



San Juan County Fire District# 4

Lopez Island, Washington

FIRE CHIEF

\$100,000 - \$120,000

Plus Excellent Benefits

Apply by

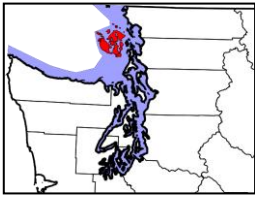
September 27, 2020

(First Review, Open Until Filled)

PROTHMAN



WHY APPLY?



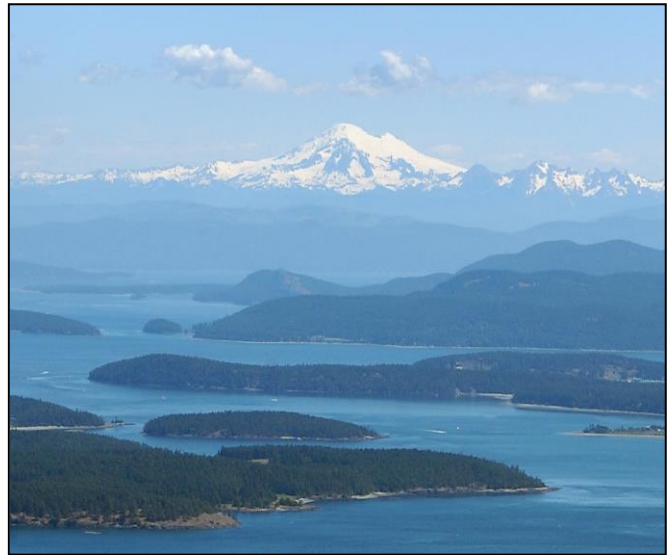
Located in the northwest corner of Washington State on Lopez Island, the third largest of the San Juan Islands, the San Juan County Fire District #4 (Lopez Island

Fire & EMS) is a scenic ferry ride from the mainland. The San Juan Islands enjoys more sunshine throughout the year and about half the rainfall of Seattle, thanks to the rain shadow effect of the Olympic Mountains. The islands are one of the best places in the world to see orca whales, and are an outdoor enthusiast's dream for fishing, crabbing, and shrimping. Many citizens yearning for the slower, rural pace of life make the islands their home. Lopez Island Fire & EMS offers a rewarding and challenging opportunity for an experienced fire professional. If you are interested in making a difference in a welcoming, friendly and laid-back community that takes pride in its natural beauty and peaceful daily life, this is the position for you!

THE COMMUNITY

As a part of San Juan County, the smallest of Washington's 39 counties, the regions islands cover approximately 175 square miles of land area and have a total population of 15,900. The Town of Friday Harbor located on San Juan Island, is the county seat and is the only incorporated city in the County. Lopez Island is an unincorporated community having approximately 2,500 full time residents. Getting to the San Juan Islands requires transportation by water or air, meaning one must take a ferry, an airplane/seaplane, or a private boat. The largest islands in the County are San Juan, Orcas, Lopez, and Shaw, all of which are served by the Washington State Ferry System. Several daily commercial flights are available to San Juan and Orcas Islands. The nearest population centers are Vancouver, British Columbia, along with Bellingham, and Seattle, Washington.

In San Juan County, 176 of the islands are large enough to be named. The islands' geology, carved by glaciers thousands of years ago, varies from flat farmland to small mountains. With more than 408 miles of rocky, gravel and sandy waterfront, the County boasts more shoreline than any other county in the nation.



Principal economic activities for the region are tourism, construction, and agriculture, with much of the commercial activity taking place in Lopez Village on Lopez Island, Eastsound on Orcas Island, and the Town of Friday Harbor on San Juan Island. Several hamlets and a few resorts also provide goods and services. Sprinkled throughout the islands are a variety of specialty retail shops and boutiques, a remarkable variety of restaurants, outdoor and marine centers, art galleries and studios, farmers markets, and historical sites and museums.

