

DEPUTY FIRE MARSHAL



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 an 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 the City's 12 square miles. The Department responds to more than 7,600 calls annually, resulting in over 10,700 unit responses.

In addition to emergency response, MVFD places a strong emphasis on fire prevention, community safety, and public education. The Department conducts fire and housing inspections, hazardous materials and environmental compliance inspections, plan reviews, and public education programs designed to reduce risk and improve overall safety.

In FY 2024-25, MVFD completed 3,396 inspections and 1,211 plan reviews, hosted large-scale community safety events, and participated in more than 150 outreach activities, including school visits, station tours, and regional emergency preparedness efforts. In 2024, MVFD celebrated its 150th Anniversary with a community event that welcomed more than 10,000 attendees.

The Mountain View Fire Department consists of three divisions: Administration, Suppression, and Fire & Environmental Protection (FEPD). FEPD works to prevent and mitigate fires and injuries through education, engineering, and code enforcement. By balancing community needs with economic realities, the division ensures both public safety and environmental preservation.

The Department is staffed by 89 FTEs and operates with a FY 2025-26 budget of \$42.15 million. MVFD is committed to the City's values of exceptional service, integrity, and respect.

THE POSITION

The Deputy Fire Marshal is a sworn, journey-level fire prevention professional assigned to the FEPD and reporting to the Fire Marshal. This position performs and supervises advanced fire code enforcement, fire investigation, and prevention program work and staff, may serve in an acting Fire Marshal capacity as assigned.

The Deputy Fire Marshal supervises the fire/life safety and public education functions of the division and plays a key role in coordinating inspections, investigations, training, and community education efforts. This role requires strong technical knowledge, sound judgment, and the ability to work collaboratively with internal staff, businesses, and the public.

Key responsibilities of the position include:

- Conduct and oversee inspections of existing buildings, including multi-family housing, healthcare facilities, schools, day-care centers, and other high-risk occupancies, to ensure compliance with fire and life safety codes
- Respond to citizen complaints related to hazardous conditions and work with property owners to resolve issues
- Prepare clear, professional inspection reports, correspondence, and enforcement documentation
- Investigate fires to determine origin and cause and prepare related reports
- Serve as a lead resource for fire prevention training, including report writing and cause-and-origin determination
- Provide technical guidance and support to Suppression Division personnel related to fire hazards, hazardous processes, and life safety concerns
- Supervise and support public education and fire safety staff and programs, including community presentations and special events
- Maintain accurate inspection and prevention records using the Department's database systems
- May provide expert testimony related to fire investigations, code enforcement, and fire loss



- Work cooperatively with businesses and property owners to reduce fire hazards, including vegetation management
- Participate in special projects and program development within the division

THE IDEAL CANDIDATE

The City of Mountain View seeks an experienced fire prevention professional who is confident in the field, comfortable leading others, and committed to public safety.

Successful candidates will demonstrate:

- Journey-level experience in fire code enforcement and fire investigation
- Prior supervisory or lead experience, or readiness to step into a supervisory role
- A strong background in fire investigations, including cause and origin determination
- The ability to oversee and support public education and fire safety programs
- Clear and effective report writing skills and the ability to train others
- A conscientious, detail-oriented approach to inspections and investigations
- Strong interpersonal skills, emotional intelligence, and a calm, professional demeanor
- The ability to work collaboratively and build positive relationships across the

Department, City organization, and community

- Willingness to participate in occasional evening or weekend community events, such as festivals or concerts

This position requires education and experience equivalent to one of the following:

- Graduation from high school and four (4) years of progressively responsible experience in fire code enforcement and/or fire suppression, or
- An associate's degree in fire science or a related field and two (2) years of progressively responsible experience in fire cause investigation. A bachelor's degree in fire science or a related field may substitute for one (1) year of the required experience.

The following licenses and certifications are required:

- Possession of a valid California Class C driver's license by time of appointment
- California Penal Code 832 arrest training and certification within six (6) months of appointment
- Completion of the Fire Inspector I series within one (1) year of appointment
- Possession of a California OSFM Firefighter I certification or completion of a California OSFM Fire Academy within one (1) year of appointment

COMPENSATION & BENEFITS

The annual five-step salary range for this position is \$175,845 to \$213,758 (+3% salary increase effective 7/1/26). 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 17.366% for classic members and 13.616% for new members for FY 2025-26 with no Social Security deduction.

Vacation Leave: Up to 25 days depending on years of service with Mountain View. Annual vacation cash-out program available.

Sick Leave: Accrues 12 days per year. An additional 6 hours of vacation leave is granted for each quarter when sick leave is not used.

Holidays and Holiday In-Lieu Pay: Annual option of taking four City-observed holidays per calendar year and receiving 6.5% holiday in-lieu pay or taking all 13 City-observed holidays and receiving no holiday in-lieu pay. One additional Floating Holiday per calendar year.

Career Incentive Program: Promotion to career incentive Deputy Fire Marshal classifications (Levels 1 through 5) based on experience with Mountain View, training and education with additional compensation growth up to approximately 4.6%.

Work schedule: 40-hour workweek with the option of working four 10-hour workdays (4/10), five 8-hour workdays (5/8), or 80 hours over nine workdays (9/80) at the discretion of the Fire Chief. Eligibility for overtime and/or compensatory time may be approved for additional hours worked and minimum 2 hours of pay for emergency recall.

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, 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.

Disability and Life Insurance: Life, and accidental death and dismemberment insurances are provided and paid for by the City. For

disability insurance, City contributes \$35 per month to a union plan.

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.

Commute Incentives: Up to \$150/ month City contribution for mass transit expenses, with \$10/month minimum employee contribution, and a bicycle commute incentive.

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.

Uniform: Uniforms are provided, replaced, and cleaned by the City when needed.

Vehicle: Use of an assigned City vehicle during the course of work.

Other Benefits: City offers an Employee Assistance Program (EAP), Retirement Health Savings Account (RHS) for sick leave payout upon retirement, IRS Section 125 flexible benefits and pretax dependent care.

APPLICATION & SELECTION PROCESS

The closing date for this recruitment is **11:59 pm on Sunday, March 8, 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.

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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.

