



Washington

FIRE CHIEF

\$130,000 - \$144,000

Plus Excellent Benefits

Apply by

October 18, 2020

(First Review, Open Until Filled)

***P*ROTHMAN**



WHY APPLY?



Located in western Washington just 30 minutes east of Seattle and surrounded by stunning views of the Snoqualmie River, Raging River, and Cascade Mountains, Fall City offers residents and

visitors an abundance of hiking, mountain and road biking, fishing, kayaking, skiing and golfing amenities in an area filled with energy and tranquility.

King County Fire District 27 (KCFD27) offers the next Fire Chief an opportunity to lead a financially sound organization, work with outstanding district staff who enjoy serving a small community and build a shared vision for the District and community. If you are interested in working in a beautiful, quaint environment and making a difference, this is the right position for you!

THE COMMUNITY

Fall City, Washington is a quaint bedroom community situated along the banks of the great Snoqualmie River and Raging River. Unlike its name, Fall City is an unincorporated community considered one of three areas that together create the Snoqualmie Valley.

With roughly 5,400 full time residents, Fall City has many unique features including multiple river access points for fishing, floating or playing, a small private airport, and Treehouse Point, which features six world-class, rentable treehouses, a central Lodge, a multi-purpose event space, and two cedar-lined bathhouses. Each summer, Fall City sees more than 1.5 million visitors from all over Washington who travel through the community to see the cherry trees lining the river, observe the nearby flower farms and the massive 270-foot tall Snoqualmie Falls, float the Snoqualmie River, go white water rafting, or visit one of the many nearby hiking trails. During the Fall and Winter months, Fall City is a popular destination for families visiting local pumpkin patches and for food and beverage opportunities when traveling through or coming down from the Summit at Snoqualmie Pass; a ski resort just 40 minutes east that provides alpine skiing and snowboarding, Nordic skiing, and winter tubing from four base areas with 21 total chairlifts.

Outdoor recreation is an abundance in the valley area, and popular hiking opportunities include hiking both Big Mount Si and Little Mount Si, Mailbox Peak, and the stunning Rattlesnake Lake and Ledge, which is also great for swimming, kayaking, fishing, birdwatching, and picnicking. The area also offers many golf courses including Twin Rivers Golf Course, Mount Si Golf Course, Snoqualmie Falls Golf Course, and the private Snoqualmie Ridge Golf Club, home to the PGA Tour Boeing Classic.

To the south of Fall City, the City of Snoqualmie has an abundance of unique shops, local art, and many restaurants, from coffee houses to casual and fine dining, yoga, karate, and dance studios, and a new indoor ice-skating facility. For those looking to shop, the North Bend Premium Outlets are roughly 15 minutes from Fall City and offer brands including Coach, Nike, Gap, Banana Republic, Under Armor, Reebok, and more. Other nearby attractions include the Northwest Railway Museum, the luxury Salish Lodge & Spa located at the top of the Snoqualmie Falls, and the Snoqualmie Casino, the closest casino to Seattle.

Fall City is served by the Snoqualmie Valley School District which provides academics, sports, and music programs, with a focus on STEM for approximately 7,200 students in ten schools located in Fall City, Snoqualmie, and North Bend. Test scores are among the highest in the state. Continuing education opportunities are all available within an hour of the North Bend, Fall City, Snoqualmie area, including institutions such as Bellevue College, Green River Community College, and the University of Washington; home of the UW Huskies and one of the leading research universities in the world.



THE DISTRICT & POSITION

Organized in 1946, King County Fire District 27 is a combination fire department that provides emergency response to the unincorporated community of Fall City for incidents involving emergency fire and rescue. Services provided by the District include Fire Suppression, EMS, Surface and Swift-water Rescue, and Wildland Firefighting. The District is governed by a three-member Board of Directors who are responsible for making the legislative decisions for the fire district and providing oversight of administrative operations. Each Commissioner is elected by the registered voters of the district and serves a six-year term. KCFD27 operates on a 2020 budget of \$2,440,700 and operates from one fire station that responds to approximately 800 calls for service each year. The District has 13 FTEs including the Fire Chief, an Administrative Assistant, 3 Shift Officers, and 8 paid Firefighters, and has 13 on call volunteer firefighters.

Under the direction of the Board of Fire Commissioners, the Fire Chief is the executive and administrative officer of the District. The Chief is responsible for acquiring and applying comprehensive knowledge of modern management techniques, and the supervision and direction of paid and volunteer personnel. The Fire Chief establishes and monitors the goals and objectives of the Fire District and possesses and applies modern techniques and methods in the areas of fire prevention, fire suppression, emergency medical and hazardous materials incident response services.



