

FIRE-EMS CHIEF

Winfield Fire-EMS Department

Annual Salary:

\$84,520–\$123,336 DOE/DOQ

City of Winfield, Kansas



Are you an experienced, steady public safety leader who understands both the proud traditions of the fire service and the increasingly important role of emergency medical services? If so, apply to be the City of Winfield's next Fire-EMS Chief!

We're looking for an exceptional, visible leader who is:

- Experienced in both fire and EMS operations.
- Committed to developing personnel through training, education, and leadership development.
- Approachable, accountable, collaborative, and comfortable leading without micromanaging.

Neighbors Helping Neighbors — read on to learn more about this opportunity!

The Fire-EMS Chief must live within 15 miles of the station within six months of employment.

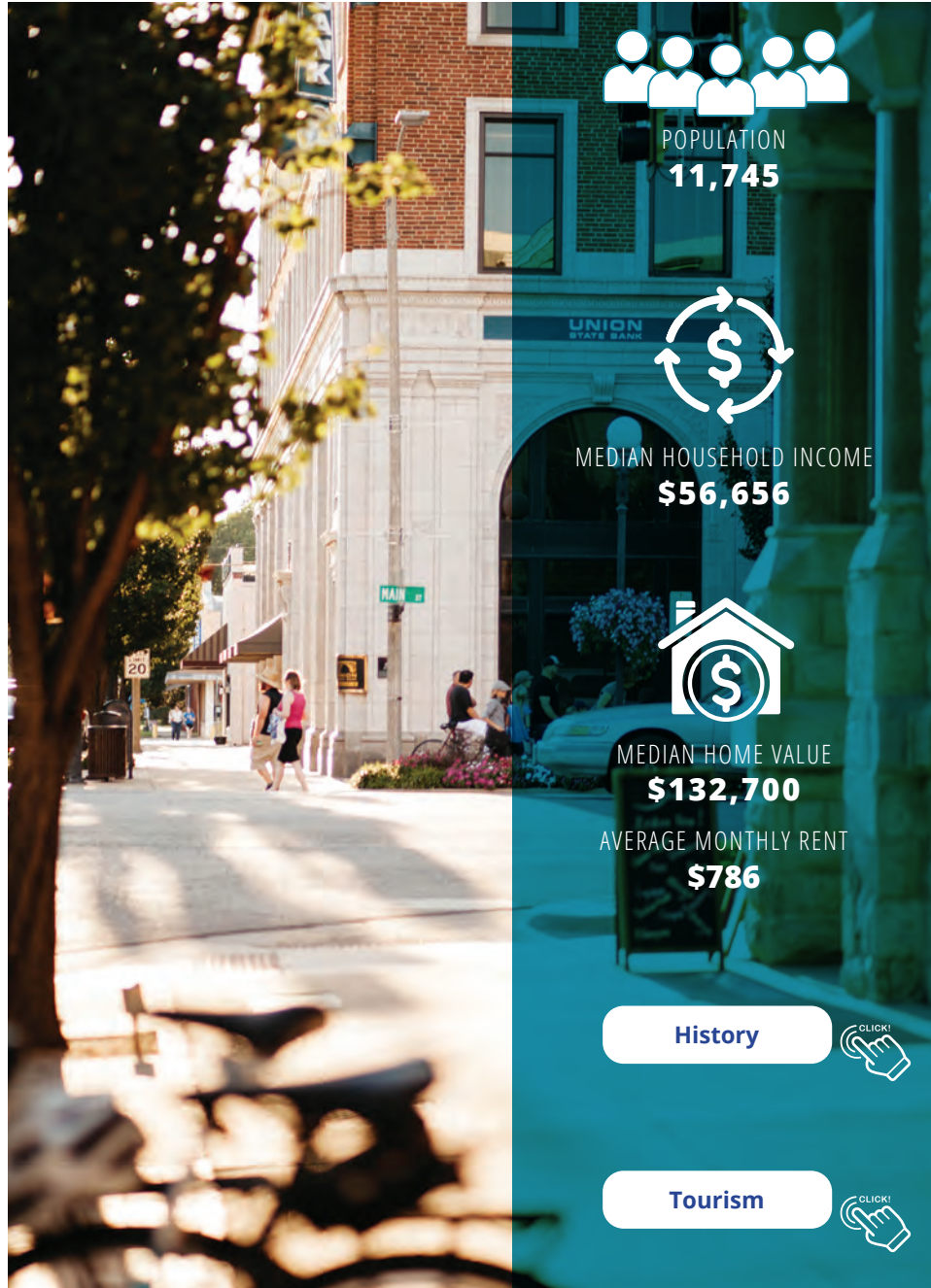
ABOUT THE COMMUNITY

City of Winfield, Kansas

Winfield offers considerably more activity, personality, and culture than visitors might expect from a community its size. With an active downtown, restaurants, a college presence, cycling opportunities, attractive neighborhoods, and an easier pace of life, Winfield combines small-town livability with a strong sense of identity.

Outdoor recreation is an important part of the community. Winfield has invested significantly in its parks, with new playgrounds, artificial turf, more than four miles of new walking and running trails, and access to Winfield City Lake. Island Park, the City's largest park, draws more than 304,000 visits from approximately 83,600 unique visitors.

Winfield also has a vibrant arts and cultural scene. The nationally recognized Walnut Valley Festival attracts more than 10,000 festivalgoers each September, while year-round offerings include a summer concert series, the South Kansas Symphony, Winfield Municipal Band, community events, and the arts and music programs associated with Southwestern College.



GOVERNANCE & ORGANIZATION

The City of Winfield operates under a Commission-Manager form of government. The governing body consists of three commissioners elected at large, with terms of two or four years and no term limits. The City Manager is appointed by the governing body.

