



CITY OF OAK HARBOR, WA

Invites your interest
In the position of

DEPUTY FIRE CHIEF

\$132,276 - \$175,920
Plus Excellent Benefits Package



Always



Ready

THE COMMUNITY

The City of Oak Harbor, Washington, is nestled on the northern end of Whidbey Island in Island County. Surrounded by the natural beauty of Puget Sound and framed by sweeping views of the Olympic and Cascade mountain ranges, Oak Harbor offers an ideal combination of small-town charm and regional accessibility. Located approximately 90 miles north of Seattle and 60 miles south of the Canadian border, the city serves as a gateway to outdoor adventure and coastal living.

Oak Harbor is home to over 24,700 residents and is the largest city in Island County. It is best known for its close connection to Naval Air Station Whidbey Island, which plays a vital role in the local economy and culture. With a strong sense of community, Oak Harbor blends a deep appreciation for its military heritage with a welcoming atmosphere for families, professionals, and retirees alike.

Residents and visitors enjoy a wide array of amenities, including scenic parks, extensive trail systems, vibrant local businesses, highly regarded schools, and year-round community events. The city's waterfront parks, such as Windjammer Park, offer unmatched access to recreation and natural beauty. Oak Harbor also supports a growing arts and culture scene, with local galleries, performance spaces, and heritage festivals that highlight the city's unique maritime and agricultural roots.

Oak Harbor's ongoing investments in infrastructure, public safety, and economic development continue to strengthen its role as a regional hub on Whidbey Island. With a commitment to sustainability, livability, and community engagement, Oak Harbor is a city that honors its past while embracing a dynamic and promising future.

THE CITY

The City of Oak Harbor operates under a Council-Mayor form of government, with a seven-member City Council and an elected Mayor. The City Council establishes policy direction, incorporating input from local residents and several Council-appointed boards, commissions, and advisory groups. The Mayor serves as the City's Chief Administrator, providing leadership, direction, and guidance to City operations. Oak Harbor is a full-service city, offering a wide range of municipal services.

The City's management team consists of department directors who maintain strong, collaborative working relationships. The City enjoys a high level of public involvement, with citizens actively engaged in civic life through various boards, commissions, and advisory groups. The 2025 – 2026 biennial budget is \$9,900,964, with a staff of approximately 34 full-time equivalent (FTE) employees.

CITY DEPARTMENTS INCLUDE:

- Administration
 - Information Technology
 - Records Management
- Development Services
- Finance
- Fire
- Human Resources
- Parks & Recreation
 - Marina
 - Parks
 - Recreation
- Police
- Public Works
 - Clean Water Facility
 - Engineering



Vision Statement:

We strive to be role models in our community and leaders in our profession. Committed to excellence, we uphold accountability, innovation, and teamwork to advance our mission and serve with integrity.

EXPERIENCE and EDUCATION

- Bachelor's degree from an accredited college or university with major course work in fire science, fire administration, public administration, business or a related field supplemented with related training from the National Fire Academy or other courses in fire and emergency services.
- Ten (10) years of increasingly responsible fire suppression and EMS experience including two (2) years of supervisory experience at the rank of Battalion Chief or an equivalent mid-level management position.
- Must meet NFPA standard 1021 for Fire Officer II or compatible, as determined by the Chief.
- Washington State EMT-Basic or higher or National Registry.
- Valid driver's license.
- Must pass comprehensive background investigation including criminal history, education, employment, professional references, and driving record abstract verification with a good driving record.
- Conditional employment offer will include medical examination with pre-employment drug screen and psychological evaluation for aptitude to work in fire service.

PREFERRED QUALIFICATIONS:

- Master's degree
- NFPA Fire Officer III Executive Fire Officer or Chief Fire Officer Designation



FIRE DEPARTMENT ORGANIZATION

The City of Oak Harbor Fire Department currently serves a population of approximately 24,700 within a service area of about 9.7 square miles. The department recently transitioned from a combination model to a fully career-staffed fire department. Strongly supported by the community, voters approved both a bond and levy in 2022 to fund and staff a second fire station. This new station is currently under construction and is expected to open within the next 12 months. In addition, a new ladder truck and engine are scheduled to be delivered within the year.

The department operates on a 48/96 schedule across three platoons. Once the second station is operational, the department's organizational structure will include a Fire Chief, Deputy Fire Chief of Operations, Division Chief of Fire Prevention, three shift command officers, and six company officers. Operations will be based out of two fully staffed stations: the main station will house a ladder truck (Quint) and a shift commander, while the new station will be home to an engine company.

Oak Harbor Fire Department maintains mutual aid agreements with the U.S. Navy and neighboring combination departments to support fire and emergency response throughout the region.



COMPENSATION

The Deputy Chief has an annual salary of \$132,276 - \$175,920. Starting range will be based on experience and education. The City also offers an **attractive benefits package** including:

- Medical/Dental/Vision coverage for employee and dependents
 - Premiums paid at 100% for the employee and 90% for dependents
 - A choice from three medical insurance plan options provided through the Association of Washington Cities
- LEOFF 2 state retirement program
- Basic Life Insurance and Long Term Disability
 - City pays for a \$50,000 basic life insurance policy
 - Accidental Death & Dismemberment: \$50,000
 - Dependent coverage: \$10,000 if applicable
- Voluntary Group Life Insurance
- Colonial Life and Disability, optional
- Deferred Compensation Plan
- Vacation accrual – a minimum of 96 hours per year accrued monthly (max accrual 25 days/yr)
- Sick leave accrual – 8 hours per month
- Holiday – 13 days per year (including two floating holidays)
- Employee Assistance Program
- Flexible Spending Account (FSA) & Dependent Care
- Health Spending Account (HRA)
- Wellness Program - opportunity to earn a Wellness Day Off (an additional floating holiday)
- Air ambulance services available at a discounted rate through Airlift Northwest and/or Life Flight.

Learn more about City of Oak Harbor employee benefits at <https://www.oakharbor.gov/383/Benefits---Current-Employees>

TO APPLY

The City is recruiting and accepting applications for this position through the website www.governmentjobs.com.

Interested applicants must submit a packet to include a resume, your responses to the supplemental questions and a cover letter detailing your experience, leadership style, and why you are interested in the Deputy Chief position.

References will be contacted only following candidate approval.

CANDIDATE PROFILE

The City of Oak Harbor is seeking an experienced, knowledgeable, and forward-thinking individual to serve as Deputy Fire Chief. This is an exciting opportunity for a dynamic leader to help guide a growing department and advance its mission. The Deputy Chief is a civil service position and reports directly to the Fire Chief.

The ideal candidate will be an effective communicator with strong leadership qualities and exceptional oral and written communication skills. A thorough understanding of incident command systems, fireground operations, conflict resolution, and labor relations is essential. Experience working collaboratively with labor groups and representing management in labor discussions is preferred.

Successful candidates will demonstrate a commitment to supporting all members of the organization, including command staff, uniformed personnel, and local bargaining unit leadership. Key leadership traits include sound decision-making, the ability to delegate effectively, a personable and approachable demeanor, and a strong sense of accountability.

