

# FIRE CHIEF

Wenatchee Valley Fire Department

## Why Apply?

Wenatchee Valley Fire Department is a newly formed Regional Fire Authority (September 30, 2022). Both the department and the local community are experiencing rapid growth as the historically agriculture-based valley transforms into a desired location for data farms and innovative industry. Since its formation in late 2022, Wenatchee Valley Fire Department has made great strides to standardize and improve the level of services provided to the 81,000 residents served by the department.

Some accomplishments since 2022 include:

- Staffed two additional fire stations
- Purchased and/or ordered two ladder trucks, two engines, two tenders, and five command vehicles
- Successfully passed and implemented a fire benefit charge
- Completed a five-year Strategic Plan

Department attributes:

- Excellent volunteer and labor relations
- Eight 24/7 staffed and two volunteer fire stations
- Fleet of 65-fire apparatus with a funded, 25-year replacement schedule
- Strong wildland response, including two helicopters, a Type-4 dozer, Community Wildfire Liaison, and plans to add a Wildland Division
- Acquiring additional property to add and/or replace three to five fire stations
- Annual budget of \$25 million

Goals:

- Currently hiring a full-time Finance Officer in 2026
- Currently hiring a full-time Wildland Duty Officer in 2026
- Hire a full-time Human Resources Professional in 2027
- Increase Type I apparatus staffing to a three-person minimum
- Complete Accreditation, overseen by Deputy Chief of Logistics
- Fulfill the tasks identified in the Strategic Plan
- Complete and implement the Capital Improvement Plan

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# Wenatchee Valley Fire Department

Wenatchee Valley Fire Department (WVFD) was created in 2022, as the result of Douglas County Fire District 2 and Chelan County Fire District 1 forming a Regional Fire Authority (RFA). The RFA is a combination department with 89 full-time employees and 35 volunteers. WVFD provides emergency response to structure fires, wildland fires, medical emergencies, hazardous material incidents, and technical rescues to approximately 81,000 citizens of our 211 square-mile response area which includes the City of Wenatchee, City of East Wenatchee, City of Rock Island, Malaga, and unincorporated areas of Douglas and Chelan County. The RFA is funded primarily through levied property taxes, a fire benefit charge, bonds, protection contracts and is governed by a 6-member elected board of Fire Commissioners. Department operations are conducted from eight, 24-hour-staffed stations as well as two volunteer fire stations, a staffed shop, and a helicopter hangar. The RFA responds to over 6,000 emergency responses per year. The RFA currently has a Washington State Survey & Rating Bureau Community Protection Class of 4.







## Our Community

The Wenatchee Valley is Washington's outdoor adventure hub, situated in the heart of Washington State. It is a vibrant community nestled between the Cascade mountains and the Columbia River. Boasting a captivating landscape and a wide array of activities. Here are some of the reasons to consider making the Wenatchee area your home:

### Outdoor Playground:

- Four seasons of adventure: With its diverse geographic features and abundant sunshine (averaging 300 days a year), the Wenatchee Valley offers year-round recreational opportunities.
- Water wonders: From the exhilarating Class 3 rapids of the Wenatchee River, ideal for whitewater rafting, to the calmer waters of the Columbia River perfect for boating and kayaking, the valley provides a variety of aquatic experiences.
- Hiking and biking paradise: Explore the 10.5-mile paved Apple Capital Loop Trail along the Columbia River or embark on challenging mountain trails for hiking, running, and mountain biking.
- Winter thrills: Hit the slopes at Mission Ridge Ski & Board Resort, one of Washington State's top ski resorts known for its light powder, abundant sun, and stunning views. You can also enjoy snowshoeing or snowmobiling in the surrounding backcountry.
- Rock climbing and more: Test your skills on the sandstone slabs of Peshastin Pinnacles State Park or explore local crags. The Wenatchee National Forest also offers vast opportunities for hiking, rock climbing, and horseback riding.

### Rich History and Culture:

- Discover local history: Learn about the Ice Age Floods and the region's agricultural roots at the Wenatchee Valley Museum & Cultural Center.
- Explore Ohme Gardens: Discover this nine-acre wooded garden perched above Wenatchee, featuring panoramic views, waterfalls, and peaceful walking paths.
- Experience the Pybus Public Market: This lively market boasts local produce, artisan crafts, and delicious food offerings.
- Savor the local flavors: From farm-to-table dining to award-winning wineries and craft breweries, the Wenatchee Valley offers a vibrant food and drink scene. You can even take a historic wine walk through downtown Wenatchee.