The City has approximately 175 employees and an overall fiscal year budget of approximately \$70 million.

The City provides a broad range of municipal services, including:

- Fire-EMS and public safety
- Utilities
- Engineering
- Finance and administration
- Information systems
- Customer and community services



ABOUT THE JOB

Winfield Fire-EMS provides fire prevention and suppression, emergency medical services, rescue operations, training, inspections, and regional mutual-aid response. Approximately 85% of departmental calls are emergency medical related, making leadership of both fire and EMS operations central to this position.

Reporting to the City Manager, the new Fire-EMS Chief will:

- Plan, coordinate, supervise, and evaluate fire and EMS operations.
- Establish policies and programs that advance City and departmental goals.
- Lead personnel development, discipline, performance, and training.
- Prepare and administer the department's annual budget.
- Plan for equipment, apparatus, facilities, and operational needs.
- Provide command leadership at emergency scenes when required.
- Build strong relationships with City leadership, employees, partner agencies, and the community.

[Full Job Description](#)



DEPARTMENT STRUCTURE

Operational Areas:

- Fire Suppression
- Emergency Medical Services
- Fire Prevention/Inspection
- Specialized and Technical Rescue
- Training and Professional Development
- Regional Mutual Aid

QUICKFACTS

- **Employees:** 28
- **Department Budget:** \$3.9 million
- **Fire District:** 235 square miles
- **ALS EMS Coverage Area:** 750 square miles
- **Population Served:** Approximately 20,000
- **ISO Rating:** 3 for property within five miles of the station
- **EMS:** Approximately 85% of calls

The department's specialized rescue capabilities include grain engulfment, high-angle rope, swift-water, ice, trench, structural-collapse, and motor-vehicle extrication. Winfield Fire-EMS also operates Cowley County's only heavy rescue unit.

