




ALLIANCE
RESOURCE CONSULTING LLC

Fire Chief
City of Los Angeles, CA

The City

The City of Los Angeles is a world-class city with a vibrant, diverse economy and an unparalleled quality of life. Los Angeles is the second-largest and most diverse city in the United States, enjoying a multi-ethnic population of approximately 4 million people.

The LA region is an economic engine driven by a diverse array of industries, ranging from entertainment and technology to manufacturing and healthcare. Los Angeles is a global city, connected to the world by its municipally owned airport and seaport, which are America’s primary travel and trade gateways to Asia and Latin America. From Hollywood to the San Fernando Valley, and from Downtown to the Pacific Ocean, Los Angeles is rich with natural beauty, iconic sights, and urban attractions that make it one of the most desirable places to live and visit in the world.

As one of the world’s great cities, Los Angeles will host the 2026 World Cup, and the 2028 Olympic and Paralympic Games, as well as several other international events.

City Organization

Los Angeles is a charter city, governed by the Mayor and the City Council. The City Council serves full-time and has fifteen members elected by district. The other two citywide elected officials of the City are the Controller and City Attorney. The City’s elected officials serve four-year terms. Volunteer Commissions, consisting of prominent business and community leaders appointed by the Mayor and confirmed by the City Council, oversee several City departments and bureaus.

The City has over 40 departments, bureaus, and offices for which funds are budgeted annually by the Mayor and City Council. In addition, the City has three proprietary (enterprise) departments (the Departments of Water and Power, Harbor, and Airports), governed by Commissions, which are financed solely by revenue generated from their operations.

As part of a historic new era, Mayor Karen Bass began her first four-year term as 43rd Mayor of the City of Los Angeles on December 12, 2022, as the first woman and second African American to be elected as the City’s chief executive.

The City’s Approved Fiscal Year (FY) 2025-26 Budget is over \$13.9 billion, of which roughly \$8 billion is general fund. There are approximately 50,312 full-time employees.



The LAFD Department

The Los Angeles Fire Department (LAFD) proudly serves one of the most dynamic and diverse cities in the world. With a workforce of more than 3,800 full-time employees, including approximately 3,480 sworn firefighters and over 355 civilian professionals, the LAFD delivers all-hazard emergency response to protect the lives and property of over 4 million residents across 464 square miles.

Operating under the leadership of the Fire Chief and governed by the Fire Commission, the LAFD is nationally recognized for its innovation, professionalism, and commitment to service. Each year, the Department responds to nearly 500,000 emergency calls, including structure fires, medical emergencies, hazardous materials incidents, wildland fires, and complex rescues by land, air, and sea.

The LAFD is structured into several bureaus and specialized divisions that work in close coordination to provide efficient, effective, and equitable service:

- ▶ **Emergency Operations** – Includes four geographic bureaus overseeing 106 neighborhood fire stations, 140 engines, 42 trucks, and a full fleet of ambulances, helicopters, and fireboats. These teams are the backbone of the City’s emergency response capability.
- ▶ **Emergency Medical Services (EMS)** – Delivers advanced pre-hospital care through Basic and Advanced Life Support units, with oversight of more than 230,000 patient transports per year.
- ▶ **Fire Prevention** – Conducts fire inspections and code enforcement.
- ▶ **Training and Support** – Conducts all firefighter training from recruit academies to ongoing technical instruction and is responsible for the maintenance of the department’s equipment and apparatus.
- ▶ **Administrative Services** – Manages fiscal operations, grants, contracts, procurement, HR, civilian staffing, and other essential internal services.
- ▶ **Special Operations** – Includes Hazardous Materials response teams, Urban Search and Rescue (USAR), and disaster response planning in partnership with FEMA and regional agencies.
- ▶ **Air and Marine Operations** – Operates a robust aviation unit with six helicopters, as well as five fireboats to ensure marine and wildland-urban interface readiness.

The Department’s **Fiscal Year 2025–26 budget is approximately \$897 million**, supporting day-to-day operations, emergency response, workforce development, and strategic initiatives. In the upcoming fiscal cycle, the City has committed funding to invest in key infrastructure, equipment, and public safety technology.

With a proud history dating back to 1886, the LAFD continues to evolve to meet the challenges of a growing metropolis—embracing innovation while honoring its deep-rooted mission: **“To preserve life and property, promote public safety, and foster community resilience.”**



The Opportunity

The City of Los Angeles is seeking a visionary and experienced leader to serve as its next Fire Chief, the highest-ranking executive within the Los Angeles Fire Department. This critical role serves as the senior administrative and policy leader for one of the largest and most respected fire departments in the nation.

The Fire Chief is responsible for the oversight and strategic direction of all LAFD bureaus and operations, guiding a workforce of over 3,800 personnel dedicated to protecting lives, property, and the environment. Appointed by the Mayor, and reporting to the Board of Fire Commissioners, the Fire Chief holds broad executive authority to appoint and manage Department personnel, implement policy, manage resources, and ensure accountability across all aspects of operations.

The Chief is also entrusted with budgetary leadership, including the preparation of the Department's annual budget, certification of expenditures, and fiscal oversight in alignment with City appropriations. This is a unique opportunity to lead a premier fire service agency at a time of evolving challenges and innovation — one that demands bold leadership to public service, equity, and operational excellence.

