



Washington

FIRE CHIEF

\$118,000 - \$132,000

Plus Excellent Benefits

Apply by

April 23, 2023

(First Review, Open Until Filled)

PROTHMAN



THE COMMUNITY



Located in southwestern Washington, halfway between Seattle and Portland, Oregon along Interstate 5, Lewis County is brimming with simple pleasures, relaxing excursions, and world-class outdoor adventures. You will also find glorious Mount Rainier, awe-inspiring Mount St. Helens, thickly forested wilderness, pristine streams, and lush volcanic valleys.

Approximately one-third of Lewis County is national forest and includes portions of Mount Baker-Snoqualmie, Gifford Pinchot national forest, and the Mt. Rainier National Park, as well as the William Douglas, Tatoosh, and Goat Rocks wilderness areas. The Mount Rainier summit, at 14,410 feet, is just 10 miles from the county's northeastern boundary. Mount Rainier, Mount St. Helens, and Mount Adams are easily accessible. Adventure seekers will find excellent hiking, cycling, canoeing, white water rafting, hang gliding, and rock-climbing opportunities. The White Pass Ski Area also provides the driest powder in Washington and 1,500-feet of vertical drop.

Residents of Lewis County have quick and easy access to many cultural activities, fairs, concerts, entertainment options, and a wide assortment of annual events. Recent additions to the region include the ongoing revitalization of the Centralia historic district that includes a public market, the refurbishment of the 50-room Wilson Hotel, the restoration of the 1,000-seat Fox Theater, and the reclamation of other turn of the 20th-century buildings.



For devoted golfers, Lewis County has four public golf courses: 27 holes at Newaukum Valley Golf Course, 18 holes at the Riverside Country Club, both located in Chehalis; nine holes at the Centralia Public Golf Course located in Centralia, and nine holes at the Maple Grove Golf Course located in Randle. DeGoede Bulb Farm features manicured gardens, a greenhouse and acres of flowers, and is open year-round to the public. A spectacular display of permanent shrubs, show gardens, 300 acres of tulips and perennials in the spring, as well as the poinsettia house in November and December are sights to behold.

Within Lewis County, you will find a quality school system comprised of 13 public school districts and 3 private schools. Centralia College, noted as the "center of excellence for energy," is located in the center of the City of Centralia on a tree-lined, 30+ acre campus with an enrollment of approximately 4,000. The college offers associate degree and bachelor's degree programs.

THE DISTRICT

Lewis County Fire District 6 is a progressive combination fire district that provides fire and ALS services to approximately 8,100 citizens throughout a 145 square mile service area that surrounds the City of Chehalis and Adna.

The District has four fire stations including one fully-manned station, a partially manned station, and two volunteer response stations. The District operates on a 2023 budget of \$2,759,177 with 14 FTEs including the Fire Chief, an Executive Secretary, three Lieutenants (two Firefighter/EMTs and one Firefighter/Paramedic), four Firefighter/Paramedics, and five Firefighter/EMTs. On average, the District responds to approximately 940 calls per year.

THE POSITION

Appointed and supervised by the LCFD6 Board of Commissioners, the Fire Chief is a key member of the District's Leadership Team and is responsible for the management and administration of the Fire Department.

The Chief is responsible for developing programs and budgets based on analysis of District's needs, identified risks, workload and staffing, as well as other economic and regulatory issues. The Fire Chief oversees department operations, administers disciplinary actions and ensures proper skills training within the department. The Fire Chief responds to major emergencies and must be prepared at all times to take on the role of Incident Commander and/or participate in other aspects of the incident response.



OPPORTUNITIES & CHALLENGES

1. The current collective bargaining agreement will expire on December 31, 2023. The negotiation process will have already begun when the new Fire Chief starts, which is anticipated to be about July 1, 2023.
2. LCFD6 enjoys excellent public support and placed a successful ballot measure before the citizens to renew their 10-year EMS Levy in 2022. The EMS levy revenues were used to hire additional firefighters to help staff a second fire station. Additional firefighters are still needed to ensure the station can be staffed on a full-time basis.
3. A potential annexation by the City of Chehalis could impact about 15% of the Fire District's Assessed Value. While there is no date for the potential annexation to be completed, the new Fire Chief will need to be familiar with or get up to speed on how annexations into cities from the fire district could affect collections and physical assets.
4. Like most fire agencies across the country, LCFD6 is experiencing a decline in volunteers and has begun to lose some of its identity as a volunteer agency. The incoming Fire Chief will work closely with the Volunteer Coordinator on how to attract and enhance the recruitment and retention of volunteer firefighters. Ideally, the new Fire Chief will have experience or experienced the transition from an all-volunteer fire department to a combination agency and can help guide the agency through a transitory time in its history.
5. With emergency medical services being more than 80% of its emergency workload, LCFD6 will need to continue to hire additional paramedics in the future to sustain their ALS program.

