



LAKE WENATCHEE FIRE & RESCUE • BOARD OF FIRE COMMISSIONERS

OFFICIAL CANDIDATE PACKET

Dual-Vacancy Appointment Framework & Interview Criteria

1. OPERATIONAL & STATUTORY CONTEXT

Due to the immediate resignation of Commissioner Mick Lamar (Position A) on June 3, 2026, and the upcoming prospective resignation of Commissioner Mike Payne (Position B) effective July 16, 2026, vacancies exist or are impending on the Board of Fire Commissioners. In compliance with RCW 42.12.070, the remaining board is executing a single, coordinated, and transparent public procurement process to construct an Active Candidate Pool and fill both positions. To ensure stability and protect local control under RCW 42.12.070(4), the district implements a strict sequential appointment process. The candidate appointed to Position A will be sworn in during the Special Session on July 7, 2026, preserving a legal board quorum. The candidate selected for Position B will be formally appointed during the Regular Meeting on July 16, 2026, matching the effective hour of vacancy.

2. SUBMISSION INSTRUCTIONS & REQUIREMENTS

To enter the Active Candidate Pool, applicants must submit a single application portfolio consisting of:

- **Form 1: Candidate Profile & Statutory Attestation** (Must be fully completed and signed).
- **Form 2: Code of Ethical Conduct & Public Disclosure Acknowledgement** (Must be signed).
- **Letter of Interest (Maximum 2 Pages):** Outlining your professional background, corporate or municipal fiscal literacy, leadership competencies, and your core governance posture regarding a hybrid career/volunteer fire district ecosystem.
- **Professional Resume:** An accurate chronological summary of your career, executive, military, or community leadership records.

SUBMISSION WINDOW	Opens: June 16, 2026 Closes: June 30, 2026 at 5:00 PM PST
DELIVERY TARGET	Upload to digital portal: LWFR.org/vacancy -OR- Sealed Pack to Station 91
PUBLIC INTERVIEWS	Tuesday, July 7, 2026 at 6:00 PM Open Special Session LWFR Station 91 *Note: Interviews will be conducted individually and sequentially under strict isolation and decorum controls.*

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MANDATORY PUBLIC TRANSPARENCY DISCLOSURE (RCW 42.56)

All elements of your submitted application portfolio instantly become public records subject to full inspection upon receipt. Redactions will be strictly confined to personal cellular numbers, home email addresses, and residential street numbers under RCW 42.56.250. Full candidate profiles, resumes, and letters of interest will be uploaded to the public portal exactly seventy-two (72) hours prior to the July 7th interview session.

3. FORMALLY ADOPTED INTERVIEW SCRIPTS & CORE QUESTIONS

Pursuant to the district's commitment to objective and insulated governance transitions, all candidates in the Active Candidate Pool will be evaluated during open session using identical, pre-approved scripted questions. In accordance with operational rules approved and adopted June 18, 2026 by unanimous board approval, candidates will be interviewed completely individually and sequentially, with other applicants required to remain completely outside the physical meeting room until their designated examination block concludes to prevent peer-response mirroring. Open-session interviews will be actively recorded utilizing digital audio and video equipment. In accordance with the Public Records Act, these recordings shall be indexed as permanent electronic archives of Chelan County Fire Protection District No. 9 and uploaded to the Transparency Portal on LWFR.org. To maintain absolute administrative decorum and prevent procedural interference under RCW 42.30.050, members of the public will not ask candidates questions nor participate directly in the interviews; public attendance is strictly limited to passive observation, and disruptions from the gallery will result in immediate removal. Candidates are encouraged to review these prompts ahead of the July 7, 2026 examination:

QUESTION 1: MOTIVATION & BOARD ALIGNMENT

"Why do you want to be on this Board?"

QUESTION 2: QUALIFICATIONS, ASSETS & WEAKNESSES

"Describe any previous experience you have that might make you the ideal person for the Board openings? In that regard, what is your greatest asset that would help the Board and your greatest weakness that might hinder the Boards performance?"

QUESTION 3: STRATEGIC OUTLOOK (3-5 YEAR HORIZON)

"What do you see as the biggest challenges and opportunities that the Fire District faces over the next 3 to 5 years and how would you recommend we solve them?"

