

Classification:  Firefighter/Paramedic

The Poulsbo Fire Department is anticipating filling a vacancy.

The District requires an employment application and all required documentation as indicated on the application. Applications must be received by the Poulsbo Fire Department, 911 NE Liberty Road, Poulsbo, WA 98370 by October 25, 2019 at 4:00pm.

Poulsbo Fire Department is an approved veteran’s “on-the-job” training employer and you may be eligible for GI Bill® benefits.

Poulsbo Fire Department participates in WSFF Joint Apprenticeship Training Committee (JATC); if an applicant has not completed JATC prior to applying, it is expected that the candidate will complete JATC within three years.

Salary and Benefit Information:   
This position is represented by I.A.F.F. Local #2819. 2020 salary and benefits for 24-hour shift personnel include:

* FF/Paramedic Entry Level – The salary range is $6,307.13 - $8,672.31per month.
* FF/Paramedic Lateral – (Successfully completed probation and currently employed for more than one year as a career firefighter paramedic) Salary will be determined at time of conditional offer. The salary range is $6,307.13 - $8,672.31 per month.
* Health Care: WFCA PPO Plus plan, the District will pay 100% of the employee’s premium costs and 90% premium costs for the employee’s eligible insured dependents. Or, for employees choosing the Kaiser plan, the District will pay 100% of the premium costs for employees and eligible insured dependents.
* Kelly Days: 14.5 Kelly days per year
* Vacation: 11.2 hours per month (increases with years of service)
* Personal Days: 6 per year
* Deferred Comp: 2% matching
* LEOFF Retirement

Application may be found at [http:/www.poulsbofire.org](file:///\\lofall\shared%20folders\CONFIDENTIAL\POSITION%20APPLICATION%20PACKETS\2019%20Hire\2019%20JOB%20ANNOUNCEMENT%20PM%20FINAL.docx)

**Application Questions:**  
Email: [lalkire@poulsbofire.org](mailto:lalkire@poulsbofire.org)

**Minimum Requirements to Apply - Firefighter Paramedic Entry Level**:

* Be 18 years of age or older, at time of application
* Be a US citizen or eligible for employment in the US
* Be able to communicate in English, both orally and in writing
* Possess a minimum education equivalent to a 4-year high school diploma
* Possess a valid Washington State Driver License or, the ability to legally drive and obtain a Washington license within 60 days of appointment
* Certified as a Washington State EMT-P or currently have National Registry EMT-P and obtain Washington State certification within 90 days of appointment
* Current ACLS and PALS, or PALS equivalent as determined by the Department
* Currently employed for one (1) or more years as a full-time Paramedic with an ALS transporting agency
* IFSAC Firefighter I certification, or equivalent, satisfactory to the District
* IFSAC HAZMAT Awareness, or equivalent, satisfactory to the District

**Minimum Requirements to Apply – Lateral Firefighter Paramedic**:

* IFSAC Firefighter II certification, or equivalent, satisfactory to the District
* IFSAC Haz-Mat Operations certification, or equivalent, satisfactory to the District
* Successfully completed probation and currently employed for more than one (1) year as a career firefighter paramedic

**Desired Qualifications and Experience**

* Washington Firefighter JATC program enrollment / completion
* Associate and/or Bachelor’s Degree from an accredited college or university
* Current CPAT (within one year)

**Testing Process**:

* + Submit a Poulsbo Fire Department employment application, letter of interest, current resume, and copies of all required documentation as indicated on the application and job announcement minimum requirements. Hard copy application packets must be received by the Poulsbo Fire Department by October 25, 2019 at 4:00 p.m. Post-marks do not count.
  + Top candidates from the application/resume review process will be invited to participate in a testing process and oral board – tentatively scheduled for November 14-15, 2019.
* Top candidates will be invited to interview with the Fire Chief – tentatively scheduled for November 15, 2019.
* If you receive a conditional offer of employment, you will be required to successfully pass a background check which includes a credit check; a medical/physical ability/drug screening assessment; and, a psychological/suitability assessment.

**Specific Disqualifiers/Behaviors**:

* Conviction of a felony in Washington or an offense in another state which would be a felony if committed in Washington.
* Conviction of any offense involving the unlawful use, sale, manufacture, production or possession of a controlled substance.
* Conviction of any offense involving the unlawful use, sale, manufacture, production or possession of prescription drugs.
* Has documented history of physical violence or has been convicted of a crime of Domestic Violence as defined by 18 USC 921(a)(33)(A).
* Evidence that the applicant has willfully provided false or misleading information during the application and testing process, or has cheated during any testing in the application process.

**Department Information:**

The Poulsbo Fire Department is a combination fire department that serves the 28,000 citizens of Kitsap County Fire District #18. The fire district covers 55 square miles of the Kitsap Peninsula and includes the City of Poulsbo as well as the communities of Keyport and Port Gamble. The Kitsap Peninsula, on the west side of Puget Sound, is ideally located near Seattle, Tacoma, and Bremerton with easy access to the wilderness of the Olympic Peninsula. The district is nearly surrounded by water, including Hood Canal, Gamble Bay, and Liberty Bay. The City of Poulsbo, located on Liberty Bay, is a diverse and rapidly growing community that continues to celebrate a rich Scandinavian heritage, with Poulsbo being referred to as the “Viking City” and “Little Norway on the Fjord.”

Poulsbo Fire provides ‘all hazard’ response to fires, technical rescue, service, and emergency medical incidents which includes the care and transport of both ALS and BLS patients. The district responds to an average of 10 emergency calls per day out of four fire stations. The line personnel are supported by ten administrative and support personnel, as well as a volunteer battalion. In addition to emergency responses and training, our personnel are regularly engaged in the community performing fire prevention, public education, and community service related activities. The Poulsbo Fire Department operates under the leadership of Chief James Gillard and is governed by a five-member Board of Commissioners.

**The district reserves the right to adjust the testing process and schedule at any time.**

KCFD #18/Poulsbo Fire appreciates and recognizes service to our country and provides veteran’s preference upon request per RCW 41.04.010.

KCFD #18/Poulsbo Fire provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, or genetics. In addition to federal law requirements, KCFD #18/Poulsbo Fire complies with applicable state and local laws governing nondiscrimination in employment in every location in which the district has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

KCFD #18/Poulsbo Fire expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of KCFD #18/Poulsbo Fire’s employees to perform their job duties may result in discipline up to and including discharge.

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