



CAMANO ISLAND FIRE AND RESCUE
811 N. Sunrise Blvd.
CAMANO ISLAND, WASHINGTON 98282
(360)387-1512
<http://www.camanofire.com>

Updated: **August 28, 2024**

Job Classification: Entry and Experienced Firefighter Paramedic

Camano Island Fire and Rescue is currently establishing an eligibility list for the position of Firefighter Paramedic.

The department is actively recruiting individuals with a current National Registry Paramedic Certification or Washington State Paramedic Certification. Based on several factors, hiring options will fall into Experienced or entry-level.

The Experienced position is for individuals with at least one year of fire experience and who have their Firefighter 1 and Paramedic certifications. This position requires an NTN written test, valid CPAT, and candidate PHQ, which can be accessed through your candidate account. It also requires a cover letter and CIFR Application, which can be requested directly from the CIFR Website. These individuals may be granted up to 20 years of experience for the purposes of wages and benefits if they have experience as a Firefighter Paramedic in another agency.

The Entry position is for individuals with a Paramedic certification and no firefighting experience. This position requires an NTN written test, valid CPAT, and candidate PHQ, which can be accessed through your candidate account. It also requires a cover letter and CIFR Application, which can be requested directly from the CIFR Website.

All testing and application materials must be completed and submitted by October 31, 2024.

Application Period: September 1, 2024 – October 11, 2024, at 4:00 PM.

Union Status: This position is represented by IAFF Local 3438

Salary Information:

\$92,795.88 Annually (Entry Level Paramedic January 2025)

\$113,190.72 to \$125,641.70 Annually (Experienced Level Paramedic depending on years of experience January 2025)

Benefit Information:

- LEOFF 2 Retirement
- Matching Deferred Compensation Program
- Deferred Compensation in Lieu of Social Security
- 100% paid Medical, Dental, and Vision Benefits for employee, spouse, and dependents
- AD&D Insurance Policy
- Group Life Insurance
- Long- and Short-Term Disability Insurance
- Medical Expense Reimbursement Plan
- EAP services

District Information:

Camano Fire serves a population of 17,000 in a 39-square-mile area. We provide advanced life support and basic life support services, fire prevention, specialty rescue services, and public education. We operate four stations, an administration office, and a maintenance facility. Our crews respond to more than 2,500 calls each year, approximately 70 percent of which are EMS. Our team includes three chief officers, 29 career firefighters, 12 part-time firefighters, 15 volunteer firefighters, three administrative staff, and three maintenance positions all governed by a five-member Board of Commissioners.

Camano Island is 15 minutes west of I-5, accessed via State Route 532. Part of Island County, Camano sits just across the bridge from the town of Stanwood, roughly 60 miles north of Seattle and 30 miles south of Mount Vernon. Camano is an outdoor enthusiast's dream with two state parks, miles of hiking trails, public beaches, and fishing and boating opportunities.

Population: 17,028 year-round

Contact Information:

Lisa Beckt

Finance/HR Manager

360-387-1512

lbeckt@camanofire.com

Job Requirements

Age: 18

US Citizen: Yes

High School Grad/GED: Yes

Valid WASHINGTON State Driver's License: Yes

Ability to Read/Speak English: Yes

Driving Disqualifiers:

Must possess a valid Washington State driver license without any record of suspension or revocation in any state. Candidates must be insurable under Camano Island Fire and Rescue insurance policy.

Background Investigation and Criminal Record Check:

Yes

Felony, Criminal Activity Disqualifiers:

Must not have had any felony convictions or disqualifying criminal histories.

Medical Examination:

Must be able to complete and pass an entry level medical examination, drug test, and psychological test.

Minimum Qualifications to apply:

- Any combination of education and experience equivalent to graduation from high school

- A valid Washington State driver's license is required and must be obtained prior to the date of appointment.
- IFSAC Firefighter I Certification, including Hazardous Materials Operations
- NIMS ICS 100 and 700 Certification
- Experienced Paramedics: 12 months part-time or volunteer service as a firefighter and a State of Washington certified mobile intensive care paramedic, and/or NREMT-P, and/or NRP within the last 12 months.
- Entry Paramedics: State of Washington certified mobile intensive care paramedic, and/or NREMT-P, and/or NRP at time of hire.

Preferred Qualifications:

- Part-time or volunteer firefighter experience with Camano Island Fire and Rescue
- IFSAC Firefighter I Certification, including Hazardous Materials Operations
- NIMS ICS 100 and 700 Certification
- 12 months part-time or volunteer service as a firefighter and a State of Washington certified mobile intensive care paramedic, and/or NREMT-P, and/or NRP within the last 12 months.
- IFSAC Firefighter II Certification
- Full-time firefighter paramedic experience in Washington State.

Additional Information:

Candidates who are offered a position may be required to complete a fire academy. Candidates with National Registry EMT or EMT-P will be required to become certified in Washington State prior to the date of hire. All candidates will be required to serve a 1-year probationary period.

Each candidate must submit a cover letter and complete the mandatory application packet, available at the District website www.camanofire.com, or the Administration Office located at 811 N Sunrise Blvd, Camano Island, WA.

Submit a resume with your application, a copy of the current CPAT, a copy of your Driver's License, and copies of your certifications to the Administration Office by the end of the application period. October 11, 2024, at 4:00 PM.

Top candidates from the application process will be invited to an oral board interview and paramedic candidates must complete an assessment process.

Top candidates will be placed on the eligibility list, and the District may choose to utilize the eligibility list for up to one (1) year.

Job Requirements

Age : 21

Citizenship Required : Yes

High School Grad/GED : Yes

Valid WASHINGTON Driver's License : Yes

Ability to Read/Speak English : Yes

Driving Disqualifiers : Must possess a valid Washington State driver's license without any record of suspension or revocation in any state. Candidate must be insurable under Camano Island Fire and Rescue insurance policy.

Background Investigation and Criminal Record Check : Yes

Felony, Criminal Activity Disqualifiers : Must not have had any felony convictions or disqualifying criminal histories.

Medical Examination : Must be able to complete and pass an entry level medical examination, drug test, and psychological test.

Additional Requirements : Camano Island Fire and Rescue is a drug free, alcohol free, smoke free workplace. Firefighting personnel are not permitted to use any tobacco products during their employment with Camano Island Fire and Rescue. Applicants will be required to document that they have not used tobacco products for a period of one year or more prior to application date to be considered for employment.

Must be in excellent physical condition and must have passed the Candidate Physical Ability Test (CPAT) within the last year, prior to participating in the hiring process.

Must be able to successfully pass the fire district medical physical examination, a drug/alcohol test, and a psychological evaluation.

Must provide a copy of a Commercial Driver License (CDL) or provide proof of successful completion of Emergency Vehicle Accident Prevention (EVAP) training. May be waived by the District Fire Chief, but successful applicant must obtain EVAP certification within ninety-days (90) of date of employment.

Must be willing to sign a waiver authorizing Camano Island Fire & Rescue to conduct a background investigation to include: criminal history check and employment history verification. Individuals with a history of felony convictions will not be considered.

Lateral entry fire fighter paramedics may enter up to step 5 per the collective bargaining agreement, DOE. The collective bargaining agreement is currently in negotiations.