

# Coeur d'Alene, Idaho

## *Fire Chief*



***Annual Salary Range***

**\$127,732—\$179,753**

Plus excellent benefit package



# Fire Chief

The Fire Chief manages and directs the programs and activities of the Fire Department responsible for providing effective and professional leadership to position the Fire Department to meet the community's current and future needs through appropriate technologies and services.

As Department Director this position establishes and implements department programs, policies and processes and serves as a member of the City's Executive Management team. Although the position directly reports to the City Administrator, work is performed within policies and administrative regulations with wide latitude for exercise of independent judgment.

The Fire Chief directly supervises subordinate Division Managers who carry out Operations, Logistics and Fire Prevention management.

Operating on a 2026 budget of approximately \$15 million dollars, the department is staffed by 75 full-time employees (65 line personnel).

For the complete job description for the position of Fire Chief, including classification requirements and physical demands and work environment, please go to [Fire Chief class specifications](#).

## *Applicants must possess the following:*

- ◆ Bachelor's degree in fire science, public administration or a related field; and/or
- ◆ Extensive experience in fire service including at least ten (10) years of progressively responsible fire fighting experience in all aspects of fire operations, hazardous materials and EMS; and
- ◆ At least three (3) years of fire administration/management in a leadership and supervisory capacity; and
- ◆ Valid Driver's License; or
- ◆ An equivalent combination of education and experience that provides the required skills, knowledge and abilities to successfully perform the essential functions of the position may be considered.



This is an outstanding opportunity for a dedicated and talented professional. The ideal candidate will be a team player who works collaboratively and enthusiastically with both the fire department and other City Departments. The City of Coeur d'Alene is looking for candidates who demonstrate integrity, clear communication, and the ability to guide a department through both emergency operations and long-term strategic planning.

The successful candidate is able to work independently in a fast-paced work environment, must have strong interpersonal skills, and should be adaptable, creative, and politically savvy.

## Core Purpose

The Coeur d'Alene Fire Department is committed to providing the highest quality service to the residents and guests of the City of Excellence. The Department is a full service Fire Department providing fire, emergency medical first response and transport, and technical rescue services, out of four fire stations.

We are driven by perfection and steered by ***Knowledge, Tradition, and Integrity.***

For more information, please visit the Coeur d'Alene Fire Department [website](#).

## The Community

The City of Coeur d'Alene has a population of approximately 57,728 and is located in the Northern Idaho Panhandle. Coeur d'Alene offers a true, four-season climate and is a resort city on the northern shore of scenic Lake Coeur d'Alene.

In addition to the natural beauty and waterfront beaches and trails of the City, there are several lakes within 50 miles providing beaches for swimming and boat ramps for water access. Outdoor enthusiasts will enjoy the nearby local, state and federal parks for camping and hiking, numerous golf courses and five major winter ski areas which are all within 60 miles.

**Distance from Spokane, Washington:** 33 miles

**Median Home Value:** \$597,995

## Salary and Benefits

### Compensation

Annual Salary Range: \$127,732—\$179,753

### Benefits

- ♦ Generous paid leave including holiday, vacation and sick leave.
- ♦ **Medical** insurance through Regence Blue Shield of Idaho – employee 100% covered, low cost dependent coverage.
- ♦ Three (3) **Dental** plans to choose from - 100% employer paid for employee and dependents.
- ♦ Defined benefit **retirement** program through PERSI.
- ♦ Voluntary supplemental 401(k) and 457 investment plans.
- ♦ Basic life insurance, accidental death and dismemberment insurance, occupational death, and long-term disability – 100% employer paid.
- ♦ Supplemental voluntary life and AD&D insurance.
- ♦ Health Reimbursement Arrangement (**HRA**) – tax-free employer contributions into employee's account on a monthly basis.





# The City Government

The City of The City of Coeur d'Alene covers almost 16 square miles and is a full-service City governed under the Mayor/Council form of government. The City Council consists of the Mayor and six Councilmembers, elected by seat, for four-year, overlapping terms. The City employs more than 420 full-time employees and has an overall budget of approximately \$152 million for fiscal year 2025-2026.

The City Administrator provides leadership, policy guidance to department heads and carries out the vision, strategic plan and goals of the Mayor and City Council. Staff also supports 20 citizen advisory boards and commissions recommending policy to the elected officials.

## How to Apply

1. Complete the online application on the City of Coeur d'Alene Career Pages at <https://www.governmentjobs.com/careers/cdaid>
2. Select the Fire Chief job posting
3. Complete your application and attach your cover letter and résumé

***Application deadline: January 16, 2026 — 5:00 pm***



*The City of Coeur d'Alene is committed to providing equal employment opportunity for all persons without regard to race, color, religion, gender, age, national origin, sexual orientation, gender identity, disability, veteran status, or any other applicable legally protected status.*