



WAUCONDA  
FIRE DISTRICT  
**FIRE CHIEF**

**MGT**

# WAUCONDA FIRE DISTRICT FIRE CHIEF

## THE POSITION IN BRIEF

The Wauconda Fire Protection District (Wauconda IL, district population 40,000+), located in Lake County IL is a dynamic, combination- Fire District serving a diverse geographical area of forty-five (45 mi<sup>2</sup>) square miles northwest of Chicago. The District proudly provides fire, rescue, and Advanced Life Support (ALS) emergency medical services (EMS) to Hawthorn Woods, Island Lake, Lake Barrington, Lakemoor, North Barrington, Port Barrington, Tower Lakes, Volo, Wauconda and some unincorporated areas in both Lake and McHenry Counties. The department/district is governed by a five-person Board of Trustees who are appointed by the Lake County (IL) County Board of Commissioners. The department is seeking highly qualified, focused, strategic leaders who will guide and continue to develop the high level of services it provides in a collaborative environment.



## COMMUNITIES SERVED WITHIN THE DISTRICT

**Wauconda** - has a population of 14,040. Wauconda is one of the best places to live in Illinois. Living in Wauconda offers residents a sparse suburban feel and most residents own their homes.

- Median Home Value: \$261,100
- Median Household Income: \$108,229

**Hawthorn Woods** - has a population of 9,111. Living in Hawthorn Woods offers residents a rural feel and most residents own their homes. In Hawthorn Woods there are a lot of parks.

- Median Home Value: \$580,400
- Median Household Income: \$215,87

**Island Lake** - has a population of 8,039. Living in Island Lake offers residents a suburban rural mix feel, and most residents own their homes.

- Median Home Value: \$223,100
- Median Household Income: \$91,852

**Lake Barrington** - has a population of 5,377. Lake Barrington. Living in Lake Barrington offers residents a dense suburban feel and most residents own their homes. In Lake Barrington there are a lot of parks and has a strong population of retirees.

- Median Home Value: \$445,200
- Median Household Income: \$126,316

**Lakemoor** - has a population of 6,128. Lakemoor is in McHenry County. Living in Lakemoor offers residents a sparse suburban feel and most residents own their homes. Lakemoor features many parks and families tend to be younger professionals.

- Median Home Value: \$247,500
- Median Household Income: 100,764



**North Barrington** - has a population of 3,119. Living in North Barrington offers residents a rural feel and most residents own their homes.

- Median Home Value: \$675,700
- Median Household Income: \$212,321

**Port Barrington** - has a population of 1,557. Living in Port Barrington offers residents a rural feel and most residents own their homes. In Port Barrington there are a lot of parks. Many young professionals live in Port Barrington.

- Median Home Value: \$353,800
- Median Household Income: \$146,000

**Tower Lakes** - has a population of 1,282. Living in Tower Lakes offers residents a rural feel and most residents own their homes.

- Median Home Value: \$483,800
- Median Household Income: \$162,083

**Volo** - has a population of 6,368.. Living in Volo offers residents a suburban rural mix feel, and most residents own their homes and many families and young professionals.

- Median Home Value: \$273,300
- Median Household Income: \$128,389

## EDUCATION

Access to education throughout the district is abundant and features highly recognized institutions to meet the needs of any family. A sample of these schools include:

<a href="#">Mundelein High School</a>	<a href="#">Wauconda High School</a>	<a href="#">McHenry Community High School</a>
<a href="#">Adali E Stevenson High School</a>	<a href="#">Barrington High School</a>	<a href="#">Cary-Grove Community High School</a>
<a href="#">Lake Zurich High School</a>	<a href="#">Grant Community High School</a>	<a href="#">Grayslake Central High School</a>
<a href="#">Fremont Middle School</a>	<a href="#">Barrington Middle School – Station Campus</a>	<a href="#">Woodlawn Middle School</a>
<a href="#">Lake Zurich Middle School – North Campus</a>	<a href="#">Fremont Intermediate School</a>	<a href="#">Wauconda Middle School</a>
<a href="#">McHenry Middle School</a>	<a href="#">McHenry Community College</a>	<a href="#">Barrington Middle School – Prairie Campus</a>
<a href="#">Matthews Middle School</a>	<a href="#">College of Lake County</a>	<a href="#">University Center - CLC</a>

## RECREATION IN LAKE COUNTY

There are numerous outdoor venues to explore nature in Lake County! With 170 lakes and rivers, enjoy [Illinois Beach State Park](#) in Zion off the shores of Lake Michigan and [Chain O' Lakes State Park](#) in Spring Grove. Plus, with nearly 31,000 acres of land to explore at the [Lake County Forest Preserves](#), Lake County offers outdoor beauty and trails for those interested in [hiking](#), [boating](#), [fishing](#), [bird watching](#), [golf](#) and many other activities. Be sure to take advantage of Lake County's outdoor adventures in winter, too, including the new Solar Trails at select Lake County Forest Preserves ([click here](#)).