EDUCATION & EXPERIENCE

- A bachelor's degree in fire, public or business administration or related field and seven (7) years of fire and EMS command experience with at least five (5) years in positions having full supervisory responsibilities is required.
- EMT certification (all Levels) and previous experience in an equivalent position is a plus but not required.
- Candidates must have extensive knowledge of fire and emergency medical services along with strong skills and understanding of leadership, management, and supervisory principles.
- Competitive candidates will also have an ongoing record of training and professional development and will demonstrate a commitment to a strong departmental training program.
- Any combination of education and experience may be substituted as long as it provides the desired skills, knowledge, and abilities to perform the essential functions of the job.

THE IDEAL CANDIDATE

- The ideal incumbent will have experience in a combination fire department, a strong operational background, experience in the collective bargaining process, and the confidence and ability to build strong relationships inside and outside the agency.
- The ideal candidate places a high value on a respectful, welcoming, and healthy work environment that values all its members and is very familiar with working in a fire department in a rural environment. This includes advancing the agency by advocating for responsible and affordable growth in resources. The new chief will demonstrate flexibility and support for members "to do the right thing" when a situation isn't specifically addressed in policy or procedures.
- The ideal candidate will be a strong advocate for the fire district and will have the political acumen required to constantly balance the need for the firefighters, staff, and the community.
- The ideal candidate will take the time to get to know staff, get a firm grasp on their talents, and evaluate and provide direction as needed. Managing change and responsible growth in resources is seen as a key to success as well as being willing to make decisions amongst requests for resources, and understanding needs versus wants.
- The new Fire Chief will inspire great performance through their actions and attitude and see mentoring and professional development as keys to success.
- The incoming Chief will have exceptional oral and written communications skills, demonstrated through active listening, careful consideration of information, and knowing when taking action is appropriate. The new Fire Chief will be transparent and will see the value of getting to know the staff by spending time with them and being open minded about new ideas or innovations. The ideal candidate will demonstrate excellent interpersonal skills, be an active listener, and have a good sense of humor.
- The ideal candidate will approach relationships with a mindset that "lifts each other up" that will in turn enhance the sense of family that exists at LCFD6 and build trust with all the members of the agency.
- The new Fire Chief will have experience in collective bargaining; negotiations, MOU's, duty to bargain and developing a strong and positive relationship with Local 451 Executive Board and members. The Chief will see Local 451 as a partner in delivering services to the community. The ideal candidate will take the time to listen to their needs and be open, transparent and honest in their communication.
- Daily communications amongst staff and the Board will be clear and concise while fostering an environment of teamwork and inclusion. The ideal candidate will be self-confident, be willing to make decisions, change direction when needed, and see commitments through to completion.
- The new Fire Chief will be fiscally responsible, be an advocate for accountability of community assets and work closely with the Board to advocate for a level of service that meets the needs of the community and within the District's authorized budget.
- The new Fire Chief will be firm, fair and consistent in the application of programs and standard operating procedures and invoking discipline when required. The ideal candidate will capitalize on 'teachable moments' in lieu of discipline whenever possible; accountability without being overbearing.
- The ideal candidate will see regional partnerships as a benefit to LCFD6 and the community and will work to enhance the same on a continuing basis.

COMPENSATION & BENEFITS

- **\$118,000 - \$132,000 DOQ**
- Generous Medical, Dental, and Vision Benefit Package
- Employee cost sharing of premiums, depending upon plan choice.
- Washington State LEOFF Retirement
- Deferred Compensation available.
- 10 annual Paid Holidays.
- 15 Days of Vacation (Open to Negotiation)
- 12 Days of Sick Leave (Open to Negotiation)

For more information on Lewis County Fire District 6, please visit:

www.lcfd6.org



Lewis County Fire District 6 is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **April 23, 2023** (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 "Lewis County Fire District 6, 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

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