



# FIRE CHIEF

City of Yuma, Arizona

Recruitment Services Provided By







# The Opportunity

**A distinguished opportunity to lead** - the City of Yuma, Arizona, invites qualified, experienced, and visionary fire service professionals to apply to serve as the next Fire Chief. This is a critical leadership role in a dynamic, growing community that values innovation, integrity, and a steadfast commitment to public safety. The ideal candidate will bring a proven track record of strategic leadership, operational excellence, and collaborative engagement to guide the Yuma Fire Department into its next chapter of service and advancement.



# The City of Yuma

Nestled in the southwest corner of Arizona, where the Colorado River meets the Sonoran Desert, Yuma is a vibrant and welcoming community with a rich cultural heritage, abundant natural beauty, and a strong sense of civic pride. With a population of over 100,000 residents and growing, Yuma serves as the commercial, agricultural, and governmental hub of the region.

Yuma is known for its year-round sunshine, offering more than 300 days of sunshine annually – making it one of the sunniest places in the United States. The city's warm, dry climate supports a wide range of outdoor recreational activities, from hiking, biking, and golf to boating and off-roading. Residents and visitors alike enjoy Yuma's scenic desert landscapes, historic downtown, and access to the Colorado River.

Economically, Yuma is driven by agriculture, military, healthcare, tourism, and cross-border trade. The region is one of the top producers of winter vegetables in the nation, earning it the nickname "Winter Lettuce Capital of the World." Yuma is also home to Marine Corps Air Station Yuma and the U.S. Army Yuma Proving Ground – two key military installations that play a vital role in the national defense and local economy.

Culturally diverse and community-oriented, Yuma offers a high quality of life with excellent schools, healthcare facilities, affordable housing, and a low cost of living relative to many urban centers. With ongoing infrastructure development, a strong regional identity, and an engaged citizenry, Yuma is a forward-thinking city that values tradition while embracing innovation.

Whether you're drawn to the region's natural beauty, its strong community values, or its opportunities for professional growth and leadership, Yuma is a place where you can make a meaningful impact.







# City Government

The City of Yuma operates under a Council-Manager form of government. The City's charter dictates that the Mayor and City Council, as the elected leaders of the city, make policy for the city, approve the budget and adopt local laws and regulations. The Mayor and City Council are responsible for appointing a City Administrator who serves as the chief executive officer of the city.

The City Administrator carries out Council adopted policies, directs the day-to-day operations of the organization, and prepares the annual budget and capital improvement program. All employees serve under the direction of the City Administrator. In FY 25-26, the City organization of 1,056 full time employees is supported by an approved all funds budget of \$547 million.

City administration implements City Council priorities and provides management direction and leadership of the organization in a fair, transparent, and accountable manner. The office aligns municipal service delivery with community needs, Council priorities, and the City's Strategic Plan.

## **Mission Statement - "The Yuma Way"**

- We are a strong team dedicated to serving our community, building relationships and creating opportunities.

## **Core Values - "We Value"**

- Professionalism – Be our best. Set the standard.
- Accountability – Be responsible. Own our actions.
- Integrity – Be honest. Do the right thing.
- Responsiveness – Be deliberate. Follow through with intent.



# The Yuma Fire Department

The Yuma Fire Department (YFD) has been serving the community for more than 100 years and has a strong tradition of providing professional, effective, and efficient fire department services to its residents and visitors. YFD is a full-service, all-hazards fire department providing fire, emergency medical and ambulance transport, hazardous materials response, technical rescue operations, and fire prevention and educational services to the community. The department is one of only 323 agencies internationally accredited by the Commission on Fire Accreditation International (CFAI). The YFD is comprised of 152 staff members who are supported by a FY26 budget of approximately \$26.5 million. The Yuma Fire Department serves the city's 120 square miles through 7 strategically placed stations.

**YFD Mission:** "The Yuma Fire Department exists to provide professional services, protecting the life and property of its citizens. We ensure the safety and security of those we serve by delivering emergency medical transport, fire prevention, fire suppression, and education to the community."

The YFD 2022-2027 Strategic Plan can be viewed [here](#).

\$

26.5M

Operating Budget

152 FTE

Employees







# The Position

Under administrative direction from the City Administrator and Deputy City Administrator, the Fire Chief directs Yuma Fire Department operations, including fire prevention and suppression, rescue, and emergency medical services. The Fire Chief additionally acts as the City's Emergency Manager, chief planner and preparedness director, and senior incident commander for emergencies and disasters. Some key responsibilities include:

- Directing the Yuma Fire Department (YFD) through effective planning, staff management, resource allocation, and sound fiscal practices; serving as City Emergency Manager and developing plans for coordinated responses to stabilize and control emergency incidents.
- Providing leadership, direction, and guidance for YFD to meet the public safety needs of the community; evaluating City needs and determining emergency services response requirements; and serving as the City's Emergency Manager for response and recovery efforts in emergencies and disasters.
- Directing the activities of the YFD firefighters and staff; planning, prioritizing, and assigning tasks and projects; instructing and training staff, monitoring work, developing staff skills, and evaluating performance; and analyzing workload trends and implementing staffing and assignment adjustments.

- Reviewing staff work as needed to assure compliance to YFD policies and procedures; investigating and resolving administrative, inter-agency, and operational inquiries and complaints; and negotiating and resolving sensitive, significant, and controversial issues.
- Directing YFD strategic planning activities and community needs assessments; leading the development of Department goals, and assuring goals are met and performance issues are addressed.
- Evaluating emergency operations and response reports, analyzing operational trends, and developing recommendations for process improvements, service delivery methods, and resource allocation; and representing the Fire Department and the City in public meetings and community events.
- Supporting the relationship between the City and the general public by demonstrating courteous and cooperative behavior when interacting with citizens, visitors, and City staff; and promoting the City goals and priorities, vision, values, and the "Yuma Way", and complying with all City policies and procedures.