OPPORTUNITIES & CHALLENGES

Leadership

Providing positive leadership to a cohesive team of career and volunteer staff is critical to this position. The Chief needs to create a mentoring environment, build trust and ensure that training, equipment, and administrative needs are met. The ability to delegate and use the strength of the whole team is important to ensuring progress is made and employees are actively engaged in the organization.

Community Relations

The community recently voted to retain the District as opposed to merging with a larger agency. This did create some controversy in the community and the new Chief will need to continue engaging with the public to ensure their support and trust. In addition, as the Fire District is the only local government body, the Fire Chief is often seen as the "go to" official for a variety of community issues. A visible, engaged Fire Chief is critical to this position.

Strategic Planning

Having experience overseeing the development of Strategic Plans is essential. The new Chief will need to help the community, staff and the Board of Commissioners articulate a shared vision for the organization and then work within that document to achieve goals and objectives for long term success.

Labor Relations

The District currently enjoys a positive labor/management environment. The new Chief will have the opportunity to continue this positive relationship and assist the Board with negotiating and administering the Union contract. Finding a balance between meeting the needs of career staff and representing the needs of the Board in a collaborative manner is essential.

Financial Management

The District is currently in a good financial position due to conservative policies and excellent planning. There is a tax levy on the November ballot for maintenance and operations. There will be a need for long term financial planning to ensure the district remains in a positive financial position. Experience in developing and managing budgets is critical.

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 five (5) years of progressively responsible, full-time, paid experience in a career or combination career/volunteer department, and at least three (3) 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 programs, and experience in interagency coordination.

The selected candidate must 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 by time of hire.



Necessary Knowledge, Skills and Abilities:

- Experience as a Chief Officer in a similar sized (or larger) fire department with a history of progressive and proactive program development.
- Experience working with both career and volunteer firefighters
- Experience working with a City Council or Board of Commissioners to build achievable goals that will take the agency to the next level of service.
- Political acumen and sensitivity to be effective within a broad range of interests.
- Candidates must understand their role as the Chief Executive Officer and balance their position as an 'employee' of the Board, with that of being the 'head coach' for the staff and the 'advocate/liaison' to the community.



- Excellent executive leadership skills and a comprehensive knowledge of all facets of fire and emergency medical services.
- Strong financial acumen and solid experience in budgeting and long-range financial planning.
- Exceptional written and oral communication skills which will be used to clearly communicate the policies and strategic vision to staff and citizens in a clear and concise manner.
- The ability to lead by example. Sets the standard for all members and must have a strong and confident presence, be a good listener, be accessible and understand the importance of maintaining close and consistent communication with staff.
- A track record for delivering results, building accountability for staff at all levels and creating a positive working environment characterized by teamwork and innovation.
- The ability to craft strategies to improve the diversity of the organization and create a welcoming and accepting environment.
- Develop, improve, and work within a Strategic Plan to achieve organizational goals and objectives.
- The ability to build and maintain a positive working relationship with organized labor and an understanding of applicable state laws related to labor relations.
- Work with regional partners in a positive manner, representing the fire district and ensuring collaboration for the greater good of the community.
- The ability to understand and work within Washington State laws pertaining to Fire District governance.

COMPENSATION & BENEFITS

- **\$130,000 - \$144,000 DOQ**
- Medical/Dental Insurance. Medical /Dental Insurance covers Employee & Dependents. Plan is \$250 deductible per person, 85%/15% plan.
- HRA contribution of up to \$750/year based on number of dependents, less any subscriber deductible reduction offered by the medical plan.
- Washington State LEOFF2 Retirement system.
- Clothing/Uniform Allowance – up to \$1,000 per calendar year after initial year.
- Deferred Compensation - matching amount per month TBD.
- 80 Annual Vacation Hours accrued monthly; 160 hours maximum, unused hours forfeited.
- 10 Paid Holidays.
- 8 hours sick leave/month, 530 hours maximum.
- Bereavement Leave - 3 days.
- Jury Duty - up to 10 days.
- District Vehicle, marked, some personal use allowed while in on call status.
- Life Insurance - \$50,000 policy.



For more information,
please visit:
www.king27fire.com

King County Fire District 27 is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 18, 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 "King County Fire District 27, WA – Fire Chief", and click "Apply Now", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.

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