



# VASHON ISLAND FIRE & RESCUE

V A S H O N I S L A N D , W A

## ASSISTANT FIRE CHIEF OPERATIONS

**\$88,000 to \$108,000**  
*plus excellent benefits*

*apply by*

**MAY 24, 2009**

*(first review, open until filled)*

***P*ROTHMAN**



## WHY APPLY?

This is a great opportunity for a fire professional to make a difference in a community that has a strong historical connection with the fire department. If you are interested in taking the Fire District's development as a combination department to the next level, this is the right position for you!

## THE REGION

Vashon-Maury Island is a patchwork of pastoral and natural settings. Miles of lightly traveled, pine



edged country roads make bicycling and walking popular activities among residents and visitors alike. Whether you are petting an

alpaca, slowing for deer crossing the road or watching eagles soar, Vashon is a wonderful place to be.

The island is approximately 13 miles long by 8 miles at the widest point, and covers 37 square miles. A great deal of the island is 5 and 10 acre parcels which maintain the rural feel of the island. In the summer you can visit one of the many farms, rent a kayak, or explore Vashon's beaches. Visiting the historic Point Robinson Lighthouse for a beach walk will afford you with views of Mt. Rainier and Seattle. Lisabeula Beach on the west side is ideal for watching the sunset over the water. KVI Beach is great for a picnic, a walk with a friend or a nap in the sun.

The community exhibits strong support for its excellent public schools, which are consistently ranked among the state's best. Vashon and Maury Island has its



own park district, which administers a number of waterfront and inland parks, which afford a variety of activities ranging from hiking to beachcombing to equestrian trails.

The only way on and off the island is a beautiful ferry boat ride, with views of other islands, as well as the Cascade and Olympic Mountains. The "auto/passenger" ferry boat loads from Fauntleroy Ferry dock in West Seattle and takes just 15

minutes. It's a 15 minute ferry ride from the Point Defiance Ferry dock in Tacoma, and 10 minutes from the Southworth dock in Kitsap. A 35 minute crossing by "passenger only" ferry from downtown Seattle is also available Monday through Friday.

Vashon Island offers its own farmers market on Saturdays from May through mid October in the heart of the town. Plenty of shopping opportunities are available in unique stores year round. Vashon Allied Arts, celebrating their 40th anniversary this year, presents an art showing each month featuring a variety of accomplished local artists. Vashon Allied Arts and Drama Dock both mount local and Broadway theater productions. Local venues offer a wide range of musical performances.

## THE FIRE DISTRICT

Vashon Island Fire & Rescue is in its 67<sup>th</sup> year of providing emergency services.



The District was formally organized in 1942. Prior to that, Vashon-Maury Island residents relied on volunteers dedicated to providing fire protection with a small amount of used equipment and a lot of ingenuity.

As with many departments, the number of active volunteers has declined in the last 10 years. As a result, in 2001, the District made the decision to hire eight career firefighters to support the efforts of the volunteers. Due to the District's long history of operating as a volunteer department, this change has presented challenges revolving around volunteer and career staff not having clearly defined roles within the department.

To help resolve these challenges, the Commissioners recently went on a retreat with the goal of establishing a common vision for the District. The Commissioners successfully concluded that Vashon Island Fire & Rescue needs to be a strong "combination" fire department where there is mutual support by both the career and volunteer staff. Unlike other departments, Vashon Island Fire & Rescue is on an island with little or no opportunity for timely mutual aid from neighboring departments. As a result, the District is on its own for all major incidents. The Commissioners clearly recognize

that the District must have a very strong contingent of active volunteers from both on-island and off-island volunteers, in addition to a talented career staff.

In the summer of 2008, after a nationwide recruitment conducted by Prothman, Hank Lipe was selected as Vashon Island Fire & Rescue's Fire Chief. Chief Lipe brings a reputation as a solid, progressive and talented chief, having successfully served three communities as fire chief previously. Chief Lipe brings over 18 years of experience as fire chief to Vashon Fire and Rescue.



The current staff of the Vashon Island Fire & Rescue District includes the Chief, an Assistant Chief, and a Battalion Chief of Training and Safety. There are eight career firefighters/EMTs, and King County Medic One provides funding for an additional eight paramedics/firefighters. Presently there are 60 volunteers and Officers. Office staff includes, the District Secretary, two Administrative Clerks, one Maintenance Supervisor, and one Facilities Manager. The career responders operate on a four platoon rotation.

**Vashon Island Fire & Rescue statistics:**

- **Coverage Area** – Approximately 37 square miles
- **Coverage Area Population** – Approximately 11,000 residents (additional in summer time)
- **Equipment** – 5 fire stations, 4 tenders, 4 aid units, 6 pumper units, 1 ladder truck and various other command vehicles
- **Year 2008 Call Volume** – 1,436 incident responses
- **Fire Stations**
  - #55 Vashon (main station in town)
  - #56 Burton (5 miles south of town)
  - #57 Tahlequah (south end of island)
  - #58 Dockton (on Maury Island)
  - #59 Vashon Heights (about 1 mi. from north end ferry dock)
- **2008 Budget** – \$4,039,370
- **Assessed Value** – \$2,163,495,004

**THE POSITION**

Reporting to the Fire Chief, the Assistant Fire Chief is responsible for the day-to-day operations of Emergency Response for the Fire District, including oversight, resources, and scheduling of firefighters, EMTs and paramedics, both career and volunteer for the District.