There are so many ways to tempt your taste buds—whether it is enjoying culinary cuts of savory meals of your choice, pizza through the over 100 locations in the county, fast foods, specialty cuisines and more that will nourish any appetite – Lake County has it. When you're thinking, "What's for dinner?" just follow your nose to explore the appetizing aromas wafting from [Lake County restaurants](#).

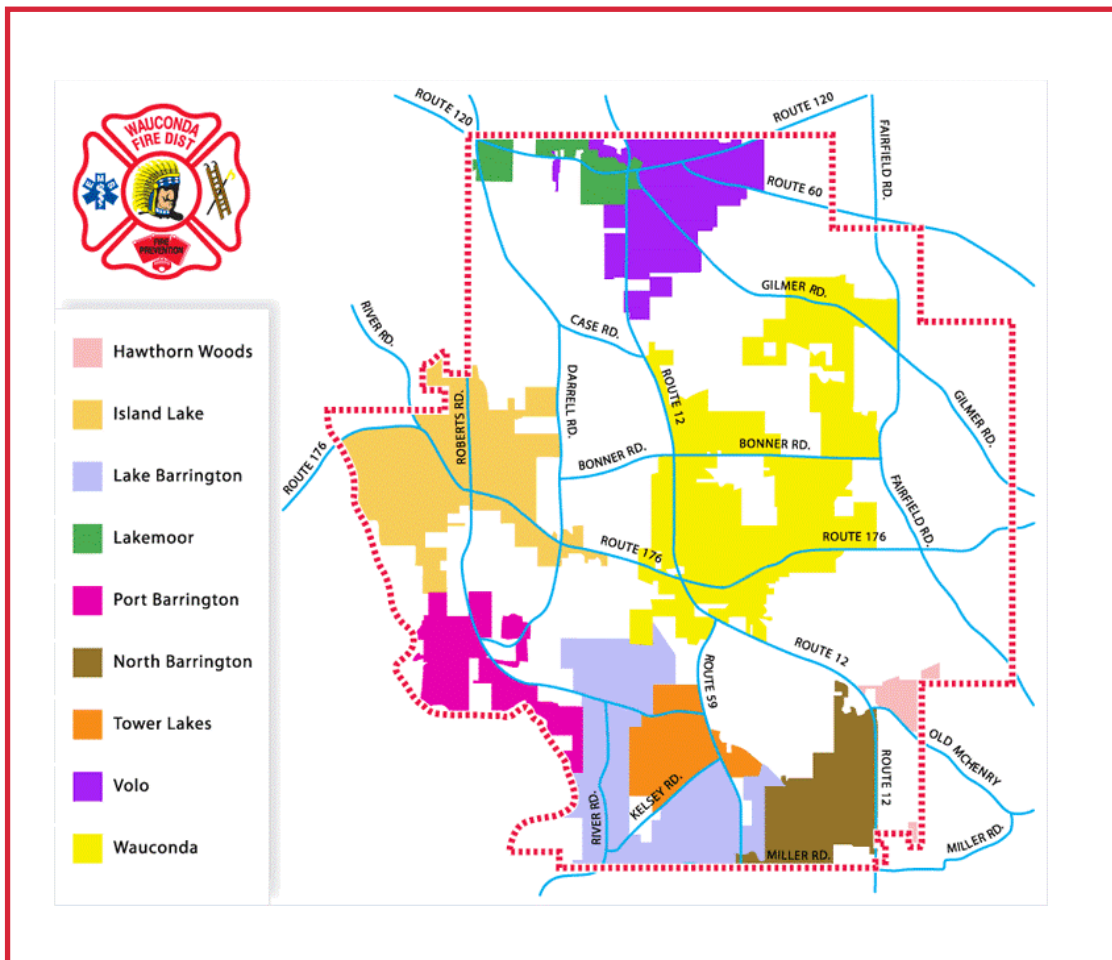


## DEPARTMENT OPERATIONAL OVERVIEW

- Daily operations fall under the direction of one Fire Chief and two Deputy Chiefs. Shift personnel are directed by three Battalion Chiefs and nine Lieutenants overseeing 3 Platoon Shifts, each 24 hours in length. Civilian personnel provide operational, administrative, and technical assistance.
- The WFPD responds out of three fire stations staffed 24/7 by paid career Firefighter/EMT-Paramedics supported by a small pool of part-time personnel.
- The WFPD operates 1 ALS Pumper/Squad, 2 ILS Pumpers, 1 Aerial Tower, 1 Water Tender, 1 Brush Truck, 1 Utility/Rehab Support Vehicle, 3 ALS Ambulances, 1 Water Rescue Boat, 4 Command Vehicles, 5 Pool/Utility Vehicles, 1 Reserve ILS Pumper, and 1 Reserve ALS Ambulance.
- In addition, the WFPD houses, maintains, and operates regional response assets including a Unified Command & Communication Vehicle, Side Scan Underwater Sonar Unit, and a number of special equipment trailers.
- The department is a proud participating member with MABAS Division 4 and the Lake and McHenry County SRT.
- In 2024 WFPD responded to over 4500 calls for service. The department has an ISO Class 3 rating.

## MOBILE INTEGRATED HEALTH CARE (MIH) PROGRAM

While 911 services are generally readily available and treatment and intervention can happen in a timely manner, patients who are chronically ill and at risk would be better served in a preventative fashion using non-emergency medical services delivered by trusted local paramedics (Mobile Integrated Healthcare - MIH). Wauconda Fire District along with regional partners in Lake County recently launched the first MIH program in Lake County. [Read more here.](#)



## CANDIDATE QUALIFICATION CRITERIA

The candidate selected for this position ensures that the residents, businesses, and visitors of the Wauconda Fire Protection District are provided with prompt emergency and non-emergency fire, rescue, and emergency medical services by planning, organizing, and directing the entire operations of the Fire District, including the implementation of all authorized programs and activities. The candidate selected for this position will report to the Board of Fire Protection District Trustees.

"We are looking for an innovative and dynamic leader"

- The District is seeking an experienced engaged and collaborative fire/EMS leader with a strong background in modern fire, EMS, emergency management and demonstrated managerial, interpersonal, and customer service skills. This position requires the ability to act with honesty, integrity, trustworthiness, and dependability at all times.
- A strong communicator with all facets of a modern fire/EMS provider with a manageable structure.
