



LEWIS COUNTY FIRE DIST 5

WASHINGTON

FIRE CHIEF

\$117,000 - \$130,000

Plus Excellent Benefits

Apply by

April 13, 2025

(First Review. Open Until Filled)

PROTHMAN



THE COMMUNITY



Nestled in the lush, ever-green forests of southwestern Washington, the City of Napavine is a vibrant and welcoming community in Lewis County. Situated near the crest of a low east-west divide, approximately 450 feet above sea level, Napavine offers stunning views and a serene small-town atmosphere.

With a population of approximately 2,200 residents the city blends its rich history with modern amenities and an exceptional quality of life. Incorporated in 1913, Napavine's name is derived from the Indian word "Napavoon," meaning "small prairie." Today, Napavine serves as a bedroom community for the nearby Centralia, Chehalis, and Olympia areas, offering convenient access to regional hubs while retaining its close-knit, rural charm. Napavine is known for its welcoming atmosphere, strong sense of community, and vibrant local events. Annual celebrations like the Napavine Funtime Festival, the community Easter Egg Hunt, and the long-standing Christmas Parade bring residents together to create lasting memories. Recreational amenities include the Napavine Community Park, which features an amphitheater and a skate park, providing space for outdoor activities and community gatherings.



The Napavine School District, including Napavine High School, provides quality education and fosters a strong sense of pride through academic and extracurricular achievements. The city also boasts a rich natural environment, offering residents and visitors opportunities to explore the surrounding landscapes through hiking, fishing, and other outdoor activities. Whether enjoying the city's community spirit, engaging in recreational activities, or benefiting from its proximity to larger urban areas, Napavine offers an ideal setting for those seeking small-town charm, a supportive community, and a peaceful lifestyle.

THE DISTRICT

Chartered in 1955, Lewis County Fire District No. 5 serves over 74 square miles in and around the community of Napavine, Washington. The District is owned and operated by the citizens it serves and is governed by an elected Board of Commissioners, which provides oversight and strategic direction to meet the emergency response needs of the community. The District operates as an all-hazards response agency, providing Advanced Life Support (ALS) and Basic Life Support (BLS) transporting services, as well as structure fire, wildland fire, and other emergency responses.

The District responds to approximately 1,300 calls annually, including 1,258 incidents in 2024. The District's workforce includes 10 full-time employees, 1 halftime secretary (budgeted for full-time), and 10 dedicated volunteers. The District's annual budget is \$3,829,952, with the General Fund including \$2,442,380 from a fire levy and \$1,387,572 from an EMS levy, while the Capital Program is supported by a \$1,950,000 Station Improvement Grant.



Lewis County Fire District No. 5 maintains a modern and versatile fleet for a wide range of emergencies. The fleet includes engines, brush trucks, tenders, ALS ambulances, a command vehicle, and support trucks. Notable apparatus include:

- **Engines:** 2008 Rosenbauer (1st out), 2006 Rosenbauer (2nd out), 1996 Pierce (3rd out)
- **Ambulances:** 2022 Northstar ALS (1st out), 2019 Northstar ALS (2nd out), 2008 Northstar (3rd out)
- **Brush Trucks:** 2011 F550, 2002 F350
- **Tenders:** 2002 Fouts 3000-gallon tender
- **Command Vehicle:** 2023 Dodge Durango
- **Rescue Vehicle:** 1999 Central States 1000-gallon

The District also actively participates in wildland fire mobilizations across Washington, Oregon, and California, further demonstrating its commitment to regional emergency response and preparedness.



THE POSITION

Reporting directly to the Board of Commissioners, the Fire Chief oversees all aspects of the department, including personnel management, fire investigations and inspections, fire safety education, fire protection, fire suppression, emergency medical services, and administrative functions.

The Fire Chief serves as the executive head of the Fire Department, and is responsible for the department's efficient operations and service delivery. Key responsibilities include supervising and regulating department activities, ensuring compliance with relevant laws and regulations, and maintaining a strong working knowledge of RCWs to collaborate effectively with the Board in managing the department's budget.

The Fire Chief is expected to take command of major incidents at any time and must be prepared to respond promptly to emergencies. To meet this requirement, the successful candidate will be required to reside within 15 minutes of the district line within six (6) months of hire. This role demands a hands-on leader who can inspire, manage, and guide the department while upholding its commitment to community safety and service excellence.

OPPORTUNITIES & PRIORITIES

- LCFD5 enjoys strong community support for its services, demonstrated by the successful passage of both its EMS and Fire Levy in recent years. The new Chief will be expected to serve as a visible and engaged community leader to maintain and strengthen this support.
- A new apparatus bay for Station 51 is currently in the design phase and is expected to be completed by Fall 2025.
- An evaluation of the administrative workload is necessary, as the current administrative staff consists of a part-time Secretary and the Fire Chief, both managing significant responsibilities.
- LCFD5 provides paramedic-level care and EMS transport to residents and visitors within the District and surrounding areas, with billing managed by a third-party service.
- A comprehensive, community- and staff-driven strategic plan is needed to guide the District's future direction.

