

Peckham & McKenney  
"All about fit"



**Fire Chief**  
NORTH CENTRAL FIRE PROTECTION DISTRICT,  
Kerman, California

## THE DISTRICT

North Central Fire Protection District has a rich history and a strong commitment to serving its community. With its blend of 75 years of tradition and innovation, it is well-equipped to handle the diverse needs of its service area. Headquartered in Kerman, California, the District serves a dynamic population of over 51,000 residents across 230 square miles in Fresno County which includes 22 miles of the San Joaquin River on the northern border. The District was established in 1945, has grown from its rural agriculture roots into a modern, mission-driven organization that provides services to city and county Urban, Suburban, and rural farming communities.

Fresno County, located in the heart of California's San Joaquin Valley, is the sixth-largest county in the state by land area, spanning over 5,958 square miles. It is home to a rich agricultural heritage and is recognized as one of the top-producing farming regions in the United States, supplying food to the nation and exporting to over 90 countries. The County seat is in the City of Fresno, California's fifth-largest city, and the region boasts a diverse population, vibrant culture, and access to three national parks within 90 minutes—including Kings Canyon, Sequoia, and Yosemite.



North Central Fire Protection District operates seven first-out fire apparatus in six strategically located fire stations. Station 54 on Freeway 180 and Marks Ave., Station 55 in the City of Kerman, Station 56 at Kearney Park, Station 57 serving the Biola Community nestled in wine country along the river, Station 58 near Shields and Grantland, and Station 59 in the Bullard and Fig Garden areas surrounded by the 5th largest City in California, ensuring rapid response and comprehensive coverage.

In addition to emergency response, the District provides structural and wildland fire suppression, emergency medical services, technical rescue, hazardous materials mitigation, fire prevention, and public education. With a strong emphasis on community integration, North Central Fire is committed to exceeding traditional service expectations through transparency, professionalism, and operational excellence.

The District partners with the Fresno County Office of Education and Kerman Unified School District on a **Fire Science ROP/CTE program**. The program offers students a pathway to public safety, teaching students the principles and values of being a public servant, skills needed to mitigate various types of emergencies and disasters, how to perform in high stress environments, and prepare them for the fire academy. Watch this **YouTube video** to learn more about this innovative and powerful partnership that demonstrates the District's commitment to being family and community oriented.

For more information, visit the District's website at:  
<https://www.northcentralfire.org>.

*The mission of North Central Fire Protection District is to integrate with our community by exceeding traditional service expectations.*

## THE ORGANIZATION

The District's FY 2025-2026 operating budget is \$14.1 million.

The District's governance is comprised of (5) elected Board of Directors. In November 2022, the District moved away from an "At-Large" election format, which represents the entire political boundaries of the North Central Fire Protection District, and has established five election subdivisions representing an equal population of the fire district. The Board meets once a month at 4:30 p.m. on the 4th Thursday of the month. The Chief Administrator of the District's affairs is the Fire Chief. Additionally, (1) General Manager, (1) Executive Assistant, (1) HR Manager, (1) IT Manager, (3) Finance clerks, (1) Community Risk Reduction Specialist, (1) Fire Inspector, (1) Training Officer, (1) ROP/CTE Coordinator, (1) Facility Maintenance worker, (2) Division Chiefs, (3) Battalion Chiefs, (18) Fire Captains, (21) Engineers, and (24) Firefighters. There are currently 6 staffed





stations with one station staffed with 4-0 and the rest are 3-0 staffed fire stations, with an additional type 6 fire engine deployed from Station 59 for medical emergencies 2-0 staffed.

## THE POSITION

Reporting to the Board of Directors, the Fire Chief is the chief executive and operational officer of the Fire District and exercises considerable judgement and discretion in managing the North Central Fire Protection District. The incumbent is responsible to the Fire District Board for the effectiveness and quality of fire prevention, fire suppression, and emergency preparedness of the District.

The Fire District has been led by 10 Fire Chiefs during its 75-year History. In 2007, the District contracted for labor for more than a decade, until July 2018 when the Board hired a full-time Fire Chief to recruit a new labor force and restaff the fire stations. The incumbent will be retiring in December and has agreed to serve as a consultant to the new Chief to assist with the leadership transition.



The District's Fire Chief's duties and responsibilities are similar to that of a City Manager. The selected candidate must be politically astute and able to manage and navigate a breadth of complex day-to-day issues while planning for the future growth of the District.

Priorities for the Fire Chief include:

- Planning and construction of a 7th fire station and training campus.

- Purchase of a new ladder truck.
- Negotiation of a new Transition Agreement with the City of Fresno.
- LAFCO annexation and coordinating the update of the District's Municipal Service Review.
- Transition to a new medical plan provider.
- Filling vacant leadership positions.

