



\EVANS FIRE PROTECTION DISTRICT EMPLOYMENT ANNOUNCEMENT

POSITION: FULL-TIME FIREFIGHTER/EMT – ENTRY LEVEL OR LATERAL
FULL-TIME FIREFIGHTER/PARAMEDIC – ENTRY LEVEL OR LATERAL

STATUS: FULL-TIME/NON-EXEMPT

STARTING SALARY: FF/EMT \$71,917 – \$105,295 dependent on experience & qualifications
FF/P \$79,109 - \$115,825 dependent on experience & qualifications

WORK SCHEDULE: 48/96

SUMMARY:

Responds to fires, medical emergencies, technical rescues, and other emergency and non-emergency requests for assistance. Duties include but are not limited to: daily station routines, hydrant maintenance, pre-plan programs, fire prevention and education presentations, operating and maintaining fire department equipment, apparatus and stations; and training. Also, subject to various assignments, duties and functions as assigned. An EFPD Firefighter works various, rotating shifts; including weekends and holidays; and is subject to emergency call out on an as-needed basis.

ESSENTIAL FUNCTIONS:

Responds to and safely mitigates various calls for assistance, including, but not limited to: fire suppression, medical assistance, hazardous materials mitigation, technical and non-technical rescue; performs strenuous activities involving fire ground operations in accordance with NFPA 1001; maintains all equipment, apparatus and facilities in a constant state of readiness to facilitate the mission of service delivery; maintains and participates in annual hydrant inspections and preplanning; produces quality reports and other written records as required or otherwise necessary; attends required training sessions as scheduled; maintains required certifications and proficiencies as necessary and/or required; presents fire prevention and public education information classes; and performs other duties and functions as required or assigned.

MINIMUM REQUIREMENTS FIREFIGHTER/EMT:

- Firefighter I Certification – State of Colorado or ProBoard/IFSAC accredited;
- Hazardous Materials Operations Certification – State of Colorado or ProBoard/IFSAC accredited;
- EMT-B Certification – State of Colorado or National Registry;
- Notice stating you have passed a physical agility test (CPAT or physical from current department);
- High school diploma or GED;
- Valid Driver's License and insurable by the District's Liability carrier;
- Ability to read, write, speak, and understand the English language;
- Ability to maintain physical fitness standards required of firefighters;
- Ability to work within hostile environments common to firefighting, emergency medical response, rescues, hazardous materials incidents, and natural and man-made disasters;
- Must be legally able to work in the United States

ADDITIONAL MINIMUM REQUIREMENTS FIREFIGHTER/PARAMEDIC:

- Paramedic Certification - State of Colorado or National Registry
- Current AHA ACLS (Advanced Cardiac Life Support) certification or equivalent
- Current AHA PALS (Pediatric Advanced Life Support) certification or equivalent

PREFERRED QUALIFICATIONS:

- At least 21 years of age;
- Three-years full-time firefighter experience;
- Firefighter II Certification – State of Colorado or ProBoard/IFSAC accredited

PHYSICAL AND MENTAL REQUIREMENTS:

Climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, running, sitting, pushing, pulling, lifting, grasping, feeling, talking, hearing, seeing, repetitive motions, and demonstrating manual dexterity. 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.

TOTAL COMPENSATION PACKAGE:

EFPD Full-Time Firefighters are compensated according to a Skill Based Pay Program which accounts for a firefighter's years of experience and professional development activities/certifications. New Full-Time Firefighters will be placed in the pay table according to each individual's experience as a full-time firefighter and currently held certifications. A copy of the Skill Based Pay Program is available on our website along with the application.

Firefighter/Paramedics earn 10% above the posted salaries in the Skill Based Pay Program.

Paid Time Off:

- 132 Holiday hours available annually (prorated to start date), floating holidays may be taken at firefighter discretion, unused Holiday hours expire at year-end;
- Vacation time accrual begins with first pay period; minimum 144 Vacation hours accrued each year, lateral entries will accrue based on years of experience – up to 288 hours each year, Vacation Hours do not expire;
- Sick time accrual begins with the first pay period worked, unlimited accrual, Sick time hours do not expire;

Benefits	
FPPA Pension	Medical, Dental, Vision Insurance
457 Deferred Compensation Plan	Home Buyer Assistance Program
457 Employer Match to 9%	Education Assistance
Peer Support	Health Savings Account (HSA)
Employee Assistance Program (EAP)	Flexible Spending Account (FSA)
Life Insurance	Short/Long Term Disability

SELECTION PROCESS:

February 19-20: phone/Zoom screening calls

February 23: Background screening

March 4: invitations to participate in Skills Assessment and Interviews offered

March 11: Skills Assessment

March 12: Interviews

March 13: Invitation to top 10 for 24-hour ride-along

March 15-29: 24-hour ride-alongs

March 30: Conditional Offers of employment

April 6-17: pre-hire screenings

April 20: confirmation of successful completion of pre-hire screenings, confirmation of employment

May 4-22: EFPD Academy

Week of May 25: first shift on-line with assigned crew

At any time, this process may be terminated, or a candidate may be eliminated, for any reason.

Questions should be directed to sbowles@evansfiredistrict.org.

EQUAL OPPORTUNITY EMPLOYER