

# RANDALL LEE METZ, MPA, EFO, CFO, FM

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## Professional Profile

- Leadership - Solid background in effectively leading personnel to achieve departmental goals. Hands on leader who believes in establishing performance indicators based on risk and achievement measured by results. Experienced in high-level project management and managing the budgetary process. Educated in leadership concepts/principles with an adaptive leadership style and practices servant leadership.
- Communication - Persuasive communicator with well-developed presentation and negotiation skills. Able to develop productive relationships with colleagues, stakeholders, customers, and staff at all levels. Ability to research and prepare complex written reports and develop program concepts through report findings. Ability to adapt communication style to meet the needs of specific situations. Able to communicate effectively in political environment without being political. Excellent public speaker in technical and professional settings.
- Strategic Planning – Experienced in the leading organizations through the strategic planning process including establishing mission, vision and value statements, short and long-term goals and objectives, forecasting future needs and potential obstacles, and the understanding of the self-assessment model. Knowledgeable in the role that strategic planning plays in the fire accreditation process while serving as Accreditation Manager and Peer Assessor for CFAI.
- Employee Development/Motivation - Experienced in serving as a mentor for subordinates so that the department gets the most out of the employee's abilities. Seeks opportunities to motivate employees to embrace the vision and goals of the department. Experienced in the creation of a Personal Development Plan that will aid in the employee reaching the goals they have set for themselves. Subject matter expert in the instruction of strategic planning, budgeting, data management, and management of fire prevention divisions.

## Experience

CARLSBAD FIRE DEPARTMENT – Carlsbad, California

2015-Present

### **Battalion Chief/Fire Marshal**

Serve as a senior management team member in evaluating and resolving fire prevention operational problems and making appropriate decisions; Manage and prioritize development of code and construction activities, plan review, construction inspection, permit and code enforcement, special event permitting, and contract city Fire Marshal programs. Coordinate operational activities to ensure consistency in application of codes, standards, policies and procedures across jurisdictions within the County Fire Prevention division; Serve as contract Fire Marshal and develop, implement, and supervise the localized fire prevention program and local service operations while maintaining program consistency across jurisdictions; Coordinate the fire inspection functions of the Fire Prevention division with other department divisions, government agencies, partner jurisdictions and the public; assist the public and other employees with technical inquiries related to Fire Prevention operations; oversee and resolve difficult and sensitive inquiries or complaints.

- Manage the fire department's role in implementing new enterprise software project
- Manage city code adoption processes and coordinate with other city divisions
- Establish guidelines, policies, and procedures to ensure efficiency
- Manage strategic planning process for the Fire Prevention Division
- Accreditation Manager & Peer Assessor - Commission on Fire Accreditation International

**Chief of Prevention / Fire Marshal**

Manage, plan, organize, and evaluate the work of the division; establish operational plans and initiatives to meet division goals and objectives; manage and implement work programs, processes, procedures, and policies; coordinate functions and responsibilities to achieve optimal efficiency and effectiveness; develop annual budget and monitor performance against adopted budget; provided day-to-day leadership to all staff and liaison with all city departments; represent fire interests during Planning Commission meetings; ensure that a high level of customer service is provided by the Division.

- Managed the transition of city's Hazard Reduction/Vegetation Management Program from Code Enforcement to Fire Prevention
- Established benchmarks and quality control processes to track plan review turn around times for new development activities
- Implemented the use of Geographic Information Systems to increase the efficiency and effectiveness of available resources resulting in identifying a 100% increase in hazard abatement properties and engine company inspections, while automating administrative processes
- Established the city's Multi-Family Housing Inspection Program
- Established new contract plan review procedures and oversaw multiple RFP processes
- Served as Interim Emergency Management Program Manager
- Reduced the amount of general fund subsidies while implementing validated cost recovery programs and fee analysis.

