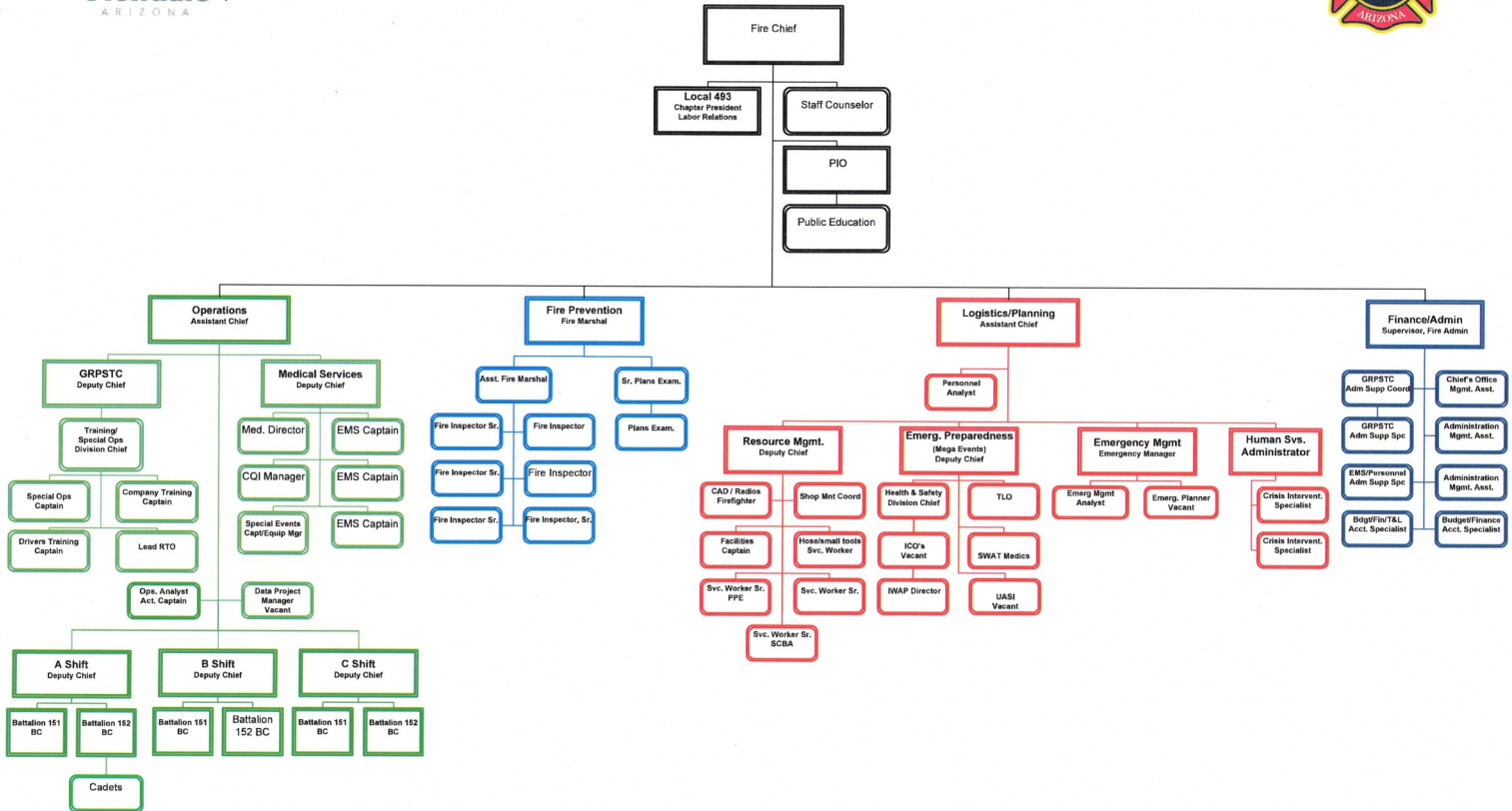
Today, GFD employs 258 firefighters who work from nine fire stations and respond to approximately 40,000 calls for service annually. It has 10 paramedic engine companies, two ladder trucks, one technical rescue unit, one brush truck, three medic units, one alternative response van, three command responders, a utility truck, a hazardous materials unit, a life safety trailer, two low acuity units and two medical response units.

