

# BATTALION CHIEF



City of  
**Mountain  
View**





## ABOUT THE CITY OF MOUNTAIN VIEW

Located between the Santa Cruz Mountains and the San Francisco Bay, the City of Mountain View spans just over 12 square miles in the center of Silicon Valley, 10 miles north of San Jose and 35 miles south of San Francisco. The City is home to an estimated population of 86,535 diverse residents and many internationally known corporations such as Google, Microsoft, Intuit, and LinkedIn, as well as a thriving small business base, with NASA Ames Research Center adjacent to the City. While leading the region in innovation and ideas, Mountain View remains committed to the values of strong neighborhoods and resident involvement.

The City of Mountain View is a progressive, full-service city operating under the Council-Manager form of government. The seven Councilmembers are elected at large for four-year terms that are staggered, with elections held in even-numbered years. Every two years the Council adopts priority goals that provide a focus for the organization's work plan and drives progress on important community issues.

Mountain View's sound fiscal practices, strong budget discipline, and diversified tax base, have allowed the City to maintain its AAA credit rating. In fiscal year 2024-25, the City's work in the community is supported by an all-funds budget of \$541.6 million with over 709 employees citywide.

## ABOUT THE FIRE DEPARTMENT

Building on a well-established tradition of being a caring, involved, and community-focused organization, the Mountain View Fire Department (MVFD) provides services to Mountain View residents and employees in a 12 square-mile area and responds to over 7,800 calls for service, resulting in over 10,600 unit calls each year. In addition to emergency response, the Department focuses on community safety and education through fire prevention, housing code enforcement, hazardous materials enforcement, public education, wastewater discharge and general surface water pollution prevention, and other community services. During the 2023-24 fiscal year, the Department conducted 3,679 inspections and 623 plan checks. In addition, in 2023-24 fiscal year, Department members participated in over 150 public outreach events including engine visits, station tours, educational events, visits to schools and daycares, and coordinated over 14,000 engagements with regional/multi-agency groups, individuals, local school administrators, community members, stakeholders, and community volunteers to develop disaster plans, emergency drills, and site-specific preparedness training. In 2024, the Department celebrated its 150th Anniversary. It was a well-attended event with over 10,000 visitors in downtown Mountain View.

MVFD is organized across three Divisions: Administrative, inclusive of the Office

of Emergency Services, Suppression, and Fire & Environmental Protection. Five fire stations are strategically placed throughout the City, and the Department is comprised of five engine companies, one Type 1 Urban Search and Rescue (USAR) company, one ladder truck company, one Type 2 Hazmat company (cross staffed with an engine company) and a Rescue Medic mobile intensive care unit. Each fire company is also staffed with a paramedic. MVFD is the only department in Santa Clara County, and one of the limited few fire departments in California, to hold a Class 1 Insurance Services Office (ISO) rating.

Because the City of Mountain View takes the health and safety of its citizens and their property very seriously, the Department hires and trains only exceptional individuals who are dedicated to the community and profession, and ensures those personnel are supplied with state-of-the-art equipment. MVFD is active in many regional initiatives, such as staffing a Cal-OES Type I engine, providing mutual aid inclusive of single resource EMTs/Paramedic personnel, staffing the only regional tactical paramedics which are part of Mountain View Police SWAT, and participating in FEMA Task Force 3.

The MVFD is committed to the City's organizational values of providing exceptional service, acting with integrity, and treating others with respect. It is staffed by over 92 full-time personnel and supported by a FY2024-25 budget of \$40.5 million. The responsibilities of the Fire and Environmental Protection Division are carried out by a team of 15 Environmental Safety and Fire Prevention, Fire Cause Investigation, and Building Safety staff.





## WHY CONSIDER THE CITY OF MOUNTAIN VIEW?

Because where you choose to work matters. Because you want to surround yourself with passionate, mission-driven colleagues committed to providing excellent service to the community and each other. Because you want to apply your talents in a place where words like “wellness,” “empathy,” and “innovation” are not merely nice sentiments, but are ideals Mountain View team members strive to achieve in everything they do.