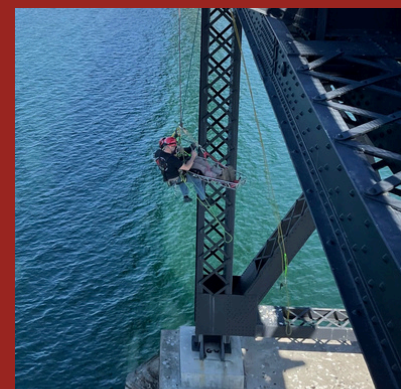
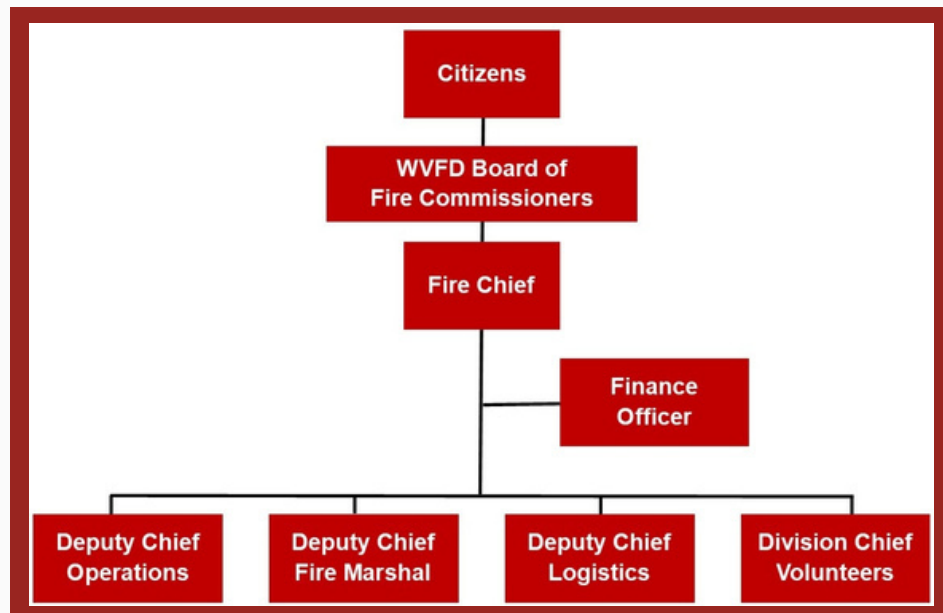


# The Fire Chief

The Fire Chief provides executive-level leadership to the Department in support of its mission, vision, core values, and guiding principles.

They are responsible for strategic planning, development of short and long-range goals and policies to ensure operational readiness, effective life and property protection, successful administrative programs, and financial stability of the department within a reasonable time and at an acceptable cost to citizens of the Wenatchee Valley and its mutual aid neighbors.

The Fire Chief is not required, but is encouraged, to reside within the boundaries of the Wenatchee Valley Fire Department.



## Minimum Qualifications

- A minimum of ten years of progressive, full-time, paid experience with a complex fire service organization.
- At least five years of experience in a chief-officer level leadership role, including administrative, supervisory, and budgetary oversight of a similar-sized fire district or department.
- A bachelor's degree in Fire Science, Public Administration, or a related field.
- Joint labor-management experience, including contract negotiations, labor relations and employment laws.
- Knowledge of applicable federal and state laws, standard operating procedures and regulations in fire service and Department operations.





## The Ideal Candidate

- Possesses a combination of technical expertise and advanced education.
- Will have a strong background in modern fire science and incident command.
- Has incident management experience.
- Is experienced with firefighting in the wildland-urban interface.
- Manages budgets to allocate resources effectively for future growth and stability.
- Will develop long-term plans that address emerging challenges and opportunities.
- Acts with honesty and consistency, treating all members with fairness and respect.
- Serves as a mentor to the Officers and members of the organization.
- Prioritizes culture and is adaptable and forward-thinking.
- Makes the health, safety, and well-being of personnel a priority.
- Maintains open, clear and transparent communication with the department and the public.
- Will foster trust and build positive relationships within the department and the community.

## Preferred Qualifications

- Successful completion or current enrollment in a master's degree program or advanced training such as Chief Fire Officer or Executive Fire Officer.
- Experience in wildland-urban interface (WUI) firefighting, mitigation, and strategies.
- Completion of advanced courses through the National Wildfire Coordinating Group and formal training in the Incident Command System.
- Knowledge of fire department finance, including levies, bonds, and their statutory limitations, and other voter-approved funding options.
- Experience in budget management, strategic planning and organizational development.

## Compensation & Benefits

- Negotiated Employment Agreement
- Base Salary of \$230,000
- Medical for Employee (100%) and Family (90%)
- Dental insurance for Employee and Family (100%)
- Department-funded Health Reimbursement Account up to \$5,000 per year
- Washington State LEOFF2 Pension
- Deferred Compensation Benefit
- Paid Vacation, Holidays, and Sick Leave
- Exempt FLSA Status

Salary and all aspects of the Benefit Package are negotiable for the ideal candidate.

## How to Apply

- Email [cblaufuss@wvfire.org](mailto:cblaufuss@wvfire.org) to request a copy of the application details or visit [www.wenatcheevalleyfire.org/chiefposition](http://www.wenatcheevalleyfire.org/chiefposition)
- Complete personal information
- Answer supplemental questions
- Provide a current resume and letter of introduction
- Attach contact information for three personal and three professional references
- Submit the requested information to [cblaufuss@wvfire.org](mailto:cblaufuss@wvfire.org) no later than 5:00 pm, February 26, 2026.

## Resources



Please contact Cindy Blaufuss at [cblaufuss@wvfire.org](mailto:cblaufuss@wvfire.org) to request information on the application and selection process.

The closing date to apply is 5:00 pm, February 26, 2026.

