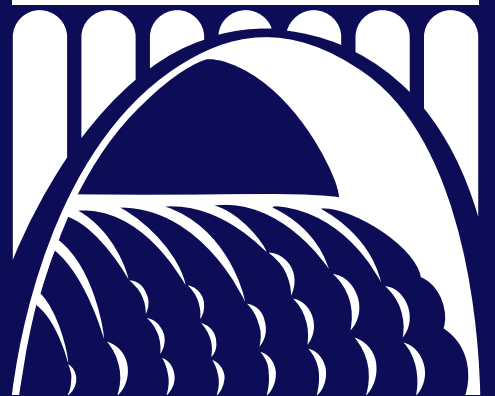


Fire Chief



CITY OF
SPOKANE





Spokane, with a population of more than 210,000, is located in Eastern Washington in the heart of the Inland Northwest, and is the second largest city in the state. Ideally situated 30 miles west of Idaho, 110 miles south of the Canadian Border, 300 miles east of Seattle, and encompassing 60 square miles, the community offers a tremendous quality of life boasting a diversified economic climate, first-rate medical facilities, outstanding public and private school systems, affordable housing, and an abundance of recreational opportunities.

Near nature, near perfect, and with four distinct seasons, Spokane is surrounded by the natural beauty of dozens of lakes and rivers. The Spokane River, with its scenic upper and lower falls, runs through the city and downtown Riverfront Park. Residents and visitors enjoy numerous outdoor activities including skiing, white-water rafting, camping, hiking, boating, fishing, and biking.

Spokane Falls and its surroundings were a gathering place for the area's indigenous people and the city was named for the Spokane tribe. In the early 1800s fur trappers migrated to the area, and Spokane grew from a frontier town to a mining and timber hub as the railroads expanded and brought more settlers to the area. The city was incorporated in 1881. In 1974, Spokane hosted the first environmentally themed World's Fair, Expo '74, becoming the smallest city at the time to host such an event, which helped transform the community's downtown and reinvent the urban core. Today, Spokane is a regional center for education, technology, manufacturing, finance, retail, agriculture, and healthcare.

Spokane International Airport offers non-stop service to 11 locations and one-stop service to a number of cities around the globe. The airport's six different airlines serve more than three million passengers annually and provide easy access to the region.

As the Inland Northwest's major medical center, Spokane has six world-class hospitals ranging from specialty centers to children's care facilities including Providence Sacred Heart Medical Center and Children's Hospital and Deaconess Medical Center, two of the area's largest employers. Other major employers include Fairchild Air Force Base, Spokane Public Schools, Spokane County, and Northern Quest Resort and Casino.

Spokane draws nearly three million visitors annually to concerts, shopping, dining, recreation, and entertainment. Annual events include Art Fest, First Night, the Lilac Festival, Interstate Fair, Bloomsday, the biggest timed foot race in the nation, and Hoopfest, the country's largest 3-on-3 street basketball tournament. Conventions attract thousands of delegates each year and Spokane previously hosted the U.S. Olympic team trials for women's boxing and the U. S. Figure Skating Championships.



The City Cont'd

Spokane is a major center for education in the region. The majority of students in the community attend Spokane Public Schools, the largest school district in eastern Washington and the second largest in the state. Spokane Public Schools provides quality education and a variety of options including a STEM program, to more than 29,000 students in grades Pre-K through 12. Along with Central Valley School District and Mead School District, Spokane Public Schools received blue ribbon awards and ranked in the top 33% of 2,800 districts nationwide in Expansion Management's Education Quotient. Additionally, there are several private school options available locally.

Opportunities for higher education include Washington State University, Eastern Washington University-Riverpoint campus, the Community Colleges of Spokane, Gonzaga University, and Whitworth University.



Governance & Organization

The City of Spokane operates under a Strong Mayor form of government. The City Council is comprised of seven members. Two City Council members are elected from each of three districts and the Council President is elected at-large. City Council Members serve staggered terms based on election cycles.