## THE BATTALION CHIEF POSITION

As members of the Fire Chief’s Command Staff, Battalion Chiefs report to the Deputy Fire Chief. The current vacancy is for the Battalion Chief overseeing a suppression shift.

Responsibilities include, but not limited to:

- Serving as Incident Commander leading and managing the control of fires, hazardous materials, major rescue and/or emergency medical incidents;
- In the absence of the Deputy Fire Chief and/or Fire Chief, serve as Acting Deputy Fire Chief and/or Acting Fire Chief;
- Manages and coordinates programs assigned to the Battalion Chief’s shift or office;
- Trains, motivates, and evaluates personnel;
- Develops and administers special programs and budgets;

- Develops and authorizes schedules and assigns personnel; and
- Participates in the continual evaluation and development of departmental operational guidelines and training practices.

Battalion Chiefs may rotate between assignments, including 40-hour assignments, at the direction of the Fire Chief. The Shift Battalion Chief responds to emergency incidents and is responsible for the most appropriate delivery of quality Fire Department services to the community. The Training/EMS/Safety Battalion Chief supervises all aspects of managing the training division and direct supervision of the Training/EMS Captain and three shift Training Captains.

The detailed job description can be reviewed on the City’s website [here](#).



## THE IDEAL CANDIDATE

### WHO YOU ARE

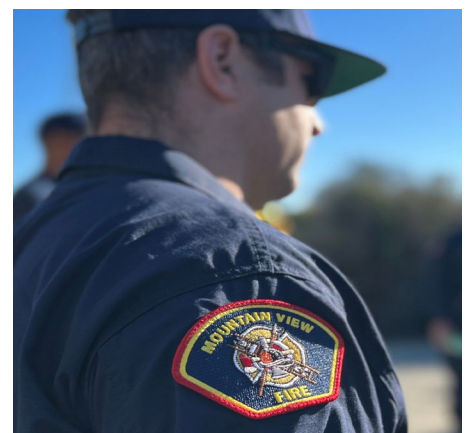
- You have the requisite knowledge and skills to lead a suppression shift or Training Division and manage complex projects and project managers.
- You are a dynamic leader and excellent communicator with a proven record of accomplishment in building relationships and teamwork, who embraces the local community.
- You have an extensive background in the administration and management of emergency response organizations.
- You have the necessary in-depth knowledge and experience in the execution of emergency services training with an emphasis in structural, hazmat, high-rise and wildland fire

fighting, as well as Emergency Medical Services.

- You have the ability to gather and analyze data that leads to quality decisions.

### WHAT YOU BRING

- **Education:** Minimum of a BS/BA required in fire administration or fire technology, business or public administration or comparable major from an accredited college or university by the date of interview and selection process (April 24, 2025).
- **Experience:** Six years of broad and increasingly responsible experience in fire suppression and fire prevention work, two years of which must have been at the rank of Fire Captain (equivalent to a company officer) or higher in a municipal paid fire department similar in size, or larger, than the City of Mountain View Fire Department. Certification and experience as an acting/relief Battalion Chief with emergency response responsibilities and 40-hour fire administrative experience are highly desirable.
- **Licenses:** A valid California driver’s license and must be or have been a certified Emergency Medical Technician. In addition, incumbents must possess and maintain a high level of physical fitness. California State Fire Marshal certification as a Company Officer, Chief Fire Officer (or equivalent) or initiation of the Chief Officer task book are highly desirable. Must be able to obtain a Santa Clara County EMSA EMT certification.



# WHAT MOUNTAIN VIEW OFFERS

## COMPENSATION & BENEFITS

The annual salary range for the Battalion Chief is \$209,993 to \$292,941 depending on qualifications. Applicants can expect a starting salary up to the midpoint of \$262,000 with a scheduled 4% increase in July 2025. Salary growth after appointment is in accordance with a pay-for performance plan and increases may be awarded annually for meritorious performance. Career incentive and certification recognition program includes monthly pay of up to \$625. The City also offers a highly competitive benefits package that includes the following:

**Retirement:** 3% at 50 years of age for CalPERS classic members and 2.7% at 57 for CalPERS new members; employee contribution to CalPERS is 15.366% for classic members and 14.366% for new members for fiscal year 2024-25 with no Social Security deduction.