QUESTION 4: GOVERNANCE & MANAGERIAL BOUNDARIES

"What do you see as the Boards role in managing the district?"

QUESTION 5: FISCAL OVERSIGHT & CAPITAL BALANCING

"What do you think are the major budget issues the district faces and how would you balance future capital expenditures with operational needs?"

QUESTION 6: HOLISTIC FIT & ADDITIONAL DISCLOSURES

"What else do you think we should know about you that would influence our decision on selecting a new Board member?"

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FORM 1: CANDIDATE PROFILE & STATUTORY ATTESTATION

FULL LEGAL NAME: Michael Brenton STAMFORD
PHYSICAL RESIDENCE: [REDACTED] Leavenworth WA 98826
MAILING ADDRESS: [REDACTED] Leavenworth WA 98826
PRIMARY PHONE: [REDACTED]
EMAIL ADDRESS: [REDACTED]

TARGET POSITION DESIGNATION

Instruction: You must explicitly check at least one box below to dictate how your dossier is categorized within the procurement pipeline.

- POSITION A: Immediate Vacancy (Lamar). Appointed July 7, 2026. Term expires November 2027.
- POSITION B: Impending Vacancy (Payne). Interviewed July 7, appointed July 16, 2026. Term expires November 2027.
- BOTH POSITIONS: Enters candidate pool for both seats. If not appointed to Position A on July 7, remains active for Position B on July 16.

MANDATORY STATUTORY ATTESTATIONS

Instruction: Initial each line below to certify absolute legal compliance with Washington State codes.

[Signature] **U.S. Citizenship:** I certify that I am a citizen of the United States of America (WA Const. Art. III, § 25).

[Signature] **Voter Registration Status:** I certify that I am an actively registered voter within Chelan County, WA (RCW 52.14.010).

[Signature] **District Residency Boundaries:** I certify that I maintain continuous, uninterrupted physical residency within the geographic service boundaries of CCFD9 for a minimum of thirty (30) days preceding appointment (RCW 52.14.010).

[Signature] **Fiduciary Integrity & Ethics:** I possess no prohibited corporate, beneficial, financial, or employment contract conflicts of interest with Chelan County Fire District 9 under RCW 42.23 (Code of Ethics for Municipal Officers).

[Signature]
FORMAL SIGNATURE OF APPLICANT

6/26/26
DATE SIGNED (MM/DD/YYYY)



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FORM 2: CODE OF ETHICAL CONDUCT & PORTFOLIO AFFIRMATION

1. CORE STANDARDS OF GOVERNANCE POSTURE

An appointed Fire Commissioner serves as a trustee of public funds and is legally responsible for establishing high-level policies. Upon appointment, the candidate must strictly align with the following mandates:

- **Open Public Meetings Act (RCW 42.30):** Absolute prohibition against participating in unauthorized, non-noticed multi-member communications regarding district business outside official sessions.
- **Public Records Retention (RCW 42.56):** Commitment to route and retain all written and electronic correspondence regarding operations through official district server channels. Open-session interviews will be actively video and audio recorded and archived as permanent public records.
- **Command Structure Boundaries:** Acknowledgment that the Board holds exclusive authority over legislative and fiscal structures, while day-to-day tactical command and operational deployments vest strictly in the Office of the Fire Chief.

2. APPLICATION PORTFOLIO FINAL CHECKLIST

- Form 1 Fully Executed:** Contact entries completed, target positions checked, and statutory lines initialed.
- Form 2 Signed:** Governance ethics reviewed and final authorization executed below.
- Letter of Interest Attached:** Typed document confined strictly to a maximum length of two (2) pages.
- Professional Resume Attached:** Accurate chronological layout detailing managerial or executive records.

3. FINAL AUTHORIZATION & CREDENTIALS VERIFICATION CONSENT

"I hereby authorize the administrative command staff and legal counsel of Chelan County Fire Protection District No. 9 to verify my active voter registration status and physical residency credentials directly with the records division of the Chelan County Auditor. I explicitly acknowledge the public record status of this portfolio in accordance with RCW 42.56 and consent to the digital redaction and publication rules established within the official recruitment guidelines. I certify under penalty of perjury under the laws of the State of Washington that all answers, attachments, and declarations provided within this dossier are completely true, accurate, and correct."