KEY PROJECTS FOR 2026–2028

- Build upon the department's strong foundation of technical training by developing an enhanced in-house training regimen that takes full advantage of Winfield's modern facilities.
- Strengthen leadership development and prepare the next generation of Fire-EMS personnel through education, support, and professional development.
- Maintain excellence across the department's dual fire and EMS mission while ensuring that both disciplines remain operationally strong.
- Develop creative recruitment, retention, apprenticeship, and workforce-development initiatives.
- Continue balancing service delivery needs with limited resources and rising labor, apparatus, and equipment costs.

THE IDEAL CANDIDATE

Winfield is seeking a professional and experienced Fire-EMS leader who brings credibility in both disciplines and understands how to lead a highly skilled team without micromanaging. The ideal candidate will be steady, approachable, flexible, and visible, regularly engaging with personnel in the station, in the field, and throughout the community.

This leader will value accountability while maintaining the department's strong camaraderie and supportive culture. They will invest in personnel through education, technical training, mentorship, and leadership development while preparing the next generation of Fire-EMS professionals.

Operational credibility is important. The successful candidate should be comfortable assuming command at an emergency scene or supporting operations when appropriate. They will also be a relationship builder who collaborates effectively across City departments and keeps the broader interests of the City of Winfield at the center of departmental decision-making.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Fire Science, Public Administration, Emergency Management, Business Administration, a related field, or equivalent executive-level experience.
- Kansas B-EMT certification or ability to become fully recognized by the State of Kansas through reciprocity within one year.
- Minimum of seven years of progressively responsible Fire/EMS experience, including five years in a supervisory capacity and three years of command experience.
- Demonstrated experience managing complex organizations, budgets, personnel, and public safety operations.
- Valid Kansas driver's license and Class B Non-Commercial driver's license within 12 months of hire.
- Ability to meet medical, physical, and background standards required for Fire/EMS personnel.
- Required certifications include IFSAC Firefighter I and II, Haz-Mat Awareness and Operations, IFSAC Driver/Operator, and IFSAC Fire Officer I/Instructor I.

Preferred:

- Kansas A-EMT or Paramedic certification, or ability to obtain recognition through reciprocity within one year.
- Post-undergraduate certification or study in leadership, emergency medical response, or fire leadership.
- Fire inspection, fire investigation, personnel management, and public relations experience.
- Experience in a combined Fire/EMS organization.
- ICS 100, 200, 300, 400, 700, and 800.
- IFSAC Fire Officer II/Instructor II.

SALARY & BENEFITS

- **Compensation:** \$84,520–\$123,336 DOE/DOQ.
- **Health Insurance:** Allied Health/OreadRx/ProviDRsCare Network. Employee contribution is \$34/month for single coverage or \$232/month for family coverage. The City contributes \$533.84 and \$1,253.20 per month, respectively.
- **Dental Insurance:** Blue Cross/Blue Shield dental coverage is paid 100% by the City with health enrollment.
- **Paid Leave:** 10 paid holidays, one paid personal day, 12 vacation days for employees with 1–9 years of service, increasing to 18 days after 10 years, plus 12 sick days annually with a 90-day maximum.
- **Retirement:** Participation in the Kansas Police and Fire Retirement System (KP&F). Employees contribute 7.15% of salary, with contributions earning a guaranteed 4% annual interest under the conditions described by KP&F. Guaranteed lifetime retirement benefit after vesting.
- **KPERS 457:** Deferred compensation option with Roth and/or pretax savings. The City position profile identifies a 1% employee minimum contribution and 1% of base salary employer match.
- **Additional Benefits:** Tuition reimbursement/educational assistance, EAP membership, supplemental insurance options, flexible spending account, fitness membership discounts, training opportunities, and an in-station fitness center.
- **Allowances/Relocation:** Monthly car allowance, monthly cell phone allowance, and relocation reimbursement.



HOW TO APPLY

Apply Here



For more information on this position, contact:

Rudy Jackson, Senior Vice President Executive Recruitment

RudyJackson@governmentresource.com | 817-897-8080

The City of Winfield is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Applicants selected as finalists for this position will be subject to a comprehensive background check.