**Health Insurance:** CalPERS Medical; the 2025 City contribution for medical coverage for employee only is 100% of the third highest Region 1 premium; for employee and dependents is 92% of third highest Region 1 Two-Party/Family Basic premium, or 92% of the premium, whichever is less. City paid vision plan for employees and eligible dependents. The City pays the full dental premium for the employee as well as a large portion of dependent dental premiums. Short and long-term disability, life insurance, and accidental death and dismemberment insurance are provided and paid for by the City.

**Holidays:** Holiday in-lieu pay of 5.5% for shift BCs increasing to 6.5% in July 2025; 13 holidays for 40-hour schedule.

**Leave:** Vacation accrual 128.4 hours per year, 120 hours of management leave, plus 1 floating holiday, and 1 day of personal leave. Sick leave accrues at 144 hours per year. Consideration may be given to prior years of service.

**Paid parental Leave:** Up to 8 weeks paid leave for the birth, adoption, or fostering of a child.

**Management Development:** Funds up to \$1,000 annually in addition to regularly budgeted travel and training.

**Tuition Reimbursement:** Tuition funds up to \$2,000 annually, plus up to \$10,000 annually with a \$20,000 lifetime maximum toward completion of a job-related bachelor's or master's degree or approved leadership program.

**Retiree Health Plan:** Eligible retirees can participate in CalPERS medical, which includes a City contribution toward the retiree and dependent premiums, including vision insurance.

**Deferred Compensation:** A deferred compensation plan is available for voluntary employee contributions. City one-time lump sum contributions of \$2,500 approved for employees active on payroll January 1, 2026 and January 1, 2027.

**Relocation/Housing Assistance:** Relocation Assistance Program may be provided. Low-interest loan options are available to assist with purchasing a primary residence in, or within a 10-mile radius of Mountain View.

**Wellness:** Wellness minded culture including access to an onsite employee gym and incentive pay for participating in the City's wellness program.

**Commute Incentives:** Up to \$100/month City contribution for mass transit expenses, with \$10/month minimum employee contribution, and a bicycle commute incentive.

**Other Benefits:** Supplementary benefits include IRS Section 125 flexible benefits or pretax childcare, transportation, and medical spending with a \$150 City contribution toward medical spending annually. The City also offers various recreation programs at no, or discounted, cost for City employees and their dependents, and has a gym and robust wellness program.

## QUESTIONS ABOUT THE JOB OR MVFD?

Bill Weisgerber • 408-910-8044  
info@tbcrecruiting.com

### TERI BLACK & COMPANY, LLC

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



## THE SELECTION PROCESS

City applications and resumes will be reviewed, and those applicants deemed most qualified will be invited to participate in an assessment center. **The assessment center is scheduled for Thursday, April 24, 2025.** Mountain View's Human Resources Department will notify candidates of their actual appointment date, time and location. The assessment center will weighted 100 percent toward the placement on the eligibility list. Following the establishment of the eligibility list, the Fire Chief will have the rule of the list in selecting employees for additional interviews and for final selection for promotion. Depending on the number of candidates, or due to administrative necessity, the selection process may be modified.

## THE FINE PRINT

Prior to hire, candidates will be required to successfully complete a pre-employment process, including medical exam(s) and backgrounds to include employment verification, and a Livescan fingerprint check. A conviction history will not necessarily disqualify an applicant from appointment; however, failure to disclose a conviction will result in disqualification or terminations.

Candidates with a disability which may require special assistance in any phase of the application or testing process should advise the Human Resources Department upon submittal of application. Documentation of the need for accommodation must accompany the request. The City of Mountain View is an Equal Opportunity Employer (EOE).

### ARE YOU READY? HERE'S HOW TO APPLY...

Applicants are invited to **submit an application and résumé online**, no later than **5:00 p.m., Friday, April 4, 2025** at: <https://www.governmentjobs.com/careers/mountainview>

Postmarks, faxes, emails and interoffice mail will not be accepted if not received by the filing deadline.