LEGAL SIGNATURE OF APPLICANT



DATE SIGNED (MM/DD/YYYY)

APPROVED AND ADOPTED JUNE 18, 2026 BY UNANIMOUS BOARD APPROVAL.

Letter of Interest

Dear Commissioners Payne and Gibbs,

I am submitting my letter of interest for the Lake Wenatchee Fire & Rescue Commissioner Vacancy. I bring over 20 years of fire and EMS service experience with extensive involvement in governance, finance, regional coordination and long-term planning. I would be honored to serve this community as a fire commissioner and build upon the many years of dedicated service you have given to our fire district.

My skills and experience are outlined in my attached resume for your review. I have extensive experience with LWFR and its operations and administration having been involved in multiple strategic planning sessions, major capital projects, major federal grant applications/management. I have served on several executive boards over the last 20 years such as North Central Regional EMS, Greater Wenatchee EMS, LWFR Firefighters Association, IAFF Local 5134 Executive Board. I have represented LWFR at multiple regional groups over the years such as Rivercom Operations and Region 6 Fire Training Council.

As a commissioner my strategic vision will be:

- Further Develop LWFR strategic Plans, including enhanced firefighter and public participation.
- Develop strategy to further develop and improve fire district facilities and capital needs, including apparatus replacement and modernization.
- Improve financial stability and transparency with the public
- Promote and support Volunteer Firefighter Recruitment & Retention strategies
- Evaluate and determine funding mechanisms for future Career Firefighter and EMS staffing models
- Develop strategy and support efforts to enhance district wildfire risk reduction efforts

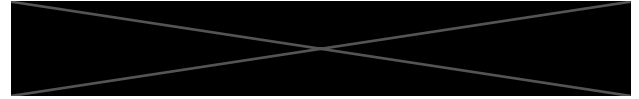
In closing, I believe my experience with LWFR, and my career at Cascade Medical have prepared me to effectively be a LWFR fire commissioner I have a great understanding of fire district operations, financial and legal frameworks that guide the fire district administration.

Thank you for your time and service to this district

Michael Stanford

Bretz Road

Michael B. Stanford



QUALIFICATIONS

21+ Years Washington State EMT-B, IV Technician, EMS Evaluator
22+ Years in Volunteer/Part Paid Fire Service, in multiple leadership positions
12+ Years Incident Command Experience, Battalion Chief Level
10+ Years Grant Writer, grant management experience
15+ Years serving on various administrative boards including leadership positions

SKILLS AND RELEVANT INFORMATION

- Effective verbal, written and visual communication skills
- Proficient with Microsoft Word, Excel, PowerPoint, Teams & Google workspace products
- IFSAC Accredited Firefighter 1, Instructor 1, Hazardous Materials Operations
- Trained to Advanced ICS 300 & 400 Level
- Grant writing- Federal, State and Local grants
- FEMA Incident Safety Officer
- Extensive knowledge of fire district operations and administration
- Extensive knowledge of Chelan County local government, Washington State mobilization procedures, delegation of authority process to federal and state partners.
- Experience in developing Interlocal agreements, Memorandums of Understanding
- Experience with board meeting procedures, common rules of order, and decorum

EXPERIENCE

North Central Emergency Care Council

Executive Board Member Pre-Hospital Representative, developed strategic plans for regional Emergency Medical Services, served multiple years on Training & Education Sub-Committee providing strategic direction for regional fire and EMS service training needs, reviewed regional protocols and major EMS key performance indicators for success.

Greater Wenatchee Emergency Medical Services Council

Board Member, served as Treasurer managing funds and accounts for 20+ Fire and EMS agencies across two County region, performed agency accounts receivable and accounts payable, developed quarterly financial reports, annual financial reports and successfully obtained IRS Non-profit 501c(3) status.

Lake Wenatchee Firefighters Association

Served two terms as President and one as Vice President, worked closely with LWFR auxiliary to raise funds for firefighter association, fire district and community benefit. Directed board meetings and association membership meetings.

