



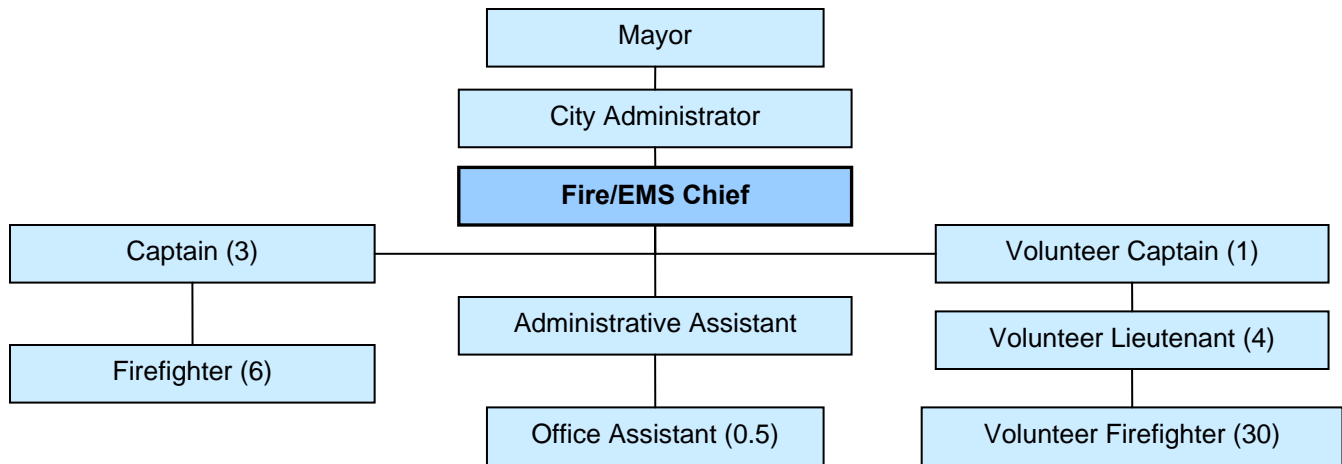
**The City of Enumclaw, Washington**  
*is seeking a talented fire service professional to serve  
as the City's next*

## **FIRE CHIEF**

**\$90,000 TO \$110,000**  
*plus excellent benefits*

apply by **May 31, 2009** *(open until filled)*

**PROTHMAN**



## WHY ENUMCLAW?

The City of Enumclaw is a stable, financially sound organization in a flourishing community in Western Washington. As the new Fire Chief, you would be supported by experienced city management, dedicated city council members, a strong executive leadership team, and department staff eager to work with a talented fire management professional.

## THE COMMUNITY

Enumclaw is a flourishing community located 25 miles southeast of Seattle, nestled against the Cascade Foothills with a beautiful view of Mount Rainier. This geographical position provides the community with a mild Northwest climate, access to major transportation and urban centers via three state routes, and proximity to recreational, social, and economic opportunities. With a current population of over 11,000, Enumclaw has retained its small town character while benefiting from the growth of the surrounding region.

Incorporated in 1913, the community takes its name from the northwest Indian word "Enumclaw" meaning "strong wind" or "thundering noise." Today, Enumclaw enjoys a lively economy supported by a growing job base and bolstered by a downtown revitalization program. Enumclaw residents take pride in its friendly neighborhoods, quality schools, courteous businesses, and community involvement. These qualities make Enumclaw a modern example of the small-town values and lifestyle romanticized throughout our American heritage.

The City encompasses an area of 3.5 square miles. Its beautiful homes with their well-kept yards contribute to the community being one of the most attractive in King County. The surrounding plateau, with a population of more than 40,000, is one of the largest thoroughbred horse breeding and boarding areas in the United States.

Enumclaw is a year-round recreation destination area. It is the "gateway" to Mt. Rainier National Park and you can reach Paradise near Mt. Rainier through beautiful Steven's Canyon during the summer. Crystal Mountain is a first class ski area with beautiful scenery to enjoy in both winter and summer. Trout fishing, mountain biking, camping, hiking, horseback riding, back packing, and boating are just a few of the many opportunities awaiting the outdoor enthusiast.

## THE CITY

Enumclaw utilizes the Mayor/Council form of government, with the part time Mayor serving as the Chief Executive Officer. Current Mayor, John Wise describes Enumclaw as a "full-service city" providing basic general governmental services, police, fire, parks and recreation, human services, library, municipal court, arts and utility operations, water, sewer, natural gas and solid waste, as well as operating a pool, golf course, cemetery, and the Enumclaw Exposition Center. Mayor Wise has held office since January 2006.

Reporting to the Mayor, the City Administrator manages the City's daily operation. Mark Bauer has been Enumclaw's City Administrator for the past nine years and has earned a reputation as a progressive and talented municipal manager,

bringing stability and solid leadership to the City. Reporting to the City Administrator are the department heads and senior staff including the Fire/EMS Chief, Human Resources Consultant, City Attorney, City Clerk, Community Services/Library Director, Community Development Director, Police Chief, Public Works Director, and Parks, Recreation & Cultural Services Director.

