



**RCA  
CITY OF AUSTIN  
RECOMMENDATION FOR COUNCIL ACTION**

**AGENDA ITEM NO.: 6  
AGENDA DATE: Thu 02/02/2006  
PAGE: 1 of 2**

**SUBJECT:** Approve a resolution confirming the City Manager's appointment of Juan Jose Adame as Chief of the Austin Fire Department in accordance with Section 143.012 of the Texas Local Government Code.

**AMOUNT & SOURCE OF FUNDING:**

**FISCAL NOTE:** There is no unanticipated fiscal impact. A fiscal note is not required.

**REQUESTING** Management Services      **DIRECTOR'S**  
**DEPARTMENT:**      **AUTHORIZATION:** Rudy Garza

**FOR MORE INFORMATION CONTACT:** Rudy Garza, Assistant City Manager; Anita Stevenson, Assistant City Attorney

**PRIOR COUNCIL ACTION:** N/A

**BOARD AND COMMISSION ACTION:** N/A

**PURCHASING:** N/A

**MBE / WBE:** N/A

---

The City Manager has appointed Juan Jose Adame as Chief of the Austin Fire Department. Civil Service law (Section 143.012 of the Texas Local Government Code) requires that the City Council confirm the appointment of a Fire Chief.

This Resolution confirms the appointment of Juan Jose Adame as Fire Chief effective February 6, 2006.

**Background:**

In October of 2004, former Fire Chief Gary Warren announced his retirement after 31 years of service; his retirement was effective January of 2005. Because our fire department is recognized as one of the very best in the country, we initiated a very comprehensive and meticulous recruiting and hiring process to ensure we identified the most qualified and finest pool of candidates.

Below is a summary of the recruiting and hiring process:

Date	Action
• January 2005	Appointed Jim Evans as Acting Fire Chief
• February 2005	Retained national recruiting firm, The PAR Group, to assist with the position profile and recruitment



**RCA  
CITY OF AUSTIN  
RECOMMENDATION FOR COUNCIL ACTION**

**AGENDA ITEM NO.: 6  
AGENDA DATE: Thu 02/02/2006  
PAGE: 2 of 2**

- **March – April 2005** PAR Group conducted several meetings with various stakeholder groups, including: members of City Council, members from various community groups and associations, representatives from various Austin Fire Department employee associations, representatives from the Austin Association of Professional Firefighters Local 975, Austin Fire Department Command Staff, City of Austin Sr. Executive Team Members, City Department Directors from various departments, including other Public Safety departments
- **May 2005** PAR Group develops position profile based on stakeholder input
- **June 2005** Position profile finalized for recruitment
- **July – September 2005** National recruitment process
- **September 2005** Sr. Executive Team selects eight finalists for interview by interview committee. Interview committee includes: Assistant City Manager of Public Safety, Chief of Staff, Public Safety Medical Services Director, First Assistant City Attorney
- **October – November 2005** Interview of eight finalists; committee recommends top 3 candidates
- **December 2005** Interviews by Sr. Executive Team and City Manager
- **January 18, 2006** Fire Chief candidate is selected
- **January 27, 2006**
  - Introduction of the Fire Chief candidate to the City Council and community stakeholder representatives
  - Meeting with the Austin American Statesman Editorial board and local media

## **Juan Jose Adame**

### **Education:**

Harvard University Program for Senior Executives in State and Local Government at Harvard.

Masters of Science Degree, Occupational Education, Texas A & M University – Corpus Christi, Texas

Bachelor of Science Degree, Occupational Education, Texas A & M University – Corpus Christi, Texas

Associate in Applied Science Degree in Fire Science, Del Mar Junior College, Corpus Christi, Texas

Graduated from Mary Carroll High School, Corpus Christi, Texas

### **Experience:**

Fire Chief, City of Corpus Christi: January 3, 1988 to present. Manage and lead a department of 394 uniformed firefighters and 17 civilian personnel with a 34.3 million dollar budget. The City of Corpus Christi is a diverse community of approximately 300,000. The department is a multi-faceted agency responsible for fire, EMS, emergency management, homeland security, as well as other traditional services.

The Corpus Christi Fire Department is a Collective Bargaining as well as a Civil Service Department.

### **Major Accomplishments:**

Appointed by Governor Bush to serve on the Texas Commission on Fire Protection and serve as Assistant Presiding Officer. May 1995.

Appointed to Governors Homeland Security Council and First Responder Advisory Committee.

Organized the City of Corpus Christi/Nueces County Local Emergency Planning Committee (LEPC) into a fully functional, privately funded, and nationally recognized organization.

Implemented a partnership with Del Mar College for a public-private public safety training field.

Assumed the responsibility for justification, coordination and administration of all Homeland Security Grants for the City of Corpus Christi.

Formalized and implemented customer service, and adopted an occupant services sector policy which is an extension of our customer service philosophy by providing rapid assistance to victims of fire, or other unusual incidents.

Implemented the departments' first diversity training program.

Established Corpus Christi Fire Department Media Fire Academy to educate the media on how the fire department works which has created a better understanding between the fire department and media organizations.

Established a Citizens Fire Academy.

### **Military:**

October 1978 to August 1997 – Drilling reservist. I rose through the enlisted ranks to the rank of Senior Chief Petty Officer (E-8). Commissioned a Chief Warrant Officer (W-2) in March 1985 and retired as Chief Warrant Officer (W-4) in August 1997. Vietnam and Desert Storm Veteran.

Recalled to Active Duty USN – February 1991 to June 1991. Operation Desert Storm. In this assignment as a Chief Warrant Officer (W-4), Unit Weapons Officer, Maintenance Officer and Qualified Watch Officer in Saudi Arabia and Kuwait.

Recalled to Active Duty, United States Navy – October 23, 1976 to November 7, 1978. Served as Division Leading Petty Officer and Petty Officer in-charge of a guided missile launching system onboard USS Lawrence (DDG4).

U.S. Navy – June 1967 to February 1973. Enlisted U.S. Navy. Graduated outstanding recruit and served on USS Chicago (CG11). Assigned as Work Center Supervisor for guided missile launching system MK11. Honorable discharge E-5.

### **Community Service:**

Executive Board Boy Scouts of America Gulf Coast Council

2005-2006 Chairman of the American Red Cross Coastal Bend Chapter

Member Northwest Community Advisory Council

Member Corpus Christi Rotary Club

### **Boards and Commissions:**

Texas Commission on Fire Protection. Assistant Presiding Officer

Texas Task Force One, Urban Search and Rescue, Advisory Board Texas A&M College Station

Chairperson Nueces County/City of Corpus Christi Local Emergency Planning Committee

### **Memberships:**

International Association of Fire Chiefs

International Association of Arson Investigators

International Society of Fire Service Instructor

Past President, Texas Fire Chiefs Association

**Texas State Firemen and Fire Marshal's Association**

**Certifications**

**Certified Master Firefighter (Texas)**

**Certified, Intermediate Fire Inspector, Arson Investigator, and Instructor (Texas)**

**Advanced Certificate from Texas Commission on Law Enforcement Officer Standards and Education**

**Certified Emergency Medical Technician-Basic**