International Association of Firefighters Local 5134

Current IAFF member for 8 years, Served previously as Treasurer, Vice President and Acting President for Local 5134. Successfully obtained non-profit status through IRS, performed accounts receivable and payable, experience in Collective Bargaining, Contract review, Labor issues, worked through several major labor issues including employee discipline, grievance processes, employee severance agreements, and employer policy review.

Cascade Medical Ambulance, Leavenworth Washington

February 2004 - Present

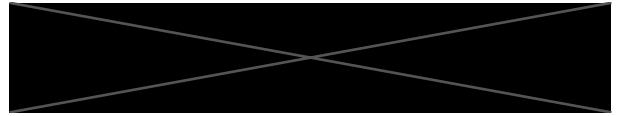
EMT for over 20 years. Staffed Lake Wenatchee BLS Unit for 10 years, often responding from home or work, developed interagency relationships which led to enhanced EMS services in a rural community. Hired in 2017 as a Full-time EMT on a 24-hour ALS Unit out of Leavenworth, WA. Experience implementing new equipment, designing new ambulances, Instructing EMT Courses & Community CPR Classes. Held multiple IAFF leadership positions and gained experience with collective bargaining. Experience working from and transporting patients to a Critical Access Hospital.

Lake Wenatchee Fire & Rescue, Leavenworth, Washington

September 2002 - March 2025

Served in multiple roles: MSO, Station Lieutenant, EMS Captain, Fire Mechanic, Support & Assistance Manager. Helped develop and implement an interagency partnership in 2016 to staff a BLS unit within the fire district, successfully obtained over \$3 Million Dollars in grant funding for variety of vehicles, equipment, staffing, programs, PPE. Managed and implemented grants, drafted MOU's, performed administrative duties, managed portions of department budget, capital project management, policy development, Incident command duties. Conducted training for personnel, helped develop programs and programmed fire service radios. Served as COVID pandemic Logistics lead, oversaw community wide testing and District PPE distribution during pandemic. Completed agency EMS licensure, initial EMT licensure for department personnel.

Michael B. Stanford



Chelan County Fire District #3, Leavenworth, Washington

July 2003 - May 2006

Resident Firefighter, EMT (lived in the station) Seasonal Firefighter, responded to variety of emergencies, fires and vehicle extrications, staffed BLS second out ambulance, performed a wide variety of tasks from Wildland Fire Prevention, Risk Reduction, Hydrant inspections, Building inspections, and wildfire deployments.

RELATED TRAINING & EDUCATION

Open Public Meetings Act Training (RCW 42.30) NCECC, WA Office of Attorney General, 2016
Wenatchee Valley Community College, Wenatchee, Washington
Studied Fire Science 2002-2003, English and Computers 2005-2006
Chief Officer High Performance Leadership & Coaching Academy, 2020
AIARE Level 1 Avalanche Hazard management, Stevens Pass, Washington
Washington State Emergency Vehicle Incident Prevention Instructor, WA State Chiefs
Highway Avalanche Search & Rescue, Washington State DOT
NFA Strategies & Tactics for Initial Company Operations
National Fire Academy Leadership & Administration, Emmitsburg MD
National Fire Academy Wildland Urban Interface: Fire Adapted Communities, Emmitsburg MD
National Fire Academy Command & Control of Incident Operations, Emmitsburg MD
National Fire Academy Emergency Medical Services Incident Operations, Emmitsburg MD
State of Wyoming Firefighter 1 & 2 NFPA 1001, Online 2012

Awards & Achievements

FEMA Certificate of Achievement AFG Peer Review Process 2021
NCW Technical Skills Center Fire Science Most Employable 2003
Chelan County Fire District #3 Chief's Award 2006
Grant Writing Recognition LWFR Board of Commissioners 2021
Greater Wenatchee EMS Volunteer EMT of the Year 2017
Certificate of Appreciation International Association of Arson Investigators 2004
Greater Wenatchee EMS Volunteer EMT of the Year 2016
Lake Wenatchee Fire & Rescue Fire Officer of the Year 2015
Chelan County Fire District #9 EMS Provider of the Year 2014
Chelan County Fire District #9 EMS Provider of the Year 2013
Chelan County Fire District #9 Firefighter of the Year 2006