



FIRE CHIEF

City of **Rocklin, California**

Recruitment Services Provided By





The Opportunity

The City of Rocklin, CA is seeking an exceptional leader to serve as its next Fire Chief at a pivotal and exciting time in the community's growth. Recognized as one of Northern California's most desirable places to live and work, Rocklin combines a strong sense of community, a thriving economy, and a commitment to innovation in public service. This is a unique opportunity to lead a highly professional, community-focused Fire Department that is deeply valued by residents and supported by engaged elected officials and executive leadership. The next Fire Chief will have the chance to shape the future of fire and emergency services in a rapidly evolving city, advancing operational excellence, strategic planning, emergency preparedness, and regional collaboration while fostering a culture of leadership, accountability, and service.

About Rocklin

The City of Rocklin, incorporated in 1893, is a general law city located in Placer County at the intersection of Interstate 80 and State Highway 65. Home to approximately 74,842 residents across 20 square miles, Rocklin is recognized for its exceptional quality of life, highly rated schools, abundant recreational opportunities, strong commitment to public safety, and business-friendly environment.

Rocklin boasts a tight-knit community, vibrant shopping and dining options, and world-class recreation. Its healthy and growing population is fostered by highly rated K-12 schools and higher learning opportunities like Sierra College and Jessup University. Recreation opportunities in Rocklin range from the thrill-seeking options at Quarry Park Adventures to taking in all that the city's 37 parks have to offer. The city's proximity to both Lake Tahoe and the Bay Area positions Rocklin as the premiere location for everything Northern California has to offer.





City Government

Rocklin operates under a Council-Manager form of government, with the City Council serving as the legislative and policy-making body and appointing the City Manager to oversee the City's day-to-day operations. The City Council also appoints the City Attorney, City Treasurer, and members of various commissions, committees, and boards. Municipal services are provided through nine departments: Administrative Services, City Attorney, City Clerk, City Manager, Community Development, Fire, Parks and Recreation, Police, and Public Works.

As an organization, the City of Rocklin is dedicated to maintaining a high standard of service, a collaborative team environment, innovative ideas, transparency, ongoing training, and professional development. Team Rocklin takes pride in serving its residents and appreciates the strong support received from the community who respect and value what they do to keep the city a great place to live, work, and play. Team Rocklin members are capable experts in their fields, who work together to accomplish objectives set forth by the City Council, depicted in the adopted Strategic Plan's "five pillars" below.



The Rocklin Fire Department

The Rocklin Fire Department is dedicated to minimizing risk, enhancing public safety, and improving quality of life through rapid emergency response, proactive problem-solving, and exceptional customer service. The Department provides fire suppression, emergency medical services, rescue operations, fire prevention, and emergency management services to the community and is staffed by 53.5 full-time equivalent staff members. The FY 26/27 General Fund budget for the Rocklin Fire Department is \$17.2 million.

The Fire Department is organized into four divisions:

- **Fire Administration** – Provides leadership and oversight of department operations, including budgeting, personnel recruitment and development, contract administration, apparatus acquisition, purchasing, and community engagement.
- **Field Operations** – Delivers emergency and non-emergency response services, including fire suppression, emergency medical response, technical rescue, hazardous materials incidents, motor vehicle accidents, and disaster response.
- **Fire Prevention** – Supports community safety through fire plan review, inspections, operational permits, fire investigations, and public education programs designed to reduce risks and prevent emergencies.
- **Emergency Management** – Oversees emergency preparedness, training, and coordination of the City's Emergency Operations Center (EOC), ensuring the City is prepared to effectively respond to and recover from emergencies and disasters.

The Fire Department is experiencing a period of strategic growth and investment. Through the successful award of a SAFER Grant, the City is expanding staffing levels with the addition of new firefighter positions. The City is also advancing plans for a fourth fire station in the southeast area of Rocklin to maintain high levels of service. Design and planning for the new station are nearing completion.

\$ 17.2M
Operating Budget

53.5FTE
Employees





The Position

Under administrative direction from the City Manager, the Fire Chief plans, directs, manages, and evaluates the activities, programs, and operations of the Fire Department, including fire suppression, fire prevention, emergency preparedness programs, and administration. The Fire Chief is supported in leading the Fire Department by two Deputy Chiefs who oversee Field Operations and Fire Prevention. In addition, the Fire Chief coordinates assigned activities with other City departments and outside agencies; provides highly responsible and complex administrative support to the City Manager; and performs related work as required. Essential duties of the Fire Chief include:

- Planning, developing, and directing the implementation of goals, objectives, policies, procedures, and work standards for the Fire Department.
- Directing the preparation and administration of the department budget and managing multiple fire protection contracts.
- Advising the City Manager and City Council on a broad range of issues within areas of responsibility.
- Ensuring the development and implementation of effective fire prevention and education programs.
- Monitoring and evaluating the efficiency and effectiveness of service delivery methods and procedures; assessing and monitoring workload, administrative and support systems, and internal reporting relationships; identifying opportunities for improvement; and directing the implementation of changes.
- Directing the selection, evaluation, training, and development of department staff.
- Monitoring department activities, programs, and operations for effectiveness, including fire investigation, mapping and pre-fire planning, weed abatement, fire prevention inspections, construction/subdivision/site plan review, communication and dispatching.
- Developing, maintaining, and coordinating the emergency operations plan and disaster response.
- Coordinating public safety activities with the Police Chief; building effective working relationships and working as an effective team member with other City department directors.
- Attending and making presentations at City Council and community meetings.
- Responding to difficult or sensitive complaints and requests for information from the public, news media, and City staff.
- Responding to major emergencies and assuming command of major incidents as required.