GFD is a founding member of the Central Arizona Life Safety Response System, the nation's largest, best known and highly successful region-wide automatic aid system. This system was created in the 1970's by the Cities of Glendale, Tempe and Phoenix. The System has grown to now include 23 Valley cities. Automatic aid ensures that the closest fire truck will respond to an emergency no matter which jurisdiction the emergency is located in.





# Glendale Fire Department



EF 06.08.22

## ISSUES, CHALLENGES AND OPPORTUNITIES

- GFD is well-supported and highly respected by the community.
- The new Chief must instill in GFD the understanding that Citywide administrative procedures and controls apply equally to all departments and that GFD must stay within its approved budget and adhere to the City’s established policies - including purchasing policies.
- The new Fire Chief will understand and respect the council/manager form of government, appreciate that his or her highest loyalty is to the City Manager and become a committed and fully invested participant in the City’s executive management team.
- The new Fire Chief must fully support the Central Arizona Life Safety Response System, the City’s automatic aid system, including serving as an active member of its governing board.
- Several GFD senior staff members will be retiring in the foreseeable future - thus succession planning skills are needed in the next Fire Chief.



- GFD needs to build stronger leadership and management strength at its senior and mid-management levels.
- GFD’s management team wants a Chief who is able to represent the Department well internally and externally and who will make a long-term commitment to the Department.

**THE FIRE CHIEF**

Glendale’s Fire Chief is a key member of the City’s executive management team. The Fire Chief is appointed by and serves at the pleasure of the City Manager with full responsibility to administer, manage and lead the personnel, operations, programs and activities of GFD.

Requirements include education and experience equivalent to a bachelor’s degree from an accredited school and significant, increasingly responsible local government fire suppression/prevention/EMT experience, including at least 8 years of command experience gained in a department of comparable size and complexity. Must be a skilled leader and an outcome-focused manager with excellent interpersonal skills, a strong customer service orientation and have unimpeachable integrity.



**Desired Professional and Personal Attributes** The following are **strongly desired** professional and personal attributes for Glendale’s next Fire Chief.

- ▶ Is a visionary collaborative leader who is an outside the box and progressive thinker
- ▶ Places a higher value on trust and respect and is less concerned about popularity
- ▶ Is a true local government professional who has and displays strong management, leadership and command skills
- ▶ Is transparent, open, accessible, and approachable and has good listening skills
- ▶ Leads with calm strength and communicates well and is thick skinned
- ▶ Is fair and evenhanded; does not play favorites
- ▶ Has a proven track record of professionalism and personal integrity
- ▶ Is politically astute yet apolitical; respects the council/manager form of government and is mindful that he or she is responsible to the City Manager.
- ▶ Appreciates all forms of diversity
- ▶ Holds staff accountable; focuses on outcomes; does not micro-manage
- ▶ Is experienced in working with unions and able to build positive morale within the Fire Department
- ▶ Is experienced in working collaboratively with other regional governments





FOR MORE INFORMATION ABOUT THE CITY OF GLENDALE AND THE GLENDALE FIRE DEPARTMENT, VISIT [www.glendaleaz.com](http://www.glendaleaz.com).

**COMPENSATION**

The City of Glendale will offer a highly competitive compensation package commensurate with the successful candidate's qualifications and match with the attributes being sought by the City. The recently retired Fire Chief's salary was \$206,000. The City will pay reasonable and customary moving expenses for the next Fire Chief.

The City offers an excellent benefits package that includes: 11.5 holidays annually; vacation and medical leave; choice of three medical and two dental insurance plans; flexible reimbursement accounts; long and short-term disability insurance; paid life insurance equivalent to annual salary; Arizona State Retirement System; and voluntary 457 deferred compensation plans.

**APPLICATION INFORMATION**

Resumes will be accepted until the position is filled. The first review of resumes is scheduled for July 11, 2022. To apply, please submit a letter of interest, resume and current salary immediately to either:



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**CITY OF GLENDALE  
MISSION STATEMENT**  
We improve the lives of people we serve everyday.

**AN AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY EMPLOYER**