- An individual committed to the process of continuous improvement through study, data analysis, risk taking, and follow through with a focus on Community Risk Reduction.
- A commitment to the organization with genuine confidence and approachability to residents, business, visitors, and local governmental leaders featuring persuasive communication skills.
- The ability to mentor and foster leadership roles within the staff, succession planning, and a global vision of the community' needs are critical. Creativity and the ability to guide and balance change is necessary.
- Ability to tactfully and professionally direct subordinates, develop organizational and employee goals and objectives, to measure organizational success, and professionally evaluate employee performance.
- Demonstrated experience in labor-relations, preferably in a collective bargaining environment.
- Strong budget skills supported by conservative fiscal management (Fire Protection District experience is a plus).
- The capability to be an active participant in operations and training to safely function as a command officer on incident scenes.
- The ability to develop strong relationships with surrounding Fire/EMS agencies supporting regional response planning and programs, including the continued marketing and planning for the growth of the MIH program.
- The next Fire Chief will also have a demonstrated record of fairness, transparency, and consistency in the administration of Departmental policies and procedures and the willingness to address issues in a positive and timely manner. This position requires well-developed writing, public speaking skills, and the utmost integrity.





## DESIRED QUALIFICATIONS

- Bachelor's Degree in fire science management, public administration or equivalent. Master's degree a plus.
- IL OSFM Fire Officer III or Advance Fire Officer certification (or equivalent). EFO and CFO a plus.
- IL OSFM Incident Safety Officer (or equivalent). ICS complaints include ICS 100, 200, 300, 400 and 700.
- 8 years of progressive experience as a fire officer.
- Must possess a valid state driver's license from state of residency at time of appointment.

## COMPENSATION, BENEFITS

The Wauconda Fire Protection District provides an excellent salary and benefit package. The salary ranges from \$185,000 - \$192,000 per year. The chief operates under an employment contract with the Fire Protection District Board. Must reside within ten miles of Fire Station #1 (Headquarters) within 6-months of appointment.

## HOW TO APPLY

Candidates should apply by September 30 @ 1700 hours CDT with resume, cover letter and contact information for five work-related, or professional references to [www.mgt.us](http://www.mgt.us) to the attention of T.E. Sashko, Recruitment Coordinator, GovHR USA, 790 Frontage Road, Suite 213 Northfield, IL 60093. Questions, Contact T.E. Sashko @ (847)380-3240x123, or [tsashko@mgt.us](mailto:tsashko@mgt.us). The Wauconda Fire District is an equal opportunity employer.



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