## THE FIRE DEPARTMENT

The Enumclaw Volunteer Fire Department was originally formed in 1903 to provide fire protection to the City of Enumclaw after a devastating fire that burned several buildings in the town. King County Fire District #28 was formed 1946 and in 1947 the fire district contracted for fire protection from the Enumclaw



Volunteer Fire Department. Today Enumclaw Fire provides fire and EMS services to a combined population of more than 21,000 over an area of about 50 square miles. The Department is projected to respond to approximately 1900 calls for service by year end 2008. The fire department maintains a fleet of vehicles including four fire pumpers, two water tenders, one Quint ladder truck, three EMS aid units, two rescue units, one wild land unit and other specialty units.

Operating out of three stations, Enumclaw Fire is a combination department consisting of nine career firefighters and approximately thirty volunteer firefighters, supplemented by two administrative staff.



The Department is responsible for fire suppression (structural), first response at the basic life support (BLS) level, vehicular extrication and rescue, hazardous materials response at the operations level, fire prevention code enforcement and public education. Advanced live support (ALS) response, evaluation, and transport is through the King County Medic One program.

## THE POSITION

Reporting to the City Administrator, The Fire Chief is one of the key members of the City's leadership team. The Chief is responsible for all fire and EMS services and for the development and implementation of goals and objectives for the department as well as management of the department's \$1,527,995 budget.

The Fire Chief will supervise all department personnel either directly or through delegated authority. He or She is responsible for recruiting, training, and retaining qualified volunteer, career fire and aid personnel. The Chief will negotiate with bargaining units and ensure that the department is adhering to contract requirements.

## CURRENT ISSUES

- **Fire Master Plan:** Work with and through the Fire Oversight Board, continue to identify by priority to implement Master Plan recommendations.
- **Financial Stability:** Develop and implement a plan/process (possibly a voter approved levy lid lift) to achieve long term financial stability.
- **Career and Volunteer Personnel:** Develop long term strategies to maintain a viable and vibrant combination department to include continued integration of career and volunteer projects and programs, recruitment and retention of volunteers.
- **Facilities & Equipment:** Develop and implement a long-range facility and apparatus/equipment methodology and a plan commensurate with the EFD/KCFD 28 Master Plan.
- **King County Fire District 44:** Continue to address and resolve the issue of 24/7 staffing for response to fire and medical aids in the dual response area and beyond, between District 44 and 28.
- **Comprehensive Strategic Plan:** Develop a plan that identifies critical initiatives, visions, goals and objectives that move the organization towards becoming better at what



they do. This document will become the guide that will assist the organization and membership in determining priorities, responsibilities, levels of participation, communicating the “big picture”, and it will provide the basis for future performance evaluation throughout the organization.

## THE IDEAL CANDIDATE

The ideal candidate will be a Fire Chief or Assistant Fire Chief from a comparable size combination fire department. This person will have the necessary leadership skills and abilities to provide this fire department with a solid sense of direction while maintaining vigilance on the evolving needs of the community.



The ideal candidate will possess strong leadership skills to guide career, volunteer, and administrative staff. The new Chief should

lead by example and set a high standard for all members of the department.

The ideal candidate will be genuinely interested in getting to know all staff within the organization on a personal level. Candidates will have a proven track record of delivering results, building accountability for staff and creating a positive working environment, characterized by teamwork and innovation. He/She will be a critical thinker and problem-solver who will be creative in offering alternative solutions.

## EXPERIENCE & EDUCATION

A bachelor's degree in public administration, fire science or a related field is preferred; a master's degree is desired. Experience can substitute for education.

The ideal candidate will possess a minimum of seven to ten years of experience in a comparable or larger agency with extensive experience in a senior management role, such as fire chief, deputy fire chief, operations chief or battalion chief. Competitive candidates will also have an ongoing record of training and professional development.

## COMPENSATION

All Department heads serve as “at will employees” and the City does not use employment contracts.

- **\$90,000 to \$110,000** DOQ
- Two medical plans offered: Regence Plan B or Group Health – Employee premium paid 100%; Spouse & dependents paid at 90%
- WDS Dental Plan with Orthodontia - \$1000 lifetime benefit per member; Employee premium paid at 100%
- VSP Vision Plan – Employee premium paid at 100%
- WA State LEOFF Retirement
- ICMA Deferred Compensation Plan - \$50 Employer contribution for the first \$100 Employee contribution per month
- 10 paid holidays per year + 1 floating holiday
- Sick leave
- Vacation



For more information please visit:  
[www.ci.enumclaw.wa.us](http://www.ci.enumclaw.wa.us)

The City of Enumclaw is an equal opportunity employer. All qualified candidates are strongly encouraged to apply by **May 31, 2009** (first review, open until filled). To apply, please send a letter of interest, resume, completed application and answers to the supplemental questions to Prothman via email at [humanresources@prothman.com](mailto:humanresources@prothman.com), fax to 206-368-0060, or mail to the address below. The application form and the supplemental questions can be found at [www.prothman.com](http://www.prothman.com).



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