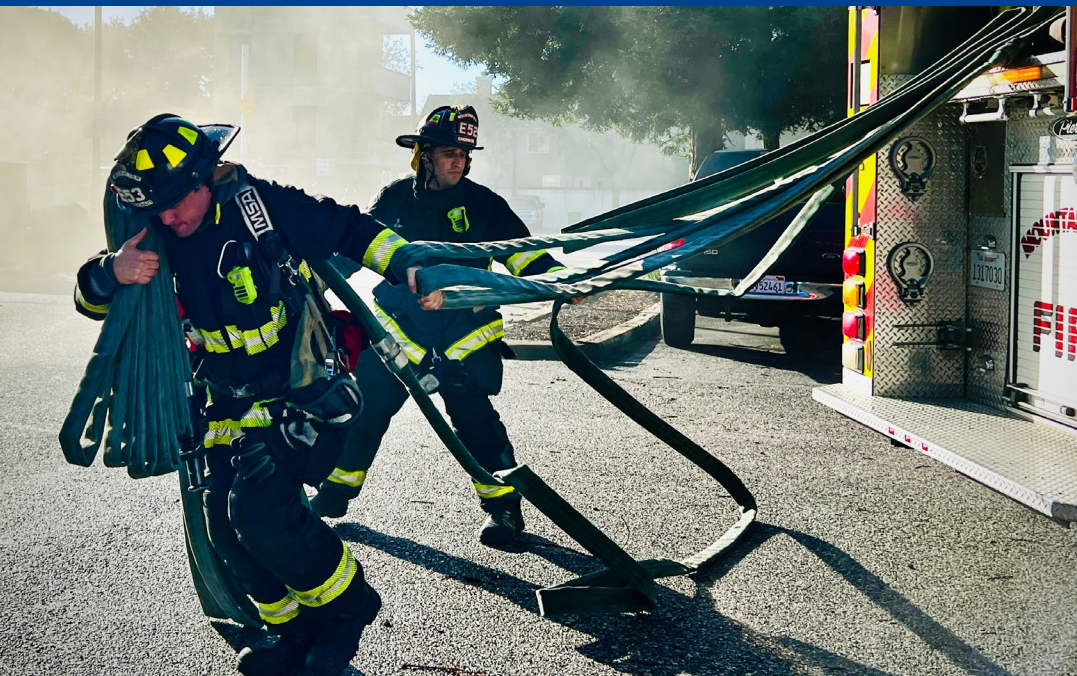


DEPUTY FIRE CHIEF



City of
**Mountain
View**





THE COMMUNITY

Nestled between the Santa Cruz Mountains and San Francisco Bay, Mountain View is a diverse community with an estimated population of 83,601. Mountain View spans just over 12 square miles, encompassing more than 1,000 acres of parks and open space, including the 750-acre wildlife and recreation area known as Shoreline at Mountain View. In the heart of Silicon Valley, Mountain View is home to an attractive downtown area and headquarters of many nationally and internationally known corporations, including Google, Microsoft, LinkedIn, Intuit, Waymo, and other major technology companies, along with a thriving small business sector. Mountain View has also quickly become a hub for autonomous vehicle and drone delivery ventures. While leading the region in innovation and ideas, Mountain View remains committed to the values of strong neighborhoods and community involvement.

The City of Mountain View prides itself on providing exceptional public services and facilities that meet the needs of a caring and diverse community in a financially responsible manner. In the heart of the City, Mountain View's vibrant and pedestrian-friendly downtown offers a wide range of attractions, including numerous restaurants and retail stores, cultural events, concerts, and a weekly farmers' market. The City has turned three blocks of downtown into a Pedestrian Mall, creating a great

experience for those who visit. The Civic Center, built around Pioneer Park, has one of the finest performing arts facilities in Northern California, and a 60,000-square-foot, state-of-the-art Library.