**Assistant Fire Marshal – Fire Safety Specialist II – Fire Safety Specialist**

Managed a field inspection office that served 7 Orange County cities and the unincorporated county areas. Manage, prioritize and assign inspections for both inspectors and engine companies. Counsel employees as to their performance and prepare written performance evaluations. Train employees and assist in their hiring, disciplining, and termination. Develop and implement section goals and objectives. Assist the public and other employees with technical inquiries. Prepare reports and identify trends based on statistics. Serve as liaison with section managers, partner jurisdictions, business owners, community groups, and the public. Respond to citizen complaints and concerns. Resolve billing disputes. Participate in the development of OCFA fee studies and the cost recovery program. Oversee the disclosure of hazardous materials as a Participating Agency of the CUPA. Performed highly technical plan reviews of architectural, fire alarm, fire protection systems, fixed extinguishing systems, high piled storage, hazardous materials, underground and above ground storage tanks, and fire department site and access. Reviewed planning documents for adherence to Subdivision Map Act and set project conditions. Meet with architects, developers, engineers, and city officials to discuss future developments and give technical advisement. Inspection and testing of new and existing buildings, fire protection systems, suppression devices, exiting systems and various equipment in commercial, industrial, and residential occupancies for operation and installation. Identified fire hazards relative to applicable codes and standards.

- Developed & managed OCFA's High Rise Inspection Program
- Developed & managed the county Fireworks Permitting Program
- Participated in developing and managed the county Wildland Task Force
- Drafted OCFA's largest Administrative Enforcement Order for CUPA hazardous materials release
- Represented OCFA as the in-house plan checker at the City of Irvine's Building & Safety one-stop permit center

## **Education**

- Master of Public Administration (MPA) California Baptist University, Riverside, CA
- Executive Fire Officer Program (EFO) National Fire Academy, Emmitsburg, MD
- Bachelor of Science – Applied Management - Azusa Pacific University, Azusa, CA
- Associate of Science – Liberal Studies / Fire Science - Pasadena City College, Pasadena, CA
- Certificate in Fire Protection Engineering – University of California, Irvine

## **Certifications**

- Center for Public Safety Excellence – Chief Fire Officer Designation (CFO), Chantilly, VA
- Center for Public Safety Excellence - Fire Marshal Designation (FM), Chantilly, VA
- California State Fire Marshal –State Fire Training: Chief Officer; Fire Marshal; Plans Examiner; Fire Protection Specialist; Fire Prevention Officer; Fire Officer; Firefighter I & II; Fire Investigator; Motion Picture Safety Officer.
- International Code Council Certified Fire Inspector I & II
- California P.O.S.T. – P.C. 832 Modules 1-3
- State Fire Training PACE Approved Instructor – Fire Inspector 1A, 1B, 1C, 1D, 2A, 2B, & 2C, Prevention 1, Fire Marshal 1A, 1B, 1C, 1D, 1E
- OES First Responder, Hazardous Materials – Operational

## **Professional Affiliations**

International Code Council – Region I (CA, HI, & NV) – Past President - 2016-2018  
San Diego County Fire Prevention Officers ICC Chapter – Past President – 2016-2018  
Southern California Fire Prevention Officers ICC Chapter – Past President 2010 - 2017  
California Fire Prevention Institute – Vice President  
International Fire Chiefs Association – Fire & Life Safety Section  
Western Fire Chiefs Association  
California Fire Chief's Association  
Orange County Fire Prevention Officers Association– Executive Board & Past President, 2002 - 2006  
California Building Officials Association  
California State Firefighters Association  
National Fire Protection Association  
California Conference of Arson Investigators

## **Professional Committee Service**

International Code Council – Fire Service Membership Council – Governing Committee - Chair  
International Code Council – International Fire Code Development Committee Member 2015-Present  
International Code Council – Ad Hoc Committee – Building Safety & Security Appointee  
International Code Council – Codes & Standards Council, Appointee  
California Building Standards Commission – Building, Fire, Other Code Action Committee, Appointee  
California Fire Chiefs Association – Legislation Taskforce Committee Member  
Southern California Fire Prevention Officers – Code Committee Member  
Cal Chiefs/CALBO - Fire & Building Advisory Committee, Appointed Member  
State Fire Training - Curriculum Cadre, Appointee – Subject Matter Expert  
State Fire Marshal - California Code Adoption – Past Chair, Special Occupancies Work Group

## **Awards & Community Volunteerism**

Fire Official of the Year 2016-2017 - California Building Officials Association  
William Fox Award 2018 – California Fire Chiefs Association - Fire Prevention Officers Section  
Pasadena Tournament of Roses – Member & Past Vice-Chair  
Arcadia Friends Community Church – Past Elder Board Member & Committee Chair

