



# VASHON FIRE

VASHON ISLAND FIRE & RESCUE

Washington

**FIRE CHIEF**

**\$213,724 - \$230,822**

*Plus Excellent Benefits*

*Apply by*  
**June 8, 2025**  
*(First Review)*

**PROTHMAN**



## WHY APPLY



Located just a 20-minute ferry ride from West Seattle, Vashon and Maury Islands consist of two connected beautiful rural Islands with a small unincorporated town in the Puget Sound. Miles of lightly traveled, pine-edged country roads make bicycling, walking, and jogging popular activities for 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. With a significant role in the community, this is an excellent and exciting opportunity for a progressive and innovative fire service professional to lead Vashon Fire into the future by bringing their knowledge, skill, and talent to raise the District to its next levels of excellence.

## THE COMMUNITY

Vashon Island is a patchwork of pastoral and natural settings. The Island is approximately 13 miles long by 8 miles at the widest point and covers 37 square miles with 52 miles of shoreline. A great deal of the Island is 5- and 10-acre parcels that maintain the rural feel. In the summer you can visit one of the many farms, rent a kayak, take sailing lessons, or explore Vashon's beaches. Visiting the historic Point Robinson Lighthouse for a beach walk gives residents and visitors extraordinary views of Mt. Rainier and Seattle. Lisabeula Beach on the west side is ideal for watching the sunset over the water, observing whales, osprey, or eagles, and KVI Beach is perfect for a picnic or a daytime nap. Complimenting a large network of County parks, Vashon and Maury Islands have their own parks district that administers a number of waterfront and inland parks, providing a variety of activities ranging from hiking to beachcombing to horseback riding. The only way on and off the Island is by a beautiful ferry boat ride with views of other islands as well as the Cascade and Olympic Mountains. The auto/passenger ferries load from the Fauntleroy ferry dock in West Seattle and from the Point Defiance ferry dock in Tacoma, each taking just 15 to 20 minutes to get to Vashon Island along with the Southworth dock in Kitsap County that takes 10 minutes. A 35-minute crossing by a passenger-only ferry from downtown Seattle is also available Monday through Friday.



The community is part of unincorporated King County. A small-town center provides all the immediate needs for residents including grocery stores, banks and credit unions, a Post Office, pharmacy, an excellent movie theater, two hardware stores, and several outstanding restaurants. Vashon and Maury Islands offer their own farmer's market on Saturdays from April through mid-October in the heart of the town and plenty of shopping opportunities at unique stores and galleries year-round. Known for its large and diverse art communities, such talents are important to the island and range from folk art to an operatic company that regularly puts on productions. As an island, waterborne activities are also a major part of the island's identity.

The Vashon community consists of working and retired professionals and families from the Seattle area and around the country. The close access to the SeaTac International Airport, multiple colleges, and universities means a higher degree of education and a higher income average. The Island enjoys low crime, and many retirees are actively engaged in social causes, such as quality low-income housing and feeding the hungry; protection of water, soil, and retaining green areas; engaging youth and others in fighting substance abuse and supporting access to mental health resources. The community exhibits strong support for its public schools that are consistently ranked among the state's best. The state-of-the-art high school has an approximate 97% graduation rate, with 95% of students going on to higher education.



## THE DISTRICT

Established in 1942, Vashon Island Fire & Rescue (VIFR) provides first-tier emergency response to incidents involving fire, emergency medical services, motor vehicle and boating accidents, hazardous materials and rescue, and fulfills other requests for service as well.

Governed by a five-member Board of Fire Commissioners, VIFR operates on a 2025 budget of \$12.8 million and employees 24 Full-Time Firefighters, with an additional 14 volunteer responders and 1 volunteer Chaplain. The Administrative staff includes the Fire Chief, Deputy Chief of Operations, a full-time Finance/HR Director, a full-time Administrative Assistant, and a full-time Program Manager/District Secretary. The district also employs a full-time mechanic and a part-time facilities manager. VIFR also has a Mobile Integrated Health program, which is overseen by the Program Manager/District Secretary. The program has three part-time nurses, a part-time social worker, and is currently in the process of hiring a Physician Assistant.

VIFR staffs two full-time stations, with another station that provides access to apparatus for volunteers responding from home and/or other portions of the island. Together the stations house four aid cars, three first due engines, a reserve engine, four tenders, a support truck, a small Zodiak boat, an ATV/Gator, and other vehicles.



The District also has a training center and a comprehensive vehicle and facilities maintenance shop. The District protects nearly 12,000 people and responds to roughly 1,900 calls annually, where 75% are EMS-based incidents with the remaining 25% being fire and non-fire-based incidents. Patient transportation via ferry to local hospitals have created a significant impact on the District, with transport times often ranging from 2 1/2 to 3 hours.

VIFR's ALS responses and needs are addressed by two King County Medic One paramedics provided by King County. Given the nature of mutual aid to the Island, the challenge of dealing with off-Island transports of critical patients and maintaining the capacity to respond to a subsequent ALS by both organizations is ever-pressing.