Challenges & Opportunities

The next Fire Chief in the City of Rocklin will have the opportunity to address some meaningful organizational challenges which will ensure the Rocklin Fire Department continues to advance its service capabilities and reputation as a premier fire prevention agency. Some noteworthy challenges/opportunities for the Fire Chief include:

- The next Fire Chief will play a key leadership role in guiding the Fire Department's continued growth by overseeing the completion and integration of the City's fourth fire station and successfully incorporating SAFER Grant-funded staffing to enhance service delivery, organizational effectiveness, and community outcomes.
- The next Fire Chief will lead the department through an update of the department's five-year Strategic Plan.
- The next Fire Chief will update the 2022 City's Community Risk Assessment and Standards of Cover study to identify the service needs of Rocklin now and in the future.
- The successful candidate will address the challenge of enhancing the culture of the Fire Department through establishing a visible presence in the station houses and leading through accessibility and a commitment to staff.
- The Fire Chief will be a leader and collaborator with regional partners with a focus on enhancing service delivery and public safety in Rocklin and the broader Placer County community.





Ideal Candidate

The ideal candidate for Rocklin's Fire Chief will possess the following traits, characteristics, and experiences:

- An experienced Fire Service leader with an engaging, accessible, and collaborative leadership style.
- Significant experience in administrative leadership, budget, human resources management, and labor-management relations.
- Rocklin seeks a Fire Chief who is visible and engaged in the community and demonstrates a hands-on approach toward the work.
- A passion and commitment to providing service to a diverse community and supporting a diverse team of employees.
- The most qualified candidates will demonstrate a proven ability to lead organizational change that aligns with the City's strategic vision while engaging and collaborating with stakeholders across the City to implement meaningful and sustainable improvements.
- An enterprise-level mindset as part of the City Manager's executive team, working with other department leaders and regional peers, collaborating with the community, and supporting employees.

Qualifications

Education: Possession of a bachelor's degree from an accredited college or university with major course work in fire technology/science, public or business administration, or a closely related field as determined by Human Resources. A Master's degree is desirable.

Experience: Ten (10) years of recent, broad, and progressively responsible experience in all major functions of a fire department. Four (4) years of equivalent fire management experience is preferred.





Salary & Benefits

The annual salary range for the Fire Chief is **\$188,423 to \$256,801**. Placement within the salary range is negotiable and dependent upon qualifications. In addition, the City offers a comprehensive benefits package including:

Retirement - The City participates in CalPERS with a 3% @ 50 formula for Tier 1 Classic Employees, with an employee contribution of 11%. For employees covered under PEPRA, the retirement formula is 2.7% at 57, with an employee contribution of 15.75%.

Deferred Compensation - The City partners with Empower to offer a 457(b) deferred compensation account. Department Directors receive a \$350 monthly City match. A 401(a) plan is also available and is funded by employee contributions only.

Health Insurance - The City contracts with CalPERS medical for medical insurance and offers 9 different plans. The City provides a cafeteria benefit, currently funded 100% of the Kaiser employee-plus-one premium, valued at **\$2,337.72 per month**.

- Employees who waive medical insurance through the City shall be eligible to receive up to \$350 per month.

Dental and Vision Insurance: Basic dental (Delta Dental) and Vision (VSP) coverage is paid by the City.

Vacation - Annual accrual rates range from 20 working days (first year) to 27 working days (20+ years) based on years of service.

Holidays - 10 paid holidays per calendar year.

Sick Leave - 12 days (96) hours per year.

Management Leave - 80 hours per calendar year.

Life Insurance - A life insurance benefit of \$200,000 is provided for department directors.

Executive Allowance - An annual benefit of \$4,200 is provided to directors to cover business-related expenses, including auto, cell, and technology and is paid in 26 equal installments.

Uniform Allowance - \$36.54 per pay period.

Application & Selection Process

To be considered for this position, interested candidates must submit a cover letter and résumé no later than **Monday, August 3, 2026**, at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Bryan Noblett | bryan@mosaicpublic.com | (916) 217-3696.

IMPORTANT DATES:

Deadline to apply and be considered:	Monday, August 3, 2026
Candidates selected for interviews:	Week of August 10, 2026
In-person interviews:	Week of August 24, 2026
Hiring interviews:	September 2nd or September 11th 2026

The City of Rocklin is an Equal Opportunity Employer.

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