Lopez Island's natural beauty, quiet, peaceful life, and its reputation as "the Friendly Isle" have attracted artists, craftspeople, entrepreneurs, musicians, farmers, fishermen and nature lovers from around the region since the 1850's. Each year, Lopez Island hosts a variety of events including the annual Tour de Lopez bicycle event, a 4th of July Fireworks Show & Parade, and a Village Holiday Lighting Party that includes tree lighting ceremonies, caroling, holiday concerts and more.



ISLAND LIVING

While the islands are truly spectacular in their beauty, living on the islands has its challenges. Summer ferry lines can be long, and reduced winter ferry schedules require planning ahead, while major shopping is often on the mainland a ferry or plane ride away. Offsetting the rural island limitations, islanders have been remarkably generous in creating quality theatre and arts centers on each of the main islands.

The San Juan Islands are a politically active, involved, and giving community, with over 80% voter turnout, all with differing views! The San Juan Islands have more not-for-profit organizations per capita than any county in the state. The voter-approved Land Bank program preserves environmentally special lands for public enjoyment, and the local hospital was only possible due to significant private donations.

THE DEPARTMENT & POSITION

Organized in 1961, Lopez Island Fire & EMS provides emergency response to Lopez Island for incidents involving emergency fire, rescue, and medical services. The District is a combination department governed by a three-member Board of Directors. Lopez Island Fire & EMS operates on a 2020 budget of \$1,257,830 from four strategically placed fire stations. The District has 43 on-call volunteers, 25 Firefighters, 18 EMTs and 3 FF/EMTs, 3 paid full-time firefighter-paramedics, and 1 full-time office staff. The District employees a full-time support technician. Services are provided by 4 fire engines, 2 ambulances, 1 rescue and extraction vehicle, and 2 tenders/pumpers. The District responded to 533 calls in 2019, of which 76% were EMS based and 24% were fire based.

Under the direction of the Board of Fire Commissioners, the Fire Chief is responsible for the administration, operations, and functions of all Fire District activities, personnel, equipment, properties, assets, and liabilities. This requires a broad knowledge and a thorough understanding of modern emergency services administration, personnel management, fire and accident prevention, and fire and EMS training. In addition to administrative responsibilities, the Fire Chief may be expected to direct and supervise activities at emergency incidents. For a full job description, please view the attachment found [here](#).

OPPORTUNITIES & CHALLENGES

1. Housing availability has become challenging during the pandemic, as realtors are reporting low inventory for purchasing. Property is available to site a home, and lots with water, utilities and access are available as well as unimproved land. Rental property is also experiencing low inventory, but the district is currently checking with local property owners to establish potential options for the incoming Fire Chief.

2. The San Juan Islands are truly a rural and remote experience. There are only two ways to reach the islands, by boat or by air. Lopez Island is normally a robust community, with many community events, however due to the Covid-19 Pandemic and the need to maintain social distancing and prevent the spread of this disease, this spring, summer and fall all of these events have been postponed or cancelled. During normal times, the Island’s Community Center sponsors numerous musical, artistic and performing arts events, and live musical events are a staple of the community throughout the year. In addition to the Community Center, Lopez Island offers a Family Resource Center, a Children’s Center with preschool programs, a non-critical care Clinic, a 200 student K-12 school, a vibrant Senior Living Community, supported by a 6 bed adult family home and the award-winning Lopez Library.

3. The ferry system is run by Washington State and the routes are considered a state highway. However, the ferry service is not 24 hours a day and as a general rule, the boats do not service the islands between 9 PM and 6 AM. The schedule adjusts 4 times a year during Winter, Spring, Summer and Fall, and there are quotas set for how many vehicles each island is allotted. Due to Covid-19, the ferries are currently on the Winter schedule and will most likely remain on this schedule through the Summer and into the Fall.



4. Volunteer Firefighter and EMT recruitment is a large part of the Lopez Island Fire Chief's job. Attendance at trainings and response to emergencies is only one aspect of this requirement. The department also has a robust presence in the primary and secondary grades of the Lopez School, and the District has a High School student Firefighter and EMS members. Many of Lopez Island Fire & EMS's current volunteers are graduates of the Lopez Island school, and two of the District's current Paramedics were also volunteers during their school years on the island. A significant presence is also needed within the Lopez community. The community of 2,500 residents support over 50 nonprofit organizations. The Fire Chief needs to be a visible and participating presence in the community and some of the organizations.

