

EVANS FIRE PROTECTION DISTRICT
2100 37th Street
Evans, Colorado 80620
(970) 339-3920

NOTICE OF SPECIAL MEETING AND AGENDA

Agenda is preliminary and subject to change by majority vote of the Board at the meeting.

Individuals requiring special accommodation to attend and/or participate in this meeting please advise the ADA Compliance Officer (970- 339-3920) of their specific need(s) 48 before the meeting.

DATE: January 5, 2026 TIME: 6:30 p.m.
PLACE: Evans Fire Station 2, 2100 37th Street, Evans, Colorado 80620
By phone: 301-715-8592; Meeting ID: 292 753 9756; Passcode: 6599178

Opening of Meeting

- Call to order
- Pledge of Allegiance
- Roll Call
- Amendments to Agenda

Meeting Items

1. Review & Consider Firefighter Paramedic Program
2. Adjournment

Next regular meeting is scheduled for January 26, 2026 at 6:30 p.m.

Evans Fire Protection District

Staff Report

DATE: January 5, 2026
SUBJECT: Review & Consider Firefighter/Paramedic Program
PRESENTED BY: Taige Malone, Firefighter

AGENDA ITEM DESCRIPTION:

Due to a number of concerns with our current ambulance response times and service, we have investigated the best way to supplement and improve the care provided to our citizens. As EFPD firefighters are routinely the first to arrive on-scene, it would be of benefit to all involved to have a paramedic available to establish patient care, thereby giving EFPD better control of the medical care provided.

The future of ALS service in Weld County is uncertain and EFPD currently has little control of the service provided. As the Board is aware, there are limited options for ALS service providers.

Establishing a full program will involve the approval of a Firefighter/Paramedic position and the purchase of medical supplies and equipment (such as monitors/defibrillators, medications and appropriate storage) with an estimated one-time cost of \$225,000. Continuing costs, on an annual basis, would require approximately \$25,000 in addition to current medical supply expenses. If establishment of the program is approved today a budget revision for the necessary supplies will be presented later in the year.

With the upcoming hiring process, we would like to begin recruiting Firefighter/Paramedics. Any current staff wishing to complete paramedic school would be offered the opportunity to do so. Following is a job description that includes the appropriate language for a certified paramedic (additions to the Firefighter job description are highlighted).

STAFF RECOMMENDATION:

Staff recommends creation of the Firefighter/Paramedic Program, to include the creation and approval of the Firefighter/Paramedic job description and position.

EVANS FIRE PROTECTION DISTRICT JOB DESCRIPTION

POSITION TITLE: FIREFIGHTER/PARAMEDIC

SUPERVISOR: AS ASSIGNED

FLSA STATUS: NON-EXEMPT

EMPLOYMENT STATUS: FULL TIME; AT-WILL

This job description is established by the Board of Directors ("Board") of the Evans Fire Protection District ("District") to outline the basic requirements, duties, and general responsibilities of the Full-Time Firefighter/Paramedic. This position is "at-will", which means the District may terminate the employment relationship at any time and for no reason, subject only to the requirements of federal and state law. Similarly, the employee may terminate the employment relationship without notice at any time for no reason.

Except as defined in this Job Description, all terms shall have the meaning defined in the Member Handbook.

SUMMARY:

"Full Time Firefighter(s)" means firefighters who are employed by the District and who work regularly scheduled 48-hour shifts as a full-time firefighter/paramedic.

Under assigned supervision, performs a wide variety of technical and specialized duties in the provision of fire protection and emergency services, as well as protecting life and/or property from the dangers of fire, accident, natural disaster, etc., using a variety of firefighting techniques and equipment.

Under the operational supervision of an officer, performs advanced life support measures including but not limited to: assessment of patients, triage of injured and ill individuals, formulate differential diagnosis for patients, execute and/or direct patient care goals of the team based on differential diagnosis, administer medications, manage airways, and provide critical interventions to stabilize patients. Work in conjunction with ambulance transport providers to determine best outcome of patients and citizens, assist or direct ambulance transport providers in regard to treatment goals.