Born the same year that Spokane was preparing to shine on the global stage at Expo '74, Mayor David A. Condon grew up in a community that was safe for families, fertile for businesses, and naturally stunning. A Gonzaga Preparatory School graduate, he went on to earn his bachelor's degree in Finance and Military Science from Boston College. The first re-elected Mayor in Spokane in more than 40 years, Mayor Condon remains focused on many key initiatives which began during his first term – all aimed at making Spokane safer, stronger, and smarter. These include making investments in public safety, growing jobs and our economy, ending homelessness, and improving Spokane's infrastructure. Prior to becoming Mayor of the second largest city in Washington, Mayor Condon's distinguished professional career included serving as a Second Lieutenant in the United States Army, owning and operating small businesses, and serving as the District Director for the 5th Congressional District of Washington State. David and his wife Kristin are thrilled to be raising their three children near many of their family members in Spokane – which was recently named an All-America City for the third time. He is committed to making sure Spokane grows and remains the City of Choice in the Inland Northwest.

The City has an annual budget of \$170 million and more than 1,900 employees delivering a

full range of municipal services including Administration, Business and Developer Services, Legal, Communications, Community and Neighborhood Services, Finance, Fire, Human Resources, Information Technology, Library, Local Government and Multi-Cultural Affairs, Parks, Police, and Utilities.



Governance and Organization Cont'd

The City Administrator serves as the Chief Operating Officer for the organization and supervises all department directors. Theresa Sanders has served as Spokane's City Administrator since 2012 and has a strong background in management, economic development, and local government. She began working for the City as the director for economic development. Prior to joining the City she was with Microsoft in various leadership roles including product marketing and international business development. She additionally held leadership roles at the Spokane Club and the Spokane Area Economic Development Council where she served as executive vice president. A Spokane native, she holds a bachelor's degree in government from Eastern Washington University.



Agency Overview

The Spokane Fire Department (SFD) has existed as a fire protection agency within the State of Washington since 1884. SFD's service area is approximately 69.5 square miles and consists of a mix of urban, suburban, industrial, and wildland areas. The Department's 323 employees provide coverage from 16 fire stations. The International Association of Firefighters, Local Union no. 29 represents all uniformed employees within the department, including the Spokane Area Fire Officers. Three labor unions represent the majority of the non-uniformed employees in the department.

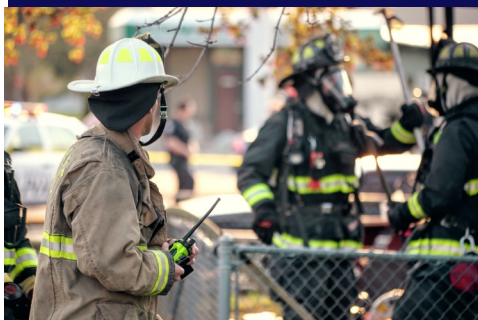
The primary services provided by the Spokane Fire Department include:

- Fire Suppression
- First Response Basic Life Support (BLS) Emergency Medical Services
- First Response Advanced Life Support (ALS) Emergency Medical Services
- Public Education
- Fire Prevention (Inspection, Fire Protection Engineering Services, Investigations)
- Hazardous Materials "Specialist Level" Response
- Special Rescue (Marine, Technical, and USAR)

The Spokane Fire Department dispatches for all Fire Districts in Spokane County through the Combined Communications Center. In 2008 the Department implemented the Community Assistance Response Team (CARES). CARES assists vulnerable populations who face barriers in identifying and utilizing community resources, and the team is primarily made up of social work interns through Eastern Washington University.

In 2016, the Department received a SAFER (Staffing for Adequate Fire & Emergency Response) grant through FEMA to add approximately 48 new positions to the department (a combination of open entry and lateral Firefighter hires). The funding for the grant is for two years and the majority of the new hires will start in March 2017. This will bring the total number of employees in the Department to 371. The Department and City are committed to efforts to secure long-term funding for these positions beyond the grant period which is an immediate, priority focus of the department.





