

**Job Classification:** Lateral Firefighter Paramedic

Camano Island Fire and Rescue is currently hiring for Lateral Firefighter/Paramedics. The position requires a Cover Letter and CIFR application which can be found at <https://camanofire.com/get-involved/careers/>. Current CPAT test is required. We are currently recruiting for a standing list as well as open positions. All testing and application materials must be completed and submitted by Monday, January 6, 2025, at 4:00 pm

**Application Period: December 18<sup>th</sup>, 2024 through January 6<sup>th</sup>, 2025, at 4:00 PM**

**Application Process:**

All applicants must complete the Following:

- National Testing Network Written Exam
- Submit a completed Camano Island Fire and Rescue Application packet
- Submit copies of FF1, HazMat Operations, and either Paramedic or EMT certification
- Submit a cover letter and resume that includes contact information for three professional references.

**Union Status:** This position is represented by IAFF Local 3438

**Base Salary Information for 2025:**

Lateral Firefighter/Paramedic: \$92,795.88 Annually (Entry Level) to \$125,641.70 (Lateral with 20+ years Structural Firefighting Experience)

- Benefit 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
- Additional salary of 1% for Associate's Degree and 2% for Bachelor's Degree in related field

- Up to 20 years' experience granted to lateral candidates for leave accrual. Each candidate's individual experience will be evaluated, and years of experience will be determined based on that evaluation.
- Granting of longevity pay requires a 5-year commitment to working at CIFR and a promissory note for the amount equal to the longevity paid if employees leaves voluntarily or for cause during their first 5 years.

### **District Information:**

Camano Fire serves a population of 17,028 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 2 Chief Officers, 34 career firefighters (including 3 Battalion Chiefs, 3 Captains and 1 Medical Services Officer), 9 part-time firefighters, and approximately 12-15 volunteer firefighters. We have 3 administrative staff and 3 maintenance positions, all governed by a 5-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

### **Additional Information:**

Lateral Entry candidates may be eligible for up to twenty (20) years of experience granted to them by the Fire Chief for the purpose of wages and vacation accrual for prior, full time firefighting experience. Recruit academy participation will be dependent on candidate's experience and prior academy participation.

Each candidate must also complete the mandatory cover letter, resume, and application packet, available at the District website <https://camanofire.com/get-involved/careers/> , or the Administration Office located at 811 N Sunrise Blvd, Camano Island, WA.

Paramedic candidates include in their cover letter a brief statement regarding your Rapid Sequence Intubation Training/Experience as well as outlining your Pediatric Intubation Training/Experience. We are also requesting a letter of recommendation from your current MPD or paramedic training program supervisor. Paramedic candidates will also participate in an assessment process.

Submit a resume, cover letter, MPD letter with your application, a copy of your Driver's License and copies of your certifications to the Administration Office by the end of the application period January 6<sup>th</sup> at 4:00 PM. Top candidates from the application process will be invited to an interview. Top candidates will be placed on the eligibility list and District may choose to utilize the eligibility list for up to one (1) year.

**Contact Information:**

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