



MCCALL FIRE PROTECTION DISTRICT

IDAHO

DEPUTY FIRE CHIEF

\$125,000 - \$140,000

Plus Excellent Benefits

Apply by
September 21, 2025
(First Review, Open Until Filled.)

PROTHMAN



THE COMMUNITY



Nestled on the shores of Payette Lake and surrounded by over 2 million acres of public land in the Payette National Forest, McCall is a true four-season mountain town that offers unparalleled access to outdoor

adventure, natural beauty, and a high quality of life. The town sits at 5,000 feet above sea level, providing a scenic backdrop of alpine lakes, granite peaks, dense forests, and abundant wildlife.

Summer months are defined by world-class boating, paddleboarding, fishing, mountain biking, and hiking on hundreds of miles of nearby trails. McCall is also a gateway to some of the best whitewater in the country, with quick access to the North Fork of the Payette River, Payette River main stem, and the famed Salmon River corridor which are popular destinations for rafting, kayaking, and swiftwater training. Winters transform McCall into a snow-covered destination with an average of over 130 inches of snowfall annually in town, and significantly more at higher elevations. The town is home to Brundage Mountain Resort, known for its deep powder and uncrowded slopes, as well as extensive snowmobile routes, Nordic trails, and backcountry terrain. This substantial snowpack creates a one-of-a-kind setting not only for recreation, but also for fire and EMS operations that demand adaptability, regional knowledge, and proficiency in winter conditions.

McCall's remote geography and its location amid vast public lands mean that emergency responders often operate in rugged, backcountry environments. Search and rescue, remote access medical calls, wildfire response, and inter-agency cooperation with federal land managers are all common elements of the job. The region is an ideal environment for an experienced, motivated fire and EMS professional who thrives on responding to a challenge, diversity of calls, and close collaboration with the community and regional partners.

Whether you are drawn to the outdoors, the lifestyle, or the professional impact, McCall offers a rare combination of natural beauty, operational complexity, and strong community values making it not just a place to work, but a place to call home.

THE DISTRICT

The McCall Fire Protection District provides fire, rescue, and ALS emergency medical services across the City of McCall and surrounding areas, including fire suppression, specialty rescue, hazardous materials response, wildfire operations, and advanced life support (ALS) ambulance transport. The district responds to approximately 1,000 calls for service annually, with roughly 60% of calls related to EMS and medical transport, and 40% fire-related, including structure fires, hazmat, wildland fire, and technical rescue incidents.

Operating with an annual budget of approximately \$4.3 million, the District is overseen by a three-member Board of Commissioners elected to staggered four-year terms. Career staff currently includes 16 full-time personnel, with four responders on duty per shift. Thanks to increased funding and long-range planning, the district will have budget capacity in 2026 to expand to five personnel per shift, bringing the career staff total to 19. In addition to its full-time team, McCall Fire Protection District is supported by 20 part-time, cross-trained fire and EMS professionals, enhancing operational flexibility and depth across all service areas.





In 2024, voters overwhelmingly approved a permanent levy increase for the Valley County EMS District, passing with an unprecedented 75% approval in McCall. This funding will directly support staff expansion, capital replacement, and long-term service sustainability. McCall Fire and EMS also enjoys outstanding relationships with surrounding fire and EMS agencies, the McCall Police Department, the Valley County Sheriff's Office, the Payette National Forest, Southern Idaho Timber, the City of McCall, Valley County, and other local agencies.

The McCall Fire Protection District is well-equipped with a modern and diverse fleet designed to meet the needs of a geographically complex and seasonally dynamic response area. The district maintains a balance of urban, rural, and wilderness-capable apparatus, ensuring readiness for everything from structure fires and EMS transports to wildland incidents and backcountry rescues. This range of apparatus enables McCall Fire Protection District to respond quickly and effectively across a wide variety of scenarios, whether in downtown McCall, deep forest areas, or snow-covered mountain terrain.



THE POSITION

Reporting directly to the Fire Chief, the Deputy Fire Chief oversees and manages the Operations Division of the Fire District. This role includes direct supervision of assigned shifts, divisions, and associated personnel. When designated, the Deputy Fire Chief assumes the responsibilities of the Fire Chief in their absence. The position also involves fostering cooperative working relationships with citizen groups, partner agencies, and other stakeholders on fire and EMS matters.

This is a full-time, exempt, executive-level position supported by a three-year employment agreement, designed to ensure stability, leadership continuity, and long-range organizational planning.

For a full job description, please view the attachment found [here](#).

