

CASPER, WYOMING

FIRE CHIEF



ACCEPTING APPLICATIONS THROUGH OCTOBER 12, 2026

LEADERSHIP • SERVICE • COMMUNITY



LEAD CASPER FIRE-EMS

The City of Casper is seeking an experienced, collaborative, and forward-thinking leader to serve as its next Fire Chief.

Casper Fire-EMS is a full-service department committed to protecting the health and safety of our community. The department operates from five fire stations supported by 86 full-time positions with 20 personnel minimum staffing per platoon. The FY27 operating budget is approximately \$14.1 million. Front line apparatus includes 5 engines, 1 ladder truck, 1 rescue, 1 squad and 3 brush trucks.

Reporting directly to the City Manager, the Fire Chief provides executive leadership and strategic direction for the department. The Chief oversees all aspects of a modern fire service, including operations, personnel, training and development, community risk reduction, emergency preparedness, labor relations, budgeting, and long-range planning. The Fire Chief also serves as the City Emergency Manager and works closely with regional partners to prepare for and respond to emergencies.

86
Full-Time Positions

5
Fire Stations

\$14.1M
FY27 Department Budget

ISO 1
Public Protection
Classification





ABOUT CASPER

58,771
Population

5,150
Elevation

26.5
Square
Miles

**No State
Individual
Income
Tax**

90 Miles
of Area
Trails

Located along the North Platte River at the base of Casper Mountain, Casper offers all the amenities of a regional center. Residents enjoy dining, shopping and community events in Casper's historic downtown and ready access to all the best recreation the Rocky Mountain West has to offer. Transitioning away the office is easy with close-in hiking, biking, blue ribbon fisheries, skiing, and water sports easily accessible at Casper Mountain, Hogadon Basin Ski Area, Garden Creek Falls, Fremont Canyon, and nearly 90 miles of area trails make enjoying the outdoors part of everyday life.

Casper's history and identity are shaped by the North Platte River valley which was the convergence of the Oregon, California, Mormon, Pioneer and Pony Express trails. The community embraces its western heritage by hosting the College National Finals Rodeo in June with ample arts and cultural events throughout the year from the Wyoming Symphony Orchestra, to music and theater events at Casper College and the Ford Wyoming Center.

Casper offers the opportunity to build a meaningful career and live the lifestyle that makes Wyoming special. The City of Casper offers a place to live boldly.

LEADERSHIP WITH PURPOSE

Casper Fire-EMS has a clearly established culture centered on teamwork, excellent customer service, preparedness, employee safety and welfare, honesty and integrity, communication, respect, and planning for the future. The department emphasizes creativity, training, readiness, physical fitness, community trust, and treating employees and customers with dignity and fairness.

EXECUTIVE LEADERSHIP

The Fire Chief provides strategic direction for Fire-EMS operations, develops employees and future leaders, establishes departmental goals and service priorities, and maintains accountability throughout the organization.

EMERGENCY MANAGEMENT

The Fire Chief serves as the City Emergency Manager, coordinating emergency preparedness with the Natrona County Emergency Manager and other regional partners.

LABOR RELATIONS

The Chief builds and maintains effective communication and working relationships with represented employees.