The Ideal Candidate

This appointment comes at a defining moment for the Los Angeles Fire Department—one shaped by operational demands, fiscal constraints, post-crisis reflection, and rising community expectations. The next Fire Chief will not only be responsible for ensuring excellence in day-to-day emergency response but will also lead the Department through a period of meaningful transformation, organizational healing, and strategic modernization.

To be successful in this role, the ideal candidate must bring more than just operational expertise. They will need to demonstrate a strong command presence, coupled with executive temperament, political savvy, emotional intelligence, and the ability to lead and communicate effectively in high-stakes, crisis-driven environments.

The next Chief must be skilled at navigating labor relationships, fostering trust within the Department and with the public, and engaging constructively with civic leadership and the media. A forward-thinking, data-informed approach — grounded in innovation, technology, and collaboration — will be essential. Just as important is the ability to understand and shape the Department's organizational culture: understanding what drives personnel, how to build trust, honor traditions while evolving norms, and align teams around a shared vision for service, accountability, and excellence.

The next Fire Chief must be capable of:

- ▶ **Building a high-performing leadership team**
- ▶ **Fostering strong internal and external relationships**
- ▶ **Cultivating an environment where professionalism, equity, and accountability thrive**
- ▶ **Restructuring thoughtfully**, when needed
- ▶ **Empowering others** across all levels of the organization
- ▶ **Moving the Department forward** with clarity and intention
- ▶ Remaining **grounded and self-aware** while navigating organizational change

These qualities will be essential to help lead the LAFD into its next chapter with strength, empathy, and a clear sense of purpose.



External Visibility and Media Relations

The Fire Chief of Los Angeles serves not only as the executive leader of the Department but also as a highly visible public safety voice for the City — frequently engaging with the media, elected officials, community stakeholders, and the public. In a city as prominent and complex as Los Angeles, this role carries a unique platform and responsibility.

The next Fire Chief must be skilled at navigating external communications with clarity, transparency, and professionalism. Whether addressing the media during high-profile incidents, providing briefings to City leadership, or engaging the community during times of crisis or reform, the Chief must inspire confidence and communicate with both authority and empathy.

The ability to speak on behalf of a major metropolitan agency — balancing operational realities, political sensitivities, and community expectations — will be essential. Candidates should demonstrate a thoughtful and strategic approach to media relations and public messaging, with an understanding of the broader impact these communications have on public trust, interagency collaboration, and departmental morale.

More Than a Command Role

This is more than a traditional fire executive assignment — it is a rare opportunity to shape the future of one of the nation's premier fire service agencies. The next Fire Chief will lead in a city as **diverse, expansive, and complex as Los Angeles**, where natural hazards, climate risks, and urban challenges all converge.

The opportunity ahead is both challenging and exciting, and the City is seeking a leader ready to meet the moment with vision, integrity, and purpose. If you are the kind of leader who thrives at the intersection of complexity, service, and transformation — this is your moment to lead at the highest level for an incredible city.

Education and Experience

The ideal candidate will be an accomplished and forward-thinking fire service executive with a proven record of leadership in large, complex, and culturally diverse urban environments. The next Fire Chief will bring a history of strategic and ethical leadership, operational excellence, and collaborative problem-solving in a dynamic public safety setting.

Candidates with relevant experience from departments of similar size, scope, and geography are encouraged to apply.

Education:

A bachelor's degree from an accredited college or university in fire science, fire administration, emergency management, public administration, organizational leadership, or a related field is required.

A master's degree or advanced executive-level education is strongly desired and may demonstrate a commitment to continuous professional development and strategic-level thinking.

Experience:

A typical way to qualify for this opportunity would include:

- ▶ **At least ten (10) years of increasingly responsible command and executive-level management experience** within a large fire department or fire authority organization.
- ▶ **Demonstrated success leading in complex, multi-jurisdictional fire safety environments** — whether urban, suburban, or regional — with exposure to political dynamics, interagency coordination, and, ideally, public-facing responsibilities.
- ▶ **Extensive experience managing large-scale budgets**, balancing public safety priorities, and aligning fiscal decisions with long-term strategic goals.
- ▶ A career characterized by **integrity, sound judgment, and unquestioned ethics**, with a verifiable track record of professionalism and public trust.
- ▶ Recognized as a **progressive leader in the fire service**, contributing to the profession's advancement through innovation, best practices, or public policy engagement.
- ▶ Deep understanding of **labor relations**, with successful experience working in a unionized environment.



Compensation

The City of Los Angeles offers an outstanding compensation and benefits program. The current annual salary range for the Fire Chief is \$303,595 – \$538,369.

The comprehensive benefits package includes:

- ▶ **Retirement** – An independent retirement plan with contributions from both the employee and the City.
- ▶ **Deferred Compensation** – A multi-option deferred compensation program is available.
- ▶ **Health Benefits** – A flexible benefits plan that includes a choice of multi-option medical, dental, and vision coverage.
- ▶ **Leave** – Generous vacation and sick leave accruals, plus 13 paid holidays per year.
- ▶ **Family Leave** – Family and domestic partner leave benefits are provided.
- ▶ **Relocation** – Reimbursement of relocation expenses may be considered as part of the appointment package.

How to Apply

This is a **confidential recruitment**. Candidates' names will not be released outside of City Executives and HR, without prior consent. Please apply **online** by **August 22, 2025** at www.allianceRC.com. Submissions will be screened according to the qualifications outlined above. The most qualified candidates will be invited to participate in the interview and selection process. First round of interviews with the City are anticipated in late August or early September, and second round of interviews follow in mid-September.

For questions, inquiries, or candidate recommendations, please contact:

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