## THE POSITION

Reporting directly to the Board of Fire Commissioners, the Fire Chief is the Chief Executive Officer for Vashon Island Fire & Rescue. This position is responsible for planning, organizing and managing Fire District operations and administration, and supervising all District personnel either directly or through delegation. The Fire Chief is ultimately responsible for the efficient performance of all District personnel.

The Fire Chief also coordinates the services and operations of the District, including disaster preparation. With the Board of Commissioners, the Fire Chief's work is to remain consistent with the goals, objectives, timelines and budgets set jointly with the Board.

To view the position's full job description, please view the attachment found [here](#).

## OPPORTUNITIES & PRIORITIES

- As part of the Seattle-King County Emergency Medical Services response system, the 2026-2031 Medic 1/EMS Levy is up for renewal in November 2025. The EMS Levy provides essential funding for basic life support response and for the department's Mobile Integrated Health program.
- In the last couple years, the agency has made significant advancements in its programs and investments in the health and safety of its personnel. The incoming Fire Chief will need to continue to be an advocate for firefighter safety, and maintain a strong focus on firefighter and EMS responder mental health. VIFR has an AFG grant/partnership with Mountain View Fire and Rescue, and O2X Human Performance that provides vital training for the members to sustain a long and healthy career.
- A priority for the Fire Chief will be to support a proactive approach to recruiting and retaining both career and volunteer personnel. The current volunteer program is actively seeking new members to augment full-time staffing for major emergencies, with mutual aid involving prolonged response times via the ferry system.
- Capital planning has been robust over the past few years. Station 56 was recently opened, while Headquarters Station 55 is currently undergoing renovations that are expected to be completed by July 2025. Though Station 56 is operating under a temporary certificate of occupancy, a long-term solution is needed to address the fire station siting. The agency has also made significant investments in its fleet, resulting in the near-complete replacement of its first-line apparatus.
- The current labor agreement for the District does not expire until December 31, 2026.



- VIFR has a robust emergency preparedness program composed of community volunteers during major storms and events, such as earthquakes and landslides. VashonBePrepared and CERT staff the department EOC when activated to assist in supporting requests for resources, or help citizens that may need help.
- The District's training program has made significant strides in recent years, and is on a positive trajectory, having been enhanced by its membership with the Zone 3 training consortium.
- The operational levy was recently approved and in its second year. The levy was approved by voters to staff a second fire station. A SAFER grant was obtained to support two firefighters and expires in 2027 as part of the Station 56 staffing model.

## EDUCATION & EXPERIENCE

A bachelor's degree from an accredited college or university, preferably in Fire Command and Administration, Public Administration, Business Administration, Organizational Management or a related field, and ten (10) years of progressively responsible administrative experience is required. Candidates must also have certifications to include Blue Card Incident Commander certification; Washington State Basic Firefighter (*preferred*; IFSAC Firefighter I and II); current state Emergency Medical Technician; and Emergency Vehicle Incident Prevention.

The ideal candidate will have experience in fire and emergency medical services at a rank of Captain or higher, or an equivalent combination of education and experience, and have completed, or be currently enrolled in the National Fire Academy Executive Fire Officer (EFO) Program.

Candidates must possess a valid Washington State driver's license, or be able to obtain one within 30 days, pass a criminal history background check, and pass a psychological evaluation.



## THE IDEAL CANDIDATE

Vashon Island Fire & Rescue 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 will be a proven fire service leader, from a similar size or larger agency, be comfortable working with elected officials, organized labor, and will have experience working with or in a combination agency. Vashon Island is a small community in King County where, “everybody knows everybody.” The new Chief will work to enhance an already strong relationship between the community and the District when developing a vision for the future.

The ideal incumbent will have worked their way up through the ranks (most recently in a Chief Officer capacity) and have a broad administrative background to effectively manage the many complexities of a combination fire department. Experience with labor relations to include collective bargaining, volunteers, capital expenditures, financial/budget practices, fire prevention, fleet, grants, strategic planning, succession planning, human resources, training, EMS and transport, and wildland/ structure suppression is highly preferred.

The ideal candidate will place 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.



## COMPENSATION & BENEFITS

- **\$213,724 - \$230,822 DOQ**
- Medical, Dental, and Vision
- Short- and Long-Term Disability
- Group Life Insurance
- Employment Assistance Program
- Eleven holidays, two personal days
- Sick Leave, Vacation and Executive Leave
- 457 Deferred Compensation
- LEOFF II Retirement
- HRA/VEBA

**For more information on the community of Vashon Island, and Vashon Island Fire & Rescue, please visit:**

**[www.thisisvashon.com](http://www.thisisvashon.com)**

**[www.vifr.org](http://www.vifr.org)**

**VASHON  
FIRE**  
VASHON ISLAND FIRE & RESCUE

Vashon Island Fire & Rescue is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **June 8, 2025** (first review). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to **[www.prothman.com](http://www.prothman.com)** and click on **"Open Recruitments"**, select **"Vashon Island Fire and Rescue, WA –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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**[www.prothman.com](http://www.prothman.com)**

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