



**BROWNS POINT / DASH POINT FIRE DEPARTMENT**  
**PIERCE COUNTY FIRE DISTRICT #13**  
4815 Wa Tau Ga AVE NE, Tacoma WA 98422  
253-952-4776 Fax 253-925-8889 [www.piercefire13.org](http://www.piercefire13.org)

**Fire Chief**

**\$85,000 - \$125,000**

**Full Profile**

Apply by June 5, 2026 at [www.piercefire13.org/opportunities](http://www.piercefire13.org/opportunities)

## **The Community**

Located just 10 miles from downtown Tacoma, the Browns Point and Dash Point communities offer one of the most unique and desirable living environments in the South Sound.

Many who live here would describe it as one of the most desirable neighborhoods in the Tacoma area—and among the most special waterfront communities in Washington State.

Surrounded by Puget Sound, Dash Point State Park, and views of Commencement Bay and Mount Rainier, the area offers a rare combination of **quiet residential character, natural beauty, and proximity to urban amenities.**

The community is known for its strong local identity, active civic involvement, and well-attended events. Browns Point's historic lighthouse park and Dash Point's access to recreation and shoreline both serve as central gathering points for residents and visitors. Seasonal events and recreational activity bring increased population and traffic, particularly during summer months.

While the setting is a major benefit, it also presents operational considerations. The District is geographically constrained, with limited ingress and egress routes—primarily along State Route 509—which can impact response times and access during peak periods.

## **The District**

Fire District 13 has served the Browns Point and Dash Point communities since 1951 and operates under a three-member Board of Fire Commissioners.

The District serves approximately 2,200 residents and responds to roughly 225 calls annually, with approximately 66% related to Emergency Medical Services. The District operates on an annual budget of roughly \$1.5 million.

Pierce County Fire District 13 is an Equal Opportunity Employer



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Service is provided through a **combination staffing model**, consisting of:

- Approximately 45 volunteer firefighters/EMTs
- Several full-time personnel, including command staff
- Part-time administrative support

The District operates two stations and maintains a fleet that includes fire engines, an ambulance, a brush unit, command vehicles, and a marine response vessel.

This is a small, community-driven fire district where volunteers play a critical role in service delivery. As such, the organization operates differently than a large, fully career department and relies on strong volunteer engagement, practical decision-making, and the ability to operate effectively within limited resources.

The District is actively working to strengthen alignment between operations, administration, and long-term planning, including evaluation of staffing models, capital needs, and service delivery approaches.

This position offers the opportunity to lead a department that is highly connected to its community while helping guide its continued evolution in a thoughtful and sustainable way.

## **The Position**

Hired and supervised by the Board of Fire Commissioners, the Fire Chief serves as the Chief Executive Officer of the District and is responsible for the overall leadership, management, and direction of the organization.

This is a **hands-on leadership role**.

In a district of this size, the Fire Chief is expected to remain directly engaged in both operational and administrative functions. The Chief is visible within the organization, accessible to personnel and the community, and actively involved in maintaining operational readiness.

The Chief is responsible for:

- Leading all operational and administrative functions of the District

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- Supervising career and volunteer personnel, including performance management, training, and discipline
- Ensuring operational readiness and adherence to policies, procedures, and standards
- Managing budget development, fiscal oversight, and resource allocation
- Implementing Board policy and supporting strategic direction

The Chief is expected to respond to major incidents and remain operationally proficient, serving in a command role—including Incident Commander—when needed.

The District operates with a lean administrative structure, and the Fire Chief must be comfortable executing both strategic and day-to-day operational responsibilities. Success in this role requires sound judgment, adaptability, and the ability to prioritize effectively in a resource-constrained environment.

### **The Ideal Candidate**

The ideal candidate is a **practical, grounded leader** who understands the realities of a small, combination fire district and is motivated by impact, not scale.

They are comfortable operating in an environment where:

- Resources are limited and prioritization is required
- Volunteer personnel are trained and essential to service delivery
- The Fire Chief must remain directly engaged in both operations and administration

This individual leads through visibility, consistency, and accountability. They build trust with volunteers and career staff by being present, setting clear expectations, and following through.

The successful candidate will:

- Bring structure and organization without overcomplicating operations
- Balance fiscal responsibility with operational readiness
- Communicate clearly and directly with personnel, the Board, and the community
- Make sound decisions with limited information and competing priorities

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- Support the chain of command while remaining accessible and engaged

Experience in a combination or volunteer-based department, or in a similarly sized organization, is highly valued.

This role is best suited for a leader who values **community connection, autonomy, and meaningful impact** over the scale and resources of a larger agency.

This role is not suited for candidates seeking a purely administrative position or a large-agency command structure.

## **Education & Experience**

### **Required Qualifications**

- Fire Instructor I
- Minimum **5–7 years of progressive leadership experience** in fire/EMS services
- Demonstrated experience in operations, personnel management, and budgeting
- Valid driver's license
- EMT certification
- CPR certification
- ICS training (100-400) and 700, 800

### **Preferred Qualifications**

- Bachelor's degree in Fire Science, Public Administration, Business, or related field (*or equivalent experience*)
- Fire Officer I and II
- Experience in a **combination or volunteer-based department**
- Executive Fire Officer (EFO), Chief Fire Officer (CFO), or similar advanced training
- Experience as a Fire / EMS instructor to assist with our Volunteer fire academies

### **Additional Requirements**

- Residency within 10 minutes of the District within 6 months of hire

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- Ability to operate (drive) fire district vehicles, including fire engine, brush truck, marine vessel, (certifications)
- Proficiency in Hazardous Materials situations

### **Key Knowledge, Skills & Abilities**

- Knowledge of fire district operations, budgeting, and capital planning
- Understanding of Washington State fire district governance and regulations
- Ability to balance fiscal responsibility with operational readiness
- Strong leadership and personnel management skills in a combination environment
- Effective communication with staff, Board, and community stakeholders
- Ability to build regional partnerships and collaborate across agencies
- Familiarity with EMS systems, grant funding, and administrative technologies

### **Mission, Vision & Values**

#### **Mission:**

In partnership with our community, we create a safer Fire District by providing the best possible fire and EMS services, protecting the lives, property, and environment of our citizens.

#### **Vision:**

To be highly regarded by our community as a first-rate, county fire department, offering unparalleled service.

#### **Values:**

Knowledge • Professionalism • Respect • Integrity • Teamwork • Service • Accountability  
• Stewardship • Innovation

### **Compensation & Benefits**

- Salary: **\$85,000 – \$125,000 (DOQ)**
- Washington State LEOFF retirement
- Medical, dental, and vision insurance
- Deferred compensation plan
- Vacation and sick leave

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- Annual physical
- District vehicle (for official use)
- Cell phone, office computer, uniforms
- Professional development support

## **Application Process**

**TO APPLY**, visit: [www.piercefire13.org/employment-opportunities](http://www.piercefire13.org/employment-opportunities)

Prepare the following materials to submit:

- Completed Application form
- Cover Letter expressing interest
- Resume

Include references with contact information (at least 3 covering subordinate, peer and supervisor)

Submit your application materials either via email to [jwassall@piercefire13.org](mailto:jwassall@piercefire13.org) or in a sealed envelope addressed / or dropped off to:

Chief Jim Wassall  
4815 Wa-Tau-Ga Ave NE  
Browns Point, WA 98422

**Recruitment Closing Date: Friday, June 5, 2026**

**Anticipated Start Date: TBD**