Mountain View's 46 City parks and extensive trail system provide an array of opportunities for recreation and active living. Shoreline at Mountain View is a regional park with stunning views along San Francisco Bay, featuring an 18-hole golf course, sailing lake, restaurant, and 9.7 miles of trail. Shoreline Amphitheatre boasts an exciting concert season bringing top-name performing artists to Mountain View.

The City has an impressive safety record and is regarded as one of the safest and best places to live and work in the Bay Area. The community is served by excellent public and private schools and is in proximity to some of the best universities in the nation, including Stanford, Santa Clara University, UC Berkeley, UC Santa Cruz, San Jose State, and Carnegie Mellon-West.

CITY GOVERNMENT

The City of Mountain View is a forward-thinking, full-service City operating under the Council/Manager form of government. Seven Councilmembers are elected at large to staggered four-year terms, with elections held in even-numbered years. The Mayor and Vice Mayor rotate annually among the Councilmembers. Mountain View City Council has a well-earned reputation for demonstrating good governance, embracing innovation, taking the lead on challenging regional and state policy issues, working together with civility, and treating community members and City staff with respect and appreciation.

The Council adopted a Strategic Plan guiding the City over the next two fiscal years, focusing on seven priorities: Community for All, Intentional Development and Housing Options, Mobility and Connectivity, Sustainability and Climate Resiliency, Livability and Quality of Life, Economic Vitality, and Organizational Strength and Good Governance.

The City Council appoints the City Manager, who implements the strategic direction and manages the day-to-day operations of the City government. City Manager Kimbra McCarthy was appointed in March 2020. Under her leadership, the City organization has undergone a positive transformation, with a specific focus on enhancing its excellent organizational culture, fostering effective governance, and embracing a continuous improvement mindset. City Manager McCarthy has increased the organization's staffing levels and empowered employees to take bold and strategic steps to evolve the organization and implement unprecedented new programs to serve the Mountain View community.

Mountain View maintains solid fiscal practices and a diverse revenue base, allowing it to uphold a AAA credit rating. For the fiscal year 2025-26, the City's budget is \$648.9 million, with over 712 employees. The City fosters a vibrant culture suited for professionals striving for excellence, operating similarly to larger municipalities.

FIRE DEPARTMENT

Building on a long tradition of service, care, and community partnership, the Mountain View Fire Department (MVFD) provides emergency and safety services to residents, visitors, and employees across 12 square-miles, responding to more than 7,600 calls annually, resulting in over 10,700 unit responses. Beyond emergency response, the Department prioritizes community safety and education through fire prevention, housing and hazardous materials code enforcement, wastewater discharge and surface water pollution prevention, and public education programs.

In FY 2024-25, MVFD conducted 3,396 inspections and 1,211 plan checks, hosted eight large scale community events reaching nearly 2,500 participants, and took part in more than 150 public outreach events from school visits and station tours to regional emergency preparedness collaborations involving over 14,000 community and agency partners. In 2024, the Department celebrated its 150th Anniversary with a downtown event that drew more than 10,000 visitors.

MVFD is organized across three Divisions: Administration, 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 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 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, serving in the lead role managing the South Bay Incident Management Team—responding to Santa Clara, San Mateo and Santa Cruz Counties; providing both in-county and out-of-county mutual aid inclusive of apparatus and single resource positions; 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 89 FTE personnel and supported by a FY2025-26 budget of \$42.15 million.

THE IDEAL CANDIDATE

The ideal candidate for Deputy Fire Chief is an accomplished and respected fire service leader who combines operational credibility with strong administrative ability. Reporting directly to and acting on behalf of the Fire Chief, this individual will serve as the primary duty chief for emergency operations and provide leadership across Administration, Operations, Training, and Prevention/Investigations.

This is a key executive role for a forward-thinking, high-performing leader who brings sound judgment, integrity, and the leadership presence to guide a modern, dynamic organization while earning the respect of front-line personnel.

The successful candidate will serve as Incident Commander for major incidents, oversee coordination across all divisions, and ensure consistent, high-quality implementation of policies and procedures. They will represent MVFD in managing the South Bay Incident Management Team and mutual-aid responses, and will build strong, trust-based relationships with the Fire Chief, city leadership, fire department and City employees, and partner agencies. As a visible and engaged leader, this individual will also act as an ambassador for the City of Mountain View, effectively representing the department in community and interagency settings.