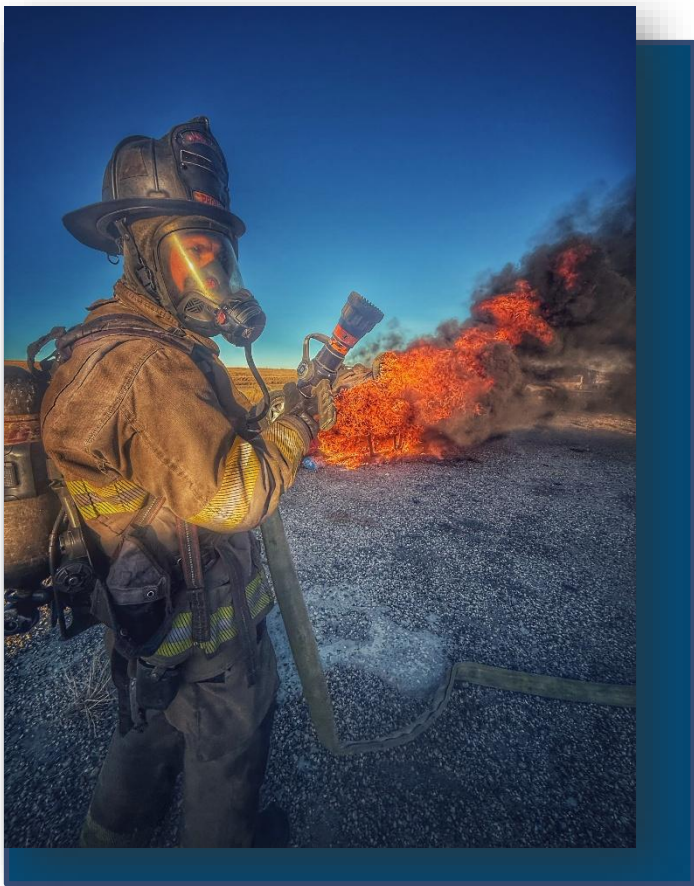
FISCAL & STRATEGIC MANAGEMENT

The Chief oversees an operating budget exceeding \$14 million and provides long-range planning for staffing, equipment, facilities, programs, and service delivery.



We serve to consistently improve the health and safety of our community with skill and compassion.

IDEAL CANDIDATE



EDUCATION & EXPERIENCE



Candidates must have at least five years of increasingly responsible experience in an organized Fire-EMS department, including three years of administrative and supervisory responsibility, and a bachelor's degree in fire science, public administration, or a closely related field, or an equivalent combination of education and experience.

A master's degree is preferred, and completion of the National Fire Academy Executive Fire Officer (EFO) Program is highly desirable.

OPERATIONAL & STRATEGIC LEADERSHIP



The ideal candidate will bring a strong understanding of modern fire suppression, EMS, rescue, community risk reduction, emergency management, and incident command.

Beyond operational expertise, the Chief must be able to think strategically about staffing, succession planning, training, facilities, apparatus and equipment, budgets, service delivery, and the future needs of Casper.

RELATIONSHIPS & COMMUNICATION



Strong communication skills and the ability to build trust and productive relationships are essential. The Fire Chief will work closely with firefighters and command staff, Local 904, the City Manager, City Council, fellow department directors, regional public-safety partners, and the community. The City is seeking a leader who listens, communicates direction clearly, builds credibility, and brings people together around a common mission.

COMPENSATION

BENEFITS PACKAGE

The City is proud to offer a comprehensive and competitive compensation package designed to attract and retain top-tier leadership talent.

Our benefits package includes a range of medical insurance plans with four deductible level options to meet diverse needs, along with dental and vision coverage.

Employees receive competitive vacation and leave benefits, along with access to short- and long-term disability insurance and a variety of supplemental insurance options.

This package reflects the City's commitment to supporting the well-being of our team — professionally, personally, and financially.



100% employer paid pension contributions to the Wyoming Retirement System Fire Plan B.



The Fire Chief will receive a City-owned vehicle for business use or \$450 monthly vehicle allowance.



80 hours of PTO upon hire, plus an additional 40 hours of paid administrative leave.



Term life insurance policy double the amount of annual salary, up to a maximum of \$400,000.

\$128,000 – \$185,631
Annual Salary Range



ADDITIONAL INFORMATION

WHERE TO APPLY

Applications for Fire Chief may be submitted via the City of Casper's website.

Please include a resume and cover letter with your application.

Application
deadline: October 12, 2026

CONTACT US

Have questions or want to learn more about this exciting opportunity? We're happy to connect to share more about what makes this role and our community exceptional.

Heidi Rood, HR Manager
307-235-8421
hrood@casperwy.gov

Michael Szewczyk, Interim Support
Services Director
307-235-8228
mszewczyk@casperwy.gov

RESOURCES

[City of Casper](#)

[Fire-EMS Department](#)

[Casper Area Convention & Visitors
Bureau](#)

[Casper Area Chamber of Commerce](#)