Leadership and Innovation

The City seeks a forward thinking Fire Chief that will lead the department into an era of innovation and change. With the calls for service increasing, it will be imperative for the Fire Chief to support alternative response options for lower-priority calls. Other areas of innovation include the implementation of a Nurse line at the Combined Communications Center to handle certain call types placed to 9-1-1 and eliminate the response by field personnel. Continuing to expand and further integrate the CARES Team will help to decrease 9-1-1 over-users or abusers, decrease on-scene time for engine companies for social service calls, and provide an expanded scope of care, and a higher level of service to customers of the Spokane Fire Department. The Fire Chief will be tasked with leading a relatively young department, it is estimated that as of July 2017, 40% of the uniformed personnel will have five or less years' experience on the job. That percentage is expected to increase with a large number of retirements over the next two-three years. The ideal candidate will be a dynamic, present and engaged leader with proven fire and EMS services administrative experience in a medium to large-sized urban setting. Competitive candidates will have enjoyed strong internal and external relationships throughout their careers, and have demonstrated a proactive approach to creating mutually beneficial partnerships in the community, fire profession and with labor unions. A long-term strategic goal for improving service will be imperative. The future Chief will bring innovation, contemporary, and fresh ideas to the department and be experienced in assessing fire and EMS service models and be well-informed of current trends. A strong, transparent and inclusive leadership style that fosters a culture of respect and consistent accountability will serve the successful candidate well. The preferred successful candidate will have managed in a highly resourceful manner during challenging fiscal times and be known for his/her attentiveness to responsiveness, efficiency and effectiveness. Impressive candidates will also exhibit the following competencies and characteristics:

- Exceptional ability to manage and implement change
- Courageous and thoughtful but willing to make the difficult decision
- Analytical, and comfortable using data to inform decisions
- Experienced in labor relations and negotiating collective bargaining agreements and interpretation of labor contracts
- Effective mentor and coach, with a proven ability to hold teams accountable
- Exhibits a high level of professionalism and flawless integrity
- Proven record of collaboration with internal and external customers to achieve outcomes directly and indirectly related to Fire and EMS services
- Experienced public relations and media communicator
- Participative, visible and involved with the workforce
- Ability to build trust and cultivate strong relationships with employees, union leadership, elected officials and the community
- Promotes a culture that values safety first and foremost
- Committed to and experience with a multi-cultural workforce
- Commitment to recruiting and building a diverse workforce, focusing on the inclusion of females and minorities
- Ability to create a culture of mutual respect
- Emotionally intelligent listener
- A committed team player who values their role as part of the city management team
- Well-networked and resourceful
- Exhibits a high level of professionalism and flawless integrity
- Politically astute yet apolitical

Education and Experience

This position requires a Bachelor's Degree in Fire Protection, or a related area such as Business, Public Administration, etc. A Master's Degree is preferred. The chosen candidate must have 10 to 20 years of progressive fire protection and emergency management experience with at least 5 years at an administrative or comparable level. A valid driver's license is required.

Behavioral Standards

As an exempt employee of the City of Spokane, the Fire Chief is subject to the City's code of Ethics set forth in Chapter 1.04A of the Spokane Municipal Code as well as the Spokane Fire Department Policy & Procedures Manual. As such, "It is the policy of the City of Spokane to uphold, promote and demand the highest standards of ethics from all of its employees shall maintain the utmost standards of responsibility, trustworthiness, integrity, truthfulness, honesty and fairness in carrying out their public duties, avoid any improprieties in their roles as public servants including the appearance of impropriety, and never use their City position, authority or resources for personal gain."

Compensation & Benefits

The salary range for this position is \$145,846.80 to \$179,192.16, depending on experience and qualifications. The City of Spokane offers a full range of leave and insurance benefits including vacation, sick, personal, and floating holiday leave, medical, dental, long-term disability, and life insurance, and a Section 125 healthcare reimbursement account. A deferred compensation plan is available with a City match up to 3% of base pay, if actively contributing, and retirement is through the state Law Enforcement Office and Fire Fighters (LEOFF) II plan. A cell phone and SFD vehicle is provided. It is preferred that the Fire Chief live within the Spokane city limits, and relocation expenses are available, if necessary.



Application Process

Please submit a cover letter, resume, and exempt application to Meghann Steinolfson, City of Spokane Human Resources Department.

City of Spokane Human Resources
808 W Spokane Falls Blvd, 4th floor
Spokane, WA 99201

Application Deadline is March 31, 2017