Under the direction of their assigned supervisor, performs a wide variety of technical and specialized duties in the provision of fire protection and emergency services, including daily supervision of full-time, part-time, and firefighters when assigned as an Acting Officer as described in the Captain's Job Description. May be assigned to Supervise full-time, part-time, and firefighters in emergency operations, assigned projects, and public relations or events. May be assigned to manage a specific District Program, including purchasing, use and implementation, training, policies and procedures, and budgeting of that specific District Program.

All Full-Time Firefighters are subject to the District's emergency services, operational and business needs, and its financial sources.

ESSENTIAL FUNCTIONS: (Essential functions, as defined under the Americans with Disabilities Act, may include the following tasks, knowledge, skills, and other characteristics. The list of tasks is ILLUSTRATIVE ONLY and is not a comprehensive listing of all functions and tasks performed by positions in this class.)

Responds to calls for fire and rescue services including structure fires, wildland fires, rescues, medical emergencies, hazardous material releases, natural and manmade disasters and similar emergency situations.

Performs strenuous activities involving fire ground operations and a variety of technical and manual labor duties necessary to locate, control and extinguish fires, including: catching fire hydrants; connecting hoses and nozzles; laying in supply and attack hoses; using visual, sensory and judgmental criteria to locate fire sources; playing fire streams, including water, chemical, and/or portable extinguishers, on fire sources; carrying, positioning and raising ground ladders; and using a variety of handheld and powered tools, including axes, pike poles, saws, etc., necessary to locate doors, windows and vents.

Performs forcible entry operations to gain access into structures using a variety of tools.

Performs salvage operations to prevent damage to property not involved in fire and/or emergency situations, including the placement of covers, removing property from danger, removing water, smoke, and heat from structures, etc.

Performs tasks to extricate individuals safely from wrecked vehicles, structures, earth cave-ins, etc., using a variety of tools/equipment, including saws, jacks, pry bars, etc.

Performs search and rescue operations to locate and remove individuals and victims from fire and emergency situations.

Performs advanced life support care, conducting rapid patient assessments, administering medications, managing airways, performing critical interventions, collaborating with other first responders, triaging patients, communicating vital information to medical facilities, and coordinating emergency response efforts to deliver high-quality emergency medical care and ensure the well-being of patients in urgent situations. Also provides BLS care when appropriate.

Responds to non-emergency citizen and community service calls in accordance with District policy and procedure.

Assists in maintenance of equipment, apparatus, and fire stations in need of repairs; performs variety of preventative minor maintenance activities.

Performs inspections and annual hydrant maintenance.

Maintains current standards and certification in hazardous material handling, emergency medical procedures, and fire/rescue techniques as necessary.

Performs public education and services as needed, including representing the District at community events and meetings.

Participates in training and safety classes and drills to maintain and increase firefighting and emergency techniques and responses.

Participates in hazardous material response and prevention programs.

Maintains knowledge of relevant federal, state and local laws, and the District's General Operating Guidelines, Policies, Member Handbook, organizational chart and chain of command.

Follows orders and directions of all supervisors.

Obtains and maintains a sound knowledge of the District's geography and structures within the District.

Responsible for the care and maintenance of fire stations, grounds, fire apparatus and other vehicles and equipment used in the performance of duties.

Maintains, cleans, services, inspects, and loads firefighting and/or emergency equipment, tools, etc., on apparatus and vehicles.

Consistently promotes a professional image of the District at all times.

Works a varying schedule and/or shift.

May prepare District reports.

May serve as a driver/operator for any apparatus or vehicle after being deemed qualified by the Fire Chief or his/her designee.

Performs other duties and functions as assigned.

QUALIFICATIONS:

Knowledge, Skills, and Abilities:

Knowledge of and ability to apply modern methods, techniques, and principles of fire/rescue, environmental, and emergency medical response.

