



City of Huntington Beach

File #: 20-1346

MEETING DATE: 1/21/2020

REQUEST FOR CITY COUNCIL ACTION

SUBMITTED TO: Honorable Mayor and City Council Members

SUBMITTED BY: Oliver Chi, City Manager

PREPARED BY: Travis K. Hopkins, Assistant City Manager

Subject:

Approve the appointment of Scott Haberle to the position of Fire Chief, and authorize the City Manager to execute the employment agreement

Statement of Issue:

The City's Fire Chief retired in July of 2019. To fill this critical leadership position, a national recruitment was conducted for the position of Fire Chief. Based on a thorough process to include a panel interview, Department Head meetings, and background and reference checks, the City Manager is recommending the appointment of Scott Haberle to the position.

Financial Impact:

Funding for this position is included in the FY 2019/20 budget.

Recommended Action:

Approve and authorize the City Manager to execute the "Employment Agreement between the City of Huntington Beach and Scott Haberle" for the position of Fire Chief.

Alternative Action(s):

Do not approve the appointment of Scott Haberle for the position of Fire Chief and direct the City Manager to re-launch a national recruitment.

Analysis:

The position of Fire Chief has been vacant since July 2019 due to the retirement of the former incumbent, thereby creating the need to fill the department head vacancy. The City Manager authorized Human Resources to launch the recruitment for Fire Chief in the fall of 2019. The City received more than 40+ applications for the position. Seven (7) candidates were invited to an interview process with two panels, a technical panel with external seasoned leaders in the Fire Safety industry and a representative of the Fire Association, and a second panel of the City's Executive (Department Head) team. The panels jointly recommended two (2) finalists.

The City Manager and Assistant City Manager conducted follow-up interviews with each finalist. After

full and deliberate consideration, the City Manager recommends City Council approval to appoint Scott Haberle to the position of Fire Chief, effective February 10, 2020.

Mr. Haberle is a 28 year veteran within the fire service. He has served as Fire Chief in the City of Monterey Park for the past five years. Additionally, he spent 23 years serving the City of Monrovia, where he held positions as the Deputy Fire Chief, Fire Battalion Chief/Fire Marshal, Fire Captain, Firefighter/Paramedic, Fire Inspector/Fire Investigator, Firefighter, and Fire Cadet.

Mr. Haberle holds a Bachelor of Science degree from California State University Long Beach and a Masters of Public Administration from the University of La Verne. He has also attained the Executive Fire Officer (EFO) Certification from the Nation Fire Academy, which is one of the highest designations for fire executive training.

The contractual compensation is recommended at Non-Associated/Executive Management Pay Grade NA 0015, starting point at step E (\$106.31 hourly). The annual salary is \$221,124.80. All other benefits provided are generally applicable to the former incumbent and/or non-associated employees (department heads) hired after 12/27/1997, as set forth in Huntington Beach City Council Resolution No. 2014-32.

Environmental Status:

N/A

Strategic Plan Goal:

Enhance and modernize public safety service delivery

Attachment(s):

1. Fire Chief Recruitment Brochure
2. Resume, Scott Haberle
3. Employment Agreement
4. Exhibit 1 - Non-Associated Executive Management Salary Schedule Effective November 04, 2019