



LEWIS COUNTY FIRE DIST 5

Washington

FIRE CHIEF

\$200,000 - \$225,000

Plus Excellent Benefits

Apply by

October 4, 2026

(First Review, Open Until Filled)

PROTHMAN



THE COMMUNITY



Located in southwestern Washington along the Interstate 5 corridor between Seattle and Portland, Lewis County offers a combination of welcoming communities, rural character, and exceptional access to the outdoors. The region is surrounded by forests, rivers, mountains, and open landscapes, with Mount Rainier, Mount St. Helens, Mount Adams, and the Cascade Range all within easy reach.

Lewis County Fire Districts 5 and 6 serve neighboring communities in the central portion of the county. District 5 serves the Napavine area, a growing community known for its small-town atmosphere, strong community identity, and convenient access to Centralia, Chehalis, and Olympia. District 6 surrounds the City of Chehalis and serves the Adna area and surrounding rural communities.

Outdoor recreation is an important part of life in Lewis County, with opportunities for hiking, fishing, cycling, rafting, camping, skiing, and other activities throughout the region. Residents also enjoy convenient access to schools, community events, healthcare, shopping, and services in the Centralia-Chehalis area while remaining within reach of larger metropolitan areas to the north and south.



THE DISTRICTS

Lewis County Fire Districts 5 and 6 are neighboring combination fire districts providing fire suppression, emergency medical services, and all-hazards emergency response to their respective communities. Together, the districts encompass more than 219 square miles and respond to approximately 2,300 incidents annually.

Lewis County Fire District 5 serves more than 74 square miles in and around the city of Napavine. The District provides Advanced Life Support and Basic Life Support transport services, structure and wildland fire response, and other emergency services.

District 5 responds to approximately 1,300 calls annually and has 10 full-time employees, administrative support, and approximately 10 volunteers. The District has also developed a strong reputation for wildland response and participates in state mobilizations throughout the western United States.

District 5 maintains a diverse fleet of engines, ambulances, brush trucks, tenders, command, rescue, and support vehicles. Recent capital investments include completion of the Station 51 bay annex, continued improvements at Station 52, and a new Type 1 engine currently on order.

Lewis County Fire District 6 is a progressive combination fire district serving approximately 8,100 residents across 145 square miles surrounding Chehalis and Adna. The District operates four stations and provides fire and Advanced Life Support services. District 6 has 15 FTEs and responds to approximately 1,000 calls annually. Station 62 is currently staffed approximately 80% of the year, reflecting the District's continuing efforts to expand service capacity as community needs grow.

District 6 is currently developing its 2027 budget, evaluating the purchase of a new Type 1 engine, and planning for future facility needs. The District has acquired property adjacent to one of its stations to provide additional options for future infrastructure and facility development.

The districts are already collaborating in areas of mutual benefit, including development of a shared Connex training tower.



A NEW SHARED LEADERSHIP MODEL

Lewis County Fire Districts 5 and 6 are entering an important new chapter in their relationship. Through an Interlocal Agreement (ILA), one Fire Chief will provide executive leadership to both organizations, with Lewis County Fire District 6 serving as the lead agency.

Each district will continue to operate as a separate governmental entity with its own Board of Commissioners, employees, budget, and organizational responsibilities. The shared leadership model is intended to strengthen coordination and collaboration while creating a foundation from which the districts may explore becoming a single agency in the future.

The incoming Chief will play an important role in shaping this relationship while respecting the history, identity, employees, and communities of both districts.



THE POSITION

The Fire Chief serves as the executive fire service leader for Lewis County Fire Districts 5 and 6 and is responsible for the effective management, administration, and delivery of services within both organizations. Working with both Boards of Commissioners, the Chief will provide strategic and operational leadership across the two districts and help establish effective communication, coordination, and accountability under the new Interlocal Agreement.



The Chief oversees fire and emergency medical operations, personnel management, labor relations, training, budgeting and financial management, capital planning, fleet and facilities, fire prevention, policies and procedures, and other administrative functions. The position also provides leadership, supervision, mentorship, and professional development to members throughout both organizations.

The Fire Chief must be able to evaluate organizational and community needs, establish priorities, and make sound decisions as service demands, resources, and organizational expectations evolve. Strong working relationships with both Boards, Local 451, neighboring agencies, community partners, and the residents served by each district will be essential.

OPPORTUNITIES & CHALLENGES

Establish the Shared Leadership Model: One of the Chief's first priorities will be helping finalize and implement the Interlocal Agreement governing shared fire chief services. The Chief will provide input prior to final approval and work with both Boards to establish clear roles, communication practices, decision-making processes, and accountability under the new structure.

Assess the Organizations & Build Alignment: The Chief will conduct a comprehensive assessment of both districts and report findings and recommendations to the respective Boards. This work will help identify organizational strengths, service and staffing needs, opportunities for greater efficiency, and areas where policies, procedures, and operational practices can be better aligned.

