



CONFIDENTIAL RECRUITMENT SERVICES PROVIDED BY THE WESTERN FIRE CHIEFS ASSOCIATION

CITY OF KENNEWICK **FIRE CHIEF**





ABOUT KENNEWICK

Located along the shores of the Columbia, Yakima, and Snake Rivers in southeastern Washington, Kennewick is a growing community of nearly 82,000 that enjoys 300 days of sunshine a year. Kennewick, along with the neighboring cities of Richland and Pasco, comprise the Tri-Cities metropolitan area with a population of nearly 275,000. Kennewick is the largest of the Tri-Cities and is a regional shopping and entertainment hub and an outdoor recreational paradise. Kennewick offers breathtaking parks, a vibrant downtown, upscale dining and retail, art galleries, antique shops, and a variety of entertainment venues.

The Columbia Center Mall is one of the largest covered malls in Eastern Washington, and downtown Kennewick is undergoing a revitalization focusing on creating a great gathering place in a comfortable, hometown setting, where merchants and customers are friends and neighbors. The Tri-City area also boasts more than 200 wineries and micro-breweries within a 50-mile radius, producing some of the finest wines in the country.

The Tri-Cities is a sports minded community, which is reflected in the many public athletic facilities and is home to two professional sports teams: Tri-City Americans WHL

Ice Hockey and Tri-City Dust Devils, a professional Single A affiliate of the Colorado Rockies. The Toyota Center in Kennewick hosts the Tri-City Americans WHL ice-hockey team, along with many great sporting and entertainment events throughout the year. Golf is one of the most popular sports enjoyed year-round in Kennewick, with over ten premier courses challenging the most experienced golfer as well as providing opportunity for the beginner.

The confluence of the Snake, Yakima, and Columbia Rivers has produced an aquatic playground that brings water lovers from all over the region together to enjoy sailing, boating, water-skiing, swimming, fishing, windsurfing, and more. The annual Benton-Franklin County Fair and Rodeo showcases National Championship cowboys and bull riders and brings in country and pop music entertainment stars.

Columbia Basin College and Washington State University Tri-Cities urban campus are located in the neighboring cities of Pasco and Richland. CBC offers a full array of Associate degree and vocational/technical career programs, while WSU provides undergraduate and graduate degree programs.



GOVERNANCE & ORGANIZATION

Incorporated in 1904, the City of Kennewick is a full-service city with an exceptional workforce of approximately 395 employees. The City Departments include: City Attorney, City Clerk, Code Enforcement, Community Planning, Economic Development, Finance & Budget, Fire & Ambulance, GIS Mapping, Human Resources, Parks & Recreation, Police, and Public Works.

Kennewick operates under the Council-Manager form of government with the seven-member City Council each serving overlapping, four-year terms. Every two years, the Council selects a member to serve as the Mayor of Kennewick.

AGENCY OVERVIEW

As the largest department in the Tri-Cities, Kennewick Fire Department (KFD) runs the highest volume of Emergency Medical Services in the region. In 2018, KFD responded to 9,889 calls - 78% of which were for trauma and medical emergencies.

KFD employs over 30 firefighter/paramedics, and 45 firefighter/EMTs. City of Kennewick currently has five stations strategically located to maximize coverage throughout their 29 mile jurisdictional area.

As one of the fastest growing cities in the state, construction continues to boom within the City of Kennewick. Consequently, as more and more homes are being built, the number of homes affected by wildfires will also continue to increase. In 2018, the KFD, the City of Kennewick, and community partners have joined forces and established a Cross-Functional Mitigation Team to identify the city's Wildland Urban Interface (WUI) areas and will implement strategies to incorporate the national recognized Firewise and Fire Resilient Communities risk reduction programs.

Kennewick is highly regarded in the community for its organizational integrity and for the quality of services provided. The organization is financially sound with a dedicated team of employees, and a supportive City Manager and City Council.

For more information on KFD, please [click here](#) to review their 2018 Annual Report.



THE IDEAL CANDIDATE

The City of Kennewick is seeking a highly qualified and experienced fire management professional to serve as its new Fire Chief. The next Fire Chief should have extensive knowledge of fire suppression and emergency management, along with the ability to take the Kennewick Fire Department to the next level in providing exceptional service to the community it serves.

It will be important for the next Fire Chief to be actively involved with department members and associations, serving as a mentor and empowering staff to achieve the highest level of success in team performance and as individuals. The ideal candidate will be a team-builder that possesses the ability to motivate and develop all personnel, maximizing their potential. Leading by example, holding staff accountable, and recognizing exceptional performance are highly desired characteristics that the next Fire Chief should possess.

To be successful, the Fire Chief will exhibit outstanding communication skills; open and receptive to create and sustain an environment of mutual respect, trust, and

follow-through. The successful candidate will be a genuine communicator; demonstrating political acumen, sensitivity, and an inspirational demeanor to lead the organization forward through action and example. The next Fire Chief should have appreciation and respect for the traditions of the department while pursuing standards and technology that will provide superior fire protection and emergency medical services to the growing community of Kennewick.

The City desires a strong leader who values and serves with integrity and operates with a high level of personal and departmental accountability, garnering the respect of staff as well as that of the public. 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. It is important for the next Fire Chief to embrace a culture of collaboration, teamwork, and inclusivity throughout the organization and external stakeholders.



EDUCATION & EXPERIENCE

This position requires a Bachelor's degree in Fire Administration or Fire Science and ten or more years of progressively-responsible experience in a municipal fire department, including a minimum of three years supervisory experience, or any combination of education and experience sufficient to demonstrate the knowledge, skills, and abilities to perform the essential duties and responsibilities. A valid driver's license is required and must be maintained.

COMPENSATION & BENEFITS

The City of Kennewick offers competitive pay and excellent benefits including:

- \$10,190 - \$14,266 monthly salary
- Medical, Dental, and Vision coverage
- Flex/compressed work schedule (9/80)
- Sick leave
- Vacation
- Retirement plan (LEOFF)
- Take-home vehicle
- Employer contribution (ICMA 401a): 8.5% of monthly gross salary
- Deferred compensation plan (ICMA 457): can contribute up to \$19,000/year if under 50, up to \$25,000/year if over 50
- Life insurance employer contribution of 1.5% of annual base pay (not to exceed \$250,000)
- Optional: annual cash-out of up to 80 hours of PTO



HOW TO EXPRESS INTEREST

CONFIDENTIAL RECRUITMENT

Confidential recruitment services for this position are provided by Western Fire Chiefs Association (WFCA).
The process allows you to consider an opportunity before submitting a formal and public application.

1

Submit Your Materials in Confidence

To express your interest in this position confidentially, please submit your resume and contact information through [our website](#) by Friday, October 11, 2019.

2

WFCA Screening Process

WFCA will conduct a multi-phased screening process that may include leadership assessments, telephone or Skype interviews, and/or site visits to the City of Kennewick. This process will give you the opportunity to learn more about the agency, its culture, and the community it serves. WFCA will present your information as a "blind" summary (i.e., all identification details withheld) to the City of Kennewick, and will follow-up with an assessment of alignment between your skills, experience, and the requirements of the position.

3

Submit a Formal Application

Upon completion of the screening process, qualified candidates will be invited to submit a formal and public application to the City of Kennewick.

Recruitment Coordinator, Dave Van Ballegooijen, is available to answer your questions about this position at kennewick@wfca.com or (800) 785-3473.

**EXECUTIVE
RECRUITING**
WFCA