OPPORTUNITIES & CHALLENGES

1. McCall Fire is in the early stages of exploring a potential consolidation with Donnelly Fire and Cascade Fire. While discussions have been initiated, the process remains in the preliminary phase.
2. Voter approval of a recent EMS levy has bolstered funding for the district, enabling plans to hire three additional firefighters to enhance staffing levels and improve emergency response capabilities.
3. The agency responds to a broad spectrum of emergencies, including fire suppression, advanced life support (ALS) medical transport, wildland-urban interface (WUI) incidents, swift water rescues, backcountry and alpine rescues, cold water emergencies, and winter rescues utilizing snowmobiles.
4. The department currently operates out of a single facility. Renovations are needed to accommodate a diverse and growing workforce, as well as to support future operational expansion.
5. Labor-management relations are strong, characterized by open communication, mutual respect, and active listening. The organization places a high priority on the physical and mental well-being of its members.
6. As with many fire service agencies nationwide, the district continues to face challenges in recruiting and retaining both volunteer and career firefighters. A forward-thinking, innovative approach to recruitment and retention is highly encouraged.

THE IDEAL CANDIDATE

The McCall Fire Department is seeking a candidate with the leadership capacity and career ambition to step into the Fire Chief role in the coming years. The ideal candidate will demonstrate a strong operational background, having come up through the ranks. This individual will lead by example, support the line, and respond to calls when needed. The ideal candidate will have a strategic mindset, sound business and political acumen, and a commitment to professional development, both for themselves and for department personnel.

The ideal candidate will approach change with patience and thoughtfulness, taking time to understand McCall Fire's culture before implementing internal shifts. This person will be transparent and communicative, offering regular updates, explaining decisions, and fostering a culture of no surprises. Open, honest communication, respectful feedback, and strong collaboration with staff, labor representatives, and the Fire Chief are essential.

The successful candidate will be fiscally responsible, understand ambulance billing, and seek ways to enhance revenue. The ideal candidate will value labor relations and work within the CBA while proactively engaging with the union to build trust and resolve issues early. A familiarity with consolidation processes is a plus. Above all, the next Deputy Chief will bring integrity, accountability, a sense of humor, and a commitment to excellence in service to the McCall community.



EDUCATION & EXPERIENCE

- Graduation from an accredited college or university with a bachelor's degree in Fire Administration, Fire Science, Public Administration, or a closely related field, plus five (5) years of experience in the fire service at a company officer level or higher is preferred.
- Other combinations of education and experience which provide the required knowledge, skills and abilities necessary to perform the job may be substituted at the discretion of the Fire Chief.
- Must have the ability to function in a command or general staff position within the ICS structure, and must reside or relocate within the District or other location approved by the Board of Fire Commissioners and Fire Chief.
- Must pass the District's physical and medical requirements and maintain active annual participation in the District's annual physical program in accordance with NFPA 1582.
- Must possess, or be able to obtain by time of hire, a valid Idaho Class D driver's license.
- Must possess or be able to obtain and maintain a State of Idaho Emergency Medical Technician 2011 or higher and annual CPR certification within one year of hire. Paramedic preferred.
- Must be able to possess and maintain Blue Card Certification within one (1) year of hire.



COMPENSATION & BENEFITS

- **\$125,000 - \$140,000 DOQ**
- **PERSI Retirement (Public Employee Retirement System of Idaho):** Defined benefit pension plan with vesting after 5 years.
- **Post Employment Health Plan (PEHP):** Tax-free health reimbursement account for post-retirement medical expenses.
- **Comprehensive Insurance Coverage through Ill-A:** Medical, dental, vision, and EAP services, including dependent coverage.
- **Annual NFPA 1582 Physicals:** Full occupational health screening at no cost to the employee.
- **Leave Accruals:** Up to 16 hours of vacation leave per month, 10 hours of sick leave per month, and additional leave opportunities for training and holidays.
- **Flexible 4/10 Command Schedule:** Adjusted hours to support after-hours command response and work-life balance.
- **Take-Home Duty Vehicle:** Fully equipped for incident response and official use.
- **Tuition Reimbursement:** Support for higher education and job-related coursework.
- **Professional Development Support:** Funding and encouragement for conferences, certifications, leadership training, and command-level development.



MCCALL FIRE PROTECTION DISTRICT

To learn more about the
McCall Fire Protection District,
please visit:

www.mccallfire.com

The McCall Fire Protection District is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **September 21, 2025** (first review, open until filled). Applications, resumes, cover letters, and supplemental questions will only be accepted electronically. To **apply online**, go to **www.prothman.com** and click on "Open Recruitments", select "McCall Fire Protection District, ID – Deputy 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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