Knowledge of all Advanced Life Support equipment, policies, and procedures in accordance with our medical direction

Knowledge of Incident Command procedures and ability to apply ICS in a variety of emergency situations.

Knowledge of fire behavior, ability to adapt strategies to changing fire conditions.

Knowledge and skill in the operation of fire district apparatus and equipment.
Knowledge of training and safety practices and procedures.
Knowledge and ability to direct and perform pre-incident planning.
Knowledge and ability to apply fire code requirements to hazard identification and mitigation.
Knowledge of street layout, special hazards, and response districts within the District.
Knowledge and capability to enforce District GOGs and District policies and procedures when appropriate.
Skill in public relations and interpersonal communication.
Skill in the safe and lawful operation of a motor vehicle.
Ability to read, write, speak, and understand the English language.
Ability to produce written reports and records.
Ability to interpret, understand, and comply with complex statutes, ordinances, regulations, standards, and laws.
Ability to follow written and oral instructions.
Ability to maintain composure under extremely stressful situations.
Ability to interact with superiors and co-workers in a professional, tactful, and caring manner.
Ability to positively interact with citizens to solve problems in a tactful and caring manner.
Ability to communicate effectively and express ideas clearly both verbally and in writing.
Ability to use standard office equipment, computer equipment and software including word processing, data base management, spreadsheet applications, internet, electronic mail, incident record programs, telephone, radio, pager systems and audio-visual equipment.
Ability to maintain physical fitness standard pursuant to District policy.
Ability to establish and maintain effective working relationships with employees, other agencies, and citizens.

Licensing/Certification Requirements:

State of Colorado unrestricted Driver's License and insurable by the District's Liability carrier
State of Colorado Firefighter I Certification
State of Colorado Hazardous Materials Operations Certification
State of Colorado or National Registry Paramedic Certification
Current AHA ACLS (Advanced Cardiac Life Support) certification or equivalent
Current AHA PALS (Pediatric Advanced Life Support) certification or equivalent

Working Environment/Physical Requirements:

This position requires work in a variety of locations, including living quarters and office areas, outside locations in all weather conditions, in and around a wide variety of automotive, mechanical, chemical and medical equipment or supplies, and emergency scenes of every type. Strenuous physical activity under extreme adverse conditions may be required periodically, including working in all weather conditions in extreme temperatures.

This position requires climbing, balancing, stooping, kneeling, bending, crouching, crawling, reaching, standing, walking, running, sitting, jumping, sliding, pushing, pulling, lifting, pinching, grasping, digging, spraying, feeling, talking, hearing, seeing, reaching over head, reaching away from body, repetitive motions, and demonstrating manual dexterity.

Work requires exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.

Work may result in exposure to contaminated environments, including but not limited to, hazardous materials, smoke, gases, chemicals, fumes, odors, mists, and dusts, requiring the proper use of personal protective equipment.

Work may be performed under hazardous and adverse conditions, including but not limited to, weakened structures, slippery and uneven surfaces, proximity to moving mechanical equipment, burning structures, broken glass or other materials, electrical currents, high places, and confined spaces.

Work may result in exposure to air or blood borne infectious diseases or illnesses, such as Hepatitis A, B, or C, HIV, tuberculosis, smallpox, etc.

Work may result in exposure to high noise levels requiring the wearing of hearing protection.

This position demands frequent use of sensory activities such as talking, seeing, hearing, smelling, feeling (identifying objects by touch), depth perception and color vision.

This position will involve periods of high physical, mental and/or emotional stress.

Required to perform hazardous tasks requiring strenuous exertion during firefighting, rescue and emergency situations, and training exercises.

The employee is required to remain calm during stressful and possibly life-threatening situations.

The employee may subject to emergency recalls.

Generally, works rotating 48-hour shifts averaging 5 shifts per month including weekends and holidays. May also be assigned to a regular 40-hour work week.

APPROVED: January 2026