IDEAL CANDIDATE

Education and Experience:

A bachelor's degree in fire administration, public administration, or a closely related field is highly preferred, though an AA Degree with a successful combination of education, training and experience that clearly demonstrates the knowledge, skills and abilities to perform the essential functions of the position will be considered. Candidates must have ten (10) years of progressively responsible, full-time, paid experience in a career or combination career/volunteer department, and at least four (4) years of which are in a command, management or a supervisory level position of Battalion Chief or higher. The ideal candidate will have experience working in a combination career and volunteer workforce, management experience in the delivery of training and paramedic EMS programs, and experience in interagency coordination with wildland fire protection agencies.



The selected candidate must relocate and reside within the fire district within 60 days of appointment to the position, pass the District's medical requirements and a thorough background investigation, and have or be able to obtain a valid Washington State driver's license.

Necessary Knowledge, Skills and Abilities:

- Extensive knowledge of State, federal and contract jurisdiction ordinances and codes related to fire suppression, EMS, rescue and extrication, hazardous materials response, all-hazard disaster response, fire codes, code enforcement, fire and arson investigation and public education.
- Familiarity of principles of Fire Department administration, leadership, management and quality customer service, Fire Department organization, policies, rules and regulations, and budget preparation and management.
- Oral and written communication skills and techniques, the ability to use correct English, grammar, spelling, punctuation and vocabulary, and interpersonal skills using tact, patience, and courtesy.
- Knowledge of the District's area-wide emergency operations plan, EMS operations, quality control and quality improvement programs, quality customer service techniques and practices, master planning and benchmarking, labor relations and employment practices, and Collective Labor Agreement and District Personnel Policy.
- Ability to manage and direct fire suppression, EMS, rescue and extrication, hazardous materials response, all-hazard disaster response, fire codes, fire prevention, code enforcement, fire and arson investigation and public education.
- Ability to respond to major all-hazard emergency situations and assume or delegate command or serve in an inter-agency unified command structure or support role under the incident command system.
- Experience in a combination department and a history of progressive and proactive program development including hands on experience working with volunteers/paid-on-call members.
- Experience working for a Board of Commissioners to build strategic vision with achievable goals and objectives.
- A willingness to be the face of the District, get out into the community, meet residents, promote the organization, and join local organizations.
- A good understanding of the unique challenges that accompany life on an Island.

COMPENSATION & BENEFITS

➤ \$100,000 - \$120,000 DOQ

- Medical, Medical – Trusteed (WFCA) PPO-100 Plan
- Dental - Trusteed (WFCA) Delta Dental
- Retirement – Nationwide (457 1/2 SS matched)
- Washington State Pension Plan
 - a. Law Enforcement Officers & Fire Fighters Plan 2, (LEOFF 2)
- Workers' Compensation is through Washington State Labor & Industries
- Professional Development and Maintenance has been included in previous Fire Chief Contracts
- Membership in Civic and Professional Associations has been included in previous Fire Chief Contracts
- Department Vehicle and Cell Phone Use has been included in previous Fire Chief Contracts
- Work Uniforms are provided by the department

- Work Travel is provided by the department
- Vacation - Each year of employment the Fire Chief will be awarded 20 days of vacation. One vacation day equals eight (8) hours.
- Holidays: New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, the day following Thanksgiving Day, Christmas Day. The Chief may, at his/her discretion, choose to deviate from this policy where responsibilities of the position dictate a need to do so.
- Bereavement Leave
- Negotiated Sick Leave and Personal Leave

**Please Visit:
www.lopezfire.com**

Lopez Island Fire & EMS is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **September 27, 2020** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to **www.prothman.com** and click on "**Open Recruitments**", select "**Lopez Island Fire and EMS, WA – Fire Chief**", and click "**Apply Now**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



www.prothman.com

371 NE Gilman Blvd., Ste 310
Issaquah, WA 98027
206.368.0050