Lead, Develop & Support the Workforce: Providing visible and consistent leadership across both organizations will be critical. The Chief will establish clear expectations, provide effective supervision and mentorship, strengthen teamwork, and develop future leaders while supporting the contributions of both career and volunteer members.

Strengthening the Labor Partnership: Firefighters in both districts are represented by Local 451. The Chief will approach labor relations collaboratively, communicate openly and transparently, listen to employee concerns, and maintain productive relationships with union leadership and members. District 6 has a collective bargaining agreement in place through December 31, 2027. District 5 is currently negotiating a successor agreement and awaiting updated property values from Lewis County as part of its financial planning.



Guide the Districts' Long-Term Future: The shared Chief model creates an opportunity for greater cooperation between the districts and may eventually lead to a single agency. The Chief will help both Boards evaluate that future thoughtfully, identify opportunities and challenges, and build the organizational relationships necessary to support further integration if pursued. The districts have also reached an agreement related to annexation affecting their service areas and operations. The Chief will help navigate its implementation and evaluate the longer-term operational and financial impacts. The Annexation Agreement can be viewed [here](#).

Plan for Sustainable Service Delivery: Both districts are evaluating how staffing, revenues, facilities, apparatus, and other resources will need to evolve with future service demands. District 6 is developing its 2027 budget, evaluating whether a levy lid lift may be necessary, and currently staffs Station 62 approximately 80% of the year. The Chief will work with both Boards to evaluate service levels, staffing needs, financial capacity, and community expectations while maintaining responsible stewardship of public resources.

Advance Capital, Apparatus & Training Priorities: District 5 recently completed the Station 51 bay annex, is continuing improvements at Station 52, and has a new Type 1 engine on order. District 6 is considering the purchase of a new Type 1 engine and has acquired property adjacent to an existing station to support future infrastructure and facility needs. The districts have also partnered on a Connex training tower, providing an opportunity to strengthen joint training and operational coordination.



EDUCATION & EXPERIENCE

- A bachelor's degree in fire science, fire administration, public administration, business administration, or a closely related field is preferred.
- The ideal candidate will have at least ten (10) years of progressively responsible fire service experience, including significant command, supervisory, and administrative responsibilities.
- Experience at the Captain, Chief Officer, or equivalent command level is highly desirable.
- Experience with a combination fire department, emergency medical services, collective bargaining, budgeting, strategic planning, and organizational leadership is strongly desired.
- Candidates should demonstrate an ongoing commitment to professional development and fire service training.
- Required certifications and EMT requirements will be established by the districts prior to recruitment.
- Any combination of education, training, and experience that provides the knowledge, skills, and abilities necessary to successfully perform the position may be considered.



THE IDEAL CANDIDATE

Lewis County Fire Districts 5 and 6 are seeking an experienced and highly engaged fire service professional who can successfully lead two neighboring organizations while building the relationships and organizational foundation necessary for their shared future. The ideal candidate will bring significant experience in a combination fire service environment, a strong operational background, and broad administrative experience. The successful candidate will be comfortable working with two elected Boards, organized labor, career and volunteer personnel, and community partners. The Chief will respect the individual identity and history of each district while identifying practical opportunities to align policies, operations, and organizational practices.

The ideal candidate will have broad knowledge of fire and EMS operations, personnel management, collective bargaining, budgeting and financial management, capital planning, strategic planning, succession planning, training, and emergency response. Strong communication and interpersonal skills are essential, along with the ability to build trust, listen carefully, establish clear expectations, and support employees without micromanaging. The Chief will value mentorship and professional development, be firm, fair, and consistent in addressing performance and accountability, and maintain a respectful and healthy workplace. Experience working constructively with organized labor is important, including an understanding of collective bargaining, negotiations, and the duty to bargain. The successful candidate will also bring sound judgment, political awareness, fiscal responsibility, and the ability to make difficult decisions while balancing employee, organizational, and community needs. Above all, the Chief will bring the credibility, patience, and collaborative approach necessary to help two strong organizations build a successful future together.

COMPENSATION & BENEFITS

- **\$200,000 - \$225,000 DOQ**
- Generous Medical, Dental, and Vision Benefit Package.
- Employee cost sharing of premiums, depending upon plan choice.
- Washington State LEOFF Retirement.
- Deferred Compensation available.
- 10 annual Paid Holidays.
- 15 Days of Vacation. (Open to Negotiation)
- 12 Days of Sick Leave. (Open to Negotiation)



**LEWIS COUNTY
FIRE DIST 5**

For more information on LCFD5 and LCFD6, please visit:

www.lcfd5.com

www.lcfd6.org

Lewis County Fire Districts 5 and 6 are Equal Opportunity Employers. All qualified candidates are strongly encouraged to apply by **October 4, 2026** (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 & 6, WA – Fire Chief", and click "Apply Now", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



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