## THE IDEAL CANDIDATE

The ideal candidate is a community-focused fire professional who values building relationships and will fully integrate into the North Central Fire Protection District community.

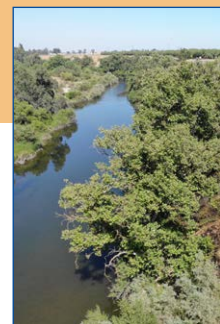
He/she will have a strong operational fire background and possess the following attributes:

- Integrity, honesty, and a strong moral compass.
- Fiscally conservative mindset with a thorough understanding of Fire District budgets, revenues, and funding sources.
- Hands-on manager who is skilled at handling complex tasks and effectively delegating.
- Strong leadership skills and a track record of effective relationships with unions and employee associations.
- Track record of mentoring, motivating, succession building, and developing staff.
- Experience successfully managing conflict and difficult labor relations and personnel issues.
- Experience working with elected officials at the Federal, state, and local level. Able to build collaborative and effective relationships with stakeholders.

- Effective communicator who is transparent, proactive, professional, and thorough in his / her communications with others. Listens to stakeholders, ensures the Board is apprised of emerging political and financial issues, and conducts thorough vetting before escalation. Develops comprehensive recommendations that include multiple options, an analysis of pros and cons, and anticipates potential questions from the Board and the public.
- Has a community-oriented mindset, is visible, and is actively engaged in the community through attendance at community events and participation in local community-based organizations.
- Creative with excellent problem-solving skills.
- Able to represent the District in negotiations with others, including other public entities.
- Demonstrates a commanding presence and resilience under pressure; maintains humility, composure, and an objective stance, avoiding personal takeaways and remaining steadfast in judgment.
- Has a passion for public service and for the fire service in particular.

Highly desirable qualities include:

- Knowledge of California Special District law.
- Familiarity constructing a fire station including land acquisition, design, community planning, permitting, construction, and outfitting.
- Experience working with LAFCO.
- Experience seeking out and managing grants.
- Experience as a Fire Chief.



## EXPERIENCE/EDUCATION REQUIREMENTS

Requires the equivalent of a Bachelor's Degree in Fire Science, Fire Administration or a related field and ten years of progressive full-time fire service experience in a California government agency providing fire and emergency services, with at least eight years increasingly responsible professional and administrative experience in all major functions of the fire service, including at least three years in an administrative or supervisory capacity at a Chief Officer level.

In addition, must possess the Executive Fire Officer (EFO) Certification from the National Fire Academy; or Certification as a Chief Fire Officer by the California Fire Service Training and Education System; or designation as a Chief Fire Officer (CFO) from the Center for Public Safety Excellence; and possession of a valid California Class C Driver's License and a good driving record.

If the selected candidate does not live in the District, they must live a reasonable distance from the District that will enable them to attend community events and emergency situations.



## SEARCH SCHEDULE

Filing Deadline: ..... October 5, 2025  
Preliminary Interviews (telephonic): ..... October 15 & 16, 2025  
Meeting to Review all Candidates: ..... October 21, 2025  
Panel Interviews (In-Person): ..... October 30, 2025  
Finalist Interviews (In-Person): ..... October 31, 2025

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

## THE COMPENSATION PACKAGE

The annual salary range for this at-will position is \$183,750 - \$252,000, depending on qualifications.

The District offers the following excellent benefits which are negotiable:

**RETIREMENT:** The District will contribute the maximum amount allowable under Federal Law, and the employee's age, to the District 457(b) plan, in the 401(a) retirement plan with the Public Agency Retirement Services (PARS).

**UNIFORM ALLOWANCE:** Reimbursed up to \$750 per year.

### HEALTH INSURANCE

**STIPEND:** Participate in District health program, or stipend to support the chief's personal health plan package.

**ANNUAL LEAVE:** The District provides 20 vacation days (160 hours), 10 recognized Holidays, for a total of 80 hours, along with 96 hours of sick leave annually.

### DISTRICT VEHICLE:

A District vehicle will be provided if available. If not, the Chief will be reimbursed for mileage at the IRS rate.



## THE RECRUITMENT PROCESS

To apply for this key position and exciting career opportunity, please submit a current resume and compelling cover letter through our website at:

**Peckham & McKenney**  
[www.peckhamandmckenney.com](http://www.peckhamandmckenney.com)

Resumes are acknowledged within two business days. Contact Roberta Greathouse at 831.998.3194, toll-free at 866.912.1919, or via email at [Roberta@PeckhamandMcKenney.com](mailto:Roberta@PeckhamandMcKenney.com) if you have any questions regarding this position or the recruitment process.

**PECKHAM  
&  
MCKENNEY**  
EXECUTIVE SEARCH

[www.peckhamandmckenney.com](http://www.peckhamandmckenney.com)