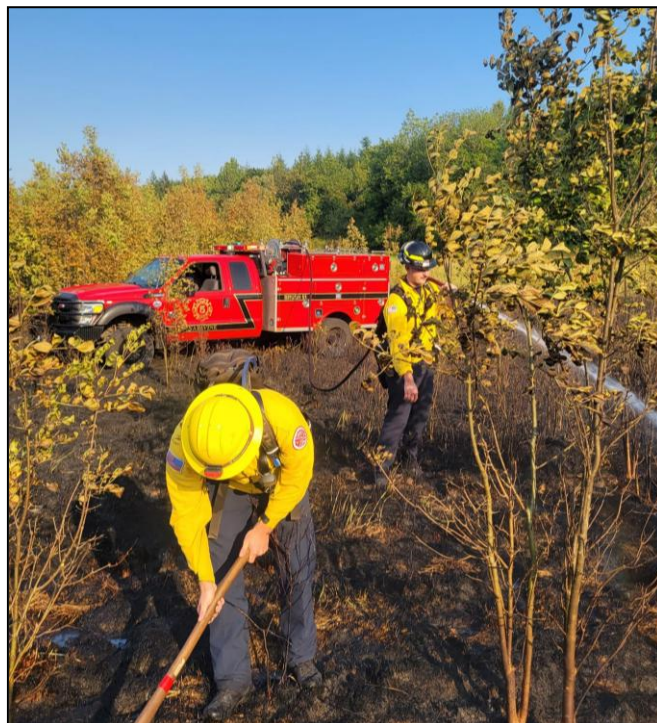


- The District is recognized as a leader in wildland firefighting and actively participates in State Mobilizations, including recent deployments to major fires in Los Angeles, CA.
- District Standard Operating Procedures will require updates to ensure alignment with current practices and regulations.
- A thorough evaluation of staff workloads should be conducted, with tasks reassigned as necessary to enhance operational efficiency and align roles with individual interests and expertise.
- The District has allocated resources to place a modular structure at Station 52, with preliminary discussions around staffing models and the introduction of a resident program to support career personnel.
- LCFD5 boasts a harmonious relationship among its firefighting personnel, fostering collaboration and camaraderie between volunteer and career members.



THE IDEAL CANDIDATE

Lewis County Fire Protection District 5 (LCFD5) is looking for a new fire chief that will be a present, engaged and visible leader in the organization and in the community. The ideal candidate for LCFD5 Fire Chief position will be a proven fire service leader, from a similar size or larger combination agency, be comfortable working with elected officials, organized labor, and ideally have experience or exposure working with or in combination agency.



The ideal incumbent will have worked their way up through the ranks and have broad administrative background/experience to effectively manage the many complexities of a combination fire department; operations, collective bargaining, volunteers, capital expenditures, financial/budget practices, fire prevention, fleet, grants, strategic planning, succession planning, human resources, training, EMS and transport, and suppression.

The ideal candidate places a high value on a respectful, welcoming and inclusive work environment that values all its members while demonstrating solid leadership skills with an appropriate level of humility. The new chief will be adaptable and demonstrate flexibility and support for members, while at the same time, delegating and supporting members while not micromanaging a problem solving process or routine work.

EDUCATION & EXPERIENCE

- An associate's degree with major coursework in Fire Science or a closely related field is required. A bachelor's degree in fire science or a related field is desirable.
- The ideal candidate will have ten (10) years of fire service experience, with five (5) years at the Captain or Chief Officer rank, including administrative duties, experience in wildland and fires in Urban Growth areas, and experience in formulating and maintaining a budget.
- Candidates must have EMT B certification (all levels) at the time of hire or within one year, IFSAC Fire Officer II, IFSAC Instructor I, and IFSAC Safety Officer Certification (or equivalent).
- Any combination of education, training, and experience may be substituted as long as it provides the desired skills, knowledge, and abilities necessary to perform the job.

COMPENSATION & BENEFITS

- **\$117,000 - \$130,000 DOQ**
- Generous Medical, Dental, and Vision Benefit Package.
- Employee cost sharing of premiums, depending upon plan choice.
- Washington State LEOFF Retirement.
- Deferred Compensation available.
- 13 annual Paid Holidays.
- Negotiable Vacation
- Negotiable Sick Leave
- 80 hours of sick leave, and 80 hours of Management Time Off fronted loaded.

**To learn more about the
Lewis County Fire District 5,
please visit:
www.lcfpd5.com**

Lewis County Fire District 5 is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **April 13, 2025** (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 5, CO – Fire Chief**" and click "**Apply Online**," or click [here](#). Resumes, cover letters, and supplemental questions can be uploaded once you have logged in.



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