Candidates should bring a proven record of leadership success and independent decision-making in the fire service, a

strong operational background respected by peers and subordinates alike and demonstrated experience with Incident Command. They must be capable of balancing strategic direction with day-to-day management in a fast-moving environment.

The ideal candidate is collaborative, approachable, and decisive, with excellent communication skills and a genuine commitment to teamwork and mentorship. They demonstrate professionalism, composure under pressure, and alignment with the Fire Chief while exercising sound, independent judgment. Their leadership presence is grounded in integrity, accountability, and a commitment to developing others.

Primary residency within a 40-mile radius of Mountain View is required within six months of employment, as the position serves as duty chief 24/7 for emergency operations, except during approved leave or official business travel.

This position requires five years of broad and increasingly responsible experience in fire suppression, fire prevention, hazardous materials, and emergency medical services, including a minimum of two years supervisory/management experience as a battalion or division chief in suppression for a professional fire department and a Bachelor's degree in fire administration or fire technology, business or public administration, or a closely related field.

COMPENSATION & BENEFITS

The annual salary range for this position is \$235,045 to \$352,569, with a control point (midpoint) of \$293,807. Appointment beyond the control point may be considered depending on qualifications and experience. 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 FY 2025-26 with no Social Security deduction.

Vacation Leave: Up to 24 days depending on years of service with Mountain View. Annual vacation cash-out program available.

Sick Leave: Accrues 12 days per year. An additional 8 hours of vacation leave is granted for each quarter when sick leave is not used.

Management Leave: Accrual up to 10 days per fiscal year (80 hours); pay out at the end of fiscal year if not used.

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

Health Insurance: The City offers medical insurance through the CalPERS Health Program with access to HMO, PPO and EPO plans through a variety of carriers based on region. The City offers options for City paid single coverage and 92% of the two-party or family rate up to the maximum City contribution (\$3,196.40/month for 2026). The City pays the full premium for vision coverage and full dental premiums for the employee plus a significant portion of dependent coverage.

Short and Long-Term Disability: Life, and accidental death and dismemberment insurances are provided and paid for by the City.

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

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

Tuition Reimbursement: Up to \$2,000 in tuition reimbursement for education advancement annually with a one-time opportunity for up to \$20,000 for the completion of a job-related bachelor's or master's degree or approved leadership program.

Retiree Health Plan: Continued CalPERS medical benefits subject to CalPERS eligibility and enrollment requirements. City contributions for pre-Medicare retiree coverage matches employee benefits and City contributions to Medicare retiree coverage include options for fully City paid single coverage and up to 92% of the two-party or family rate up to the maximum City contribution for Medicare plans (\$1,461.29 in 2026). The City also provides vision coverage at no monthly cost to retirees and dependents enrolled in the CalPERS Health Program.

Housing: Low-interest loan program to assist with purchasing a primary residence in, or within a 10-mile radius of, Mountain View.

Relocation: Relocation assistance may be provided.

Other Benefits: City offers an Employee Assistance Program (EAP), IRS Section 125 flexible benefits and pretax childcare.

APPLICATION & SELECTION PROCESS

The closing date for this recruitment is **11:59 pm on Sunday, January 11, 2026**. To be considered for this opportunity, upload a compelling cover letter, resume, and list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com. This is a confidential process and will be handled accordingly throughout the various stages of the process.

TB&CO.

Bill Weisgerber • 408.910.8044

Teri Black • 424.296.3111

TERI BLACK & COMPANY, LLC

www.tbcrecruiting.com

Following the closing date, applicants with the most relevant qualifications will be granted preliminary interviews by the consultants. Candidates deemed the best qualified will be invited to participate in additional interviews in Mountain View. The City anticipates making an appointment in a timely manner, once negotiations, background, and reference checks are completed. Please note that references will not be contacted until mutual interest has been established.