Essential Duties include:

- Manages the functions and activities of fire suppression and emergency operations, including supervising, scheduling, disciplining, evaluating and supporting the first responders of the District within federal, state and local guidelines, policies, laws and regulations under the direction of the Fire Chief and Board of Fire Commissioners.
- Actively responds to fires and emergency scenes as required; assumes control as the Incident Commander when warranted; ensures subordinates take proper safety and precautionary measures to prevent injury to occupants, bystanders and personnel; investigates the cause and origin of fires; investigates injury accidents for both paid and volunteer personnel; and utilizes knowledge of best-practices in firefighting strategies.
- Shall respond and arrive when necessary, including nights and weekends, to incidents in the District within 20 minutes.
- As a member of the management team, actively participates in developing and implementing organizational-wide policies and guidelines, working collaboratively with District fire officers.



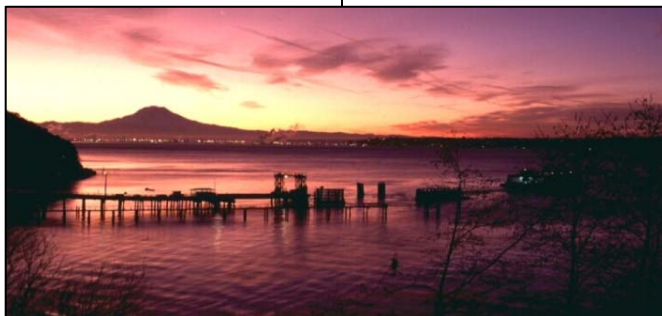
**ISSUES FACING**

**THE NEW ASSISTANT FIRE CHIEF**

- **Building a strong “Combination” Fire Department.** The Commissioners have established a vision for the Fire District as a strong “Combination” department. The Commissioners recognize that the Island cannot afford an all career department and existing career staff cannot manage the current call volume without help of a solid volunteer staff. The new Assistant Fire Chief

will support the Fire Chief's goal of setting clear, definable roles for both career and volunteer firefighters to establish mutual support and respect.

- **Establishment of Mid-Level Leadership.** Presently, a fully staffed duty crew consists of two career firefighter/EMTs and two Medic/firefighters. There are no career lieutenants or captains. The Commissioners recognize the need for midlevel management and research of various options for their consideration needs to be done.



- **Revamp Volunteer program.** Volunteer firefighters and EMTs are a critical component to the Vashon Island Fire & Rescue. The new Assistant Fire Chief will be involved in helping the Fire Chief to re-energize the volunteer program by putting an emphasis on recruiting on-island volunteers.

The ideal candidate will be someone who has experience working with unions and will continue to foster the relationship between these two groups.

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

Vashon Island is a close-knit community that takes pride in their fire department. The ideal candidate will foster positive public relations by maintaining a strong working relationship with the community. This includes participation in professional, civic, and service groups as a representative of the District.

## THE IDEAL CANDIDATE

The ideal candidate will be a Fire Chief, Deputy Fire Chief, Assistant Fire Chief, Battalion Chief or Captain from a comparable size combination fire department. This person will have the requisite leadership skills and abilities to assist the Fire Chief in providing the department with a solid sense of direction while maintaining vigilance on the needs of the community.

The Fire Chief is seeking a candidate who is an established senior fire professional with outstanding leadership and management skills and an excellent understanding of combination fire departments. The ideal candidate will have excellent written and oral communication skills which will be used to clearly communicate the policies and procedures



established by the Fire Chief to department staff and citizens in a clear and concise manner.

## EDUCATION & EXPERIENCE

- A bachelor's degree in Fire Command and Administration, Public Administration, or a related field
- Seven (7) years of progressively responsible experience in fire and emergency medical services at a rank of Captain or higher
- Or an equivalent combination of education and experience
- Completion of, or enrollment in, the National Fire Academy Executive Fire Officer (EFO) Program is desirable
- Certifications: Washington State Firefighter I, II; current state Emergency Medical Technician; Emergency Vehicle Incident Prevention

## COMPENSATION

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- **\$88,000 to \$108,000**
- Medical
- Dental
- Vision
- Life Insurance
- Long Term Disability
- Ten holidays, two personal days
- Vacation
- Sick Leave
- 457 Deferred Compensation (no match by VIFR)
- LEOFF II Retirement



*For more information about  
Vashon Island Fire & Rescue,  
please visit:*

<http://www.vifr.org/>

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*Vashon Island Fire & Rescue is an equal opportunity employer. All qualified candidates are strongly encouraged to apply by **May 24, 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) 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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