# Challenges & Opportunities

The next Fire Chief in the City of Yuma will have the opportunity to deliver leadership and strategic vision to an already accredited organization as it 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 benefit from a recently updated Fire Department Master Plan that will provide a roadmap of organizational strategy, Standards of Cover, and many additional elements of YFD's operational and service delivery standards. As the YFD will be growing in upcoming years to keep pace with the service need, the next Fire Chief will have the opportunity to utilize this information to formulate strategies for growth and expansion of services.
- Organizational development, mentoring, and succession planning will be challenges/opportunities for the next Fire Chief. A strong background and demonstrated track record in these areas are needed and strongly desired.
- There is a need for the next Fire Chief to build a sense of community within the department through the establishment of strong internal communication and connectivity. A leader who is visible and present inside the organization and externally in the community is necessary.
- While the Yuma Fire Department is well-resourced in terms of equipment and technology, there is an opportunity for the next Fire Chief to bring creativity and a keen eye for service improvements to the organization.
- The Yuma Department is a strong partner in the city organization, but an opportunity to improve the level of cooperation/integration with other City departments exists.
- Creative experience in the areas of recruitment and retention will assist the next Fire Chief in meeting current and future staffing challenges.







# Ideal Candidate

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

- A team-oriented, problem-solving, collaborative leadership orientation. The most ideal candidate will have an approachable demeanor and be a people-centric leader.
- Strong communication skills and the ability to make difficult decisions when necessary are highly desired traits for the next Fire Chief.
- An open, transparent, inclusive, and engaging communication style that inspires people inside and outside the Yuma Fire Department.
- A progressive mindset and an ability to harness the unique contributions of staff from different generations and backgrounds.
- Highly visible and collaborative leader and representative of the Yuma Fire Department, the City of Yuma leadership team, and in the community.
- The most qualified candidates will bring a high level of collaboration and ability to work effectively with City leadership, elected and others as a dedicated representative of the Yuma Fire Department and City of Yuma. A community oriented, relationship driven leadership style is essential.
- A visionary leader with strong strategic thinking skills.
- Labor/Management experience is essential.



# Qualifications

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

**Education:** Possession of a Bachelor's degree in Fire Science, Public Administration, Emergency Medical Services, or a related field. A Master's degree is preferred.

**Experience:** Five (5) years of Fire Department operations and administrative management experience.

**License or certification:** A valid Arizona State Driver's License is required. Certification as a Fire Fighter I and II is required, along with experience as a certified Emergency Medical Technician or Paramedic. Additional technical training and certifications are preferred, including Fire Inspector I and II, Fire Instructor I and II, and Fire Officer III.







# Salary & Benefits

The annual salary range for the Fire Chief is **\$154,908 to \$201,380**. Placement within the range is negotiable and dependent upon qualifications. In addition, the City offers a comprehensive benefits package including:

- **Retirement:** City employees are automatically enrolled in the Arizona State Retirement System (ASRS). Employees contribute 11.86% (pre-tax) and the City contributes 11.86% of the employee's gross wages through automatic deduction. Contributions to the ASRS are in addition to FICA (Social Security taxes).
- **Deferred Compensation:** Employees may participate in a tax-sheltered Annuity Plan (457 Plan) through payroll deduction to provide additional retirement income.
- **Medical, Dental, and Vision Insurance:** The City of Yuma is proud to provide medical, dental, and vision insurance for its employees which is administered by the Yuma Area Benefit Consortium. Employees may choose from two traditional PPO plans or a High-Deductible Health Plan with a health Savings Account. Dependent premiums are paid one month in advance and are pre-taxed.
- **General Leave:** General Leave is available for all regular full-time and regular part-time employees and is paid leave for an employee's persona time off. General Leave can be used 90 days after hire date and varies by the employee's years of service, with increases at 5, 10, 15, and 20 years of service. New employees accrue 6.14 hours per pay period or 153.5 hours annually.
- **Holidays:** 12 paid holidays per calendar year.
- **Sick Leave:** Employees are eligible to utilize paid sick leave immediately following 90 calendar days from their hire date. July 1 of each year, employees will have 40 hours of sick leave added to their sick leave bank. New employees receive 40 hours of sick leave upon their date of hire.
- **Life Insurance:** Life insurance is provided at 1x annual salary.
- **Relocation Assistance:** Up to \$7,500 may be available for the selected candidate.
- **Tuition Reimbursement:** The City provides eligible employees tuition reimbursement for undergraduate and graduate level courses. Eligible full-time employees may receive up to a maximum of \$3,500 per calendar year.



# Application & Selection Process

To be considered for this position, interested candidates must submit a cover letter and résumé no later than **Monday, November 3, 2025**, at:

[www.mosaicpublic.com/careers](http://www.mosaicpublic.com/careers)

## CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Bryan Noblett | [bryan@mosaicpublic.com](mailto:bryan@mosaicpublic.com) | (916) 550-4100

## IMPORTANT DATES:

Deadline to apply and be considered: Monday, November 3, 2025

Candidates selected for interviews: Week of November 17, 2025

In-person interviews: Week of December 8, 2025

Estimated start date for new Fire Chief: Early 2026

*The City of Yuma is an Equal Opportunity Employer.*

