

POSITION: FIREFIGHTER (FF)

CAREER CLASSIFICATION: FLSA-207k Overtime Eligible (48/96-24 day pay period)

DIVISION: EMERGENCY SERVICES DIVISION

SUPERVISOR: LIEUTENANT

SUPERVISION EXERCISED: NONE

BENEFITS & PAY CAREER FTE: Base Salary \$67,882-\$83,342 DOE – Additional Pay Incentives, LEOFF Pension, Family Health Insurance Package, Life Insurance, Employer Contributions to HRA and 457, Fire Fighter Association Membership, Air Ambulance membership reimbursement, Periodic Fire Fighter Physical Exam, EAP Enrolled, Sick Leave Accrual, Shift Trade Flexibility, Aggressive Pay Step Opportunity, Daily Exercise Facilities, 48-96 schedule.

BENEFITS & PAY PART TIME FTE: Hourly Pay \$24.52-\$30.11 DOE – Additional Pay Incentives, PERS Pension, Employer Contributions to HRA, 457 Plan, Fire Fighter Association Membership, Air Ambulance membership reimbursement, Periodic Fire Fighter Physical Exam, EAP Enrolled, Sick Leave Accrual, Shift Trade Flexibility, Daily Exercise Facilities, 24-120 schedule.

*BENEFITS & PAY VOLUNTEER: Fee for Services, Fee for Shifts, Additional Activity Incentives, Fire Fighter Association Membership, Member BVFF, Air Ambulance membership reimbursement, periodic firefighter physical, Daily Exercise Facilities.

SWORN SERVICE: YES

REVISION DATE: 8/7/2025

PRIMARY PURPOSE

As a member of a team, performs firefighting and rescue operations for the combating, extinguishing and prevention of fires as well as for saving life and protecting property. Also performs duties and responsibilities pertaining to hazardous materials safety and clean-up.

ESSENTIAL FUNCTIONS

The essential functions of a Firefighter include, but are not limited to, the following duties and responsibilities which are listed in no particular order of importance or significance:

1. Responds to alarms, complaints, & investigations; performs all necessary duties as a firefighter including, but not limited to, the use of hoses, pumps, equipment, emergency apparatus and tools necessary in fire suppression, life safety, rescue operations, property conservation operations, clean-up projects, and all other activities as required. Follows standard policies, procedures, guidelines, and other safety rules as outlined in federal, state, and local regulations as well as by the District for such activities.
2. Responds to hazardous materials emergencies and performs the necessary mitigation activities as per the standard policies, procedures, guidelines, and safety rules as outlined in federal, state and local regulations as well as by the District for such activities.
3. Participates in training and attends classes on fire techniques and other job-related emergency topics as necessary to maintain and improve knowledge, skill, and ability levels as required by state and District standards.
4. Maintains, checks, tests and performs minor repairs of all fire and rescue apparatus, equipment and facilities as assigned. Responsible for equipment and station checks following policies, procedures, guidelines and safety rules as outlined in federal, state, and local regulations as well as by the District. Performs general maintenance work in cleaning, storing, and reloading equipment, apparatus and supplies. Also cleans and maintains emergency apparatus and District equipment as well as assists in the maintenance of station grounds as assigned.
5. Coaches and assists with training of personnel in the performance of district fire fighter duties.

6. Participates in inspections and pre planning of private and public properties in the District as required.

7. Responds to general public regarding fire suppression and emergency incidents following District policies and procedures in a courteous and respectful manner. Also assists public in education and fire prevention including station tours, classroom presentations, public safety demonstrations and training, and greeting public walk-ins and call-ins at station.

8. Compiles, writes and submits required reports by computer for emergency and non-emergency activities to various District Officers.

9. Performs all duties in a manner which positively reflects on the Fire District at all times.

SECONDARY FUNCTIONS

1. May assist in station clerical and record keeping activities as assigned.

2. Drives various vehicles as required.

3. Performs station chores including laundry, floor maintenance, trash removal, kitchen upkeep, landscaping requirements, and general housekeeping and building maintenance and repairs as assigned. Effectively utilizes hand tools, power tools, products, and other equipment in the performance of station chores.

4. Performs fleet chores including maintenance and repairs of district vehicles. Effectively utilizes hand tools, power tools, products, and other equipment in the performance of fleet chores.

5. May receive assignments well outside of job description or normal chain of command during major emergencies, disasters, unanticipated situations, and some emergency exercises. This includes responding out of the district for two-week assignments or longer.
6. Pursues training and credentials to perform the duties of Apparatus Operator. Performs other duties as assigned.

JOB SCOPE

The Firefighter is responsible for all firefighting-related duties and operations as assigned. Involves contact with a wide variety of personalities both inside and outside the District. Requires a high degree of independent decision making in emergency situations. Involves complex emergency and maintenance duties that may have a direct impact upon the operations of the Fire District. Incumbent is exposed to all manner of environmental conditions including inclement weather, extreme temperatures, dust, noise, dim lighting, and all other conditions as present in the performance of essential function. Incumbent may also experience such hazards as fumes, flames, chemicals, blood, other body fluids, and all other hazards as required in performance of essential functions. Requires the operation of various equipment, machinery, apparatus, and rescue vehicles as needed. May require working long hours and for extended periods of time between meals and breaks in some emergency situations. FFs are expected to prepare to act in class as company officers as needed.

JOB QUALIFICATIONS

1. Any combination of education, training, or experience that provides the required knowledge, skills and abilities. Specifically, High School graduate or equivalent required with some post-H.S. education preferred.

2. Continued membership is held contingent upon annual demonstration of the OSHA required competencies of:

a. Physical ability: Must demonstrate the ability to perform the physical activities required for the essential functions of a Firefighter as demonstrated by satisfactory completion of the regularly scheduled annual physical requirements administered by the District.

b. The annual Individual Mandatory Compliance Training (IMCT) as specified in Individual Mandatory Compliance Training, including:

- HazMat awareness and operations
- Blood-borne and air-borne pathogens awareness
- Self-contained breathing apparatus operations
- Personal protective equipment usage
- Hazardous communication plan implementation as distributed through company officers
- Confined space awareness

c. Career Fire Fighters are required to attain and maintain the District issued EVIP credential within 1-year of hire date or otherwise the soonest available class.

d. Meet the attendance and participation standards as specified.

3. Must possess a current driver's license valid in the State of Washington and have a driving record insurable by the District's insurer.

4. Knowledge of modern firefighting principles, practices, techniques and procedures including operation and maintenance requirements of various types of fire apparatus. Ability to learn firefighting techniques, include the use of firefighting apparatus.

5. Ability and willingness to work with a wide variety of hazardous materials as required. Ability to follow set policies, practices, and procedures as outlined by all pertinent regulations and guidelines.
6. Ability to maintain composure, think clearly, and interpret orders and directions under emergency and daily operations. Ability to comprehend a variety of fire suppression and prevention materials and information. Ability to conduct a standard building fire inspection.
7. Ability to perform a wide variety of mechanical operations including, but not limited to, the use of various emergency apparatus, equipment, and tools in both safe and awkward positions. Ability to use these items for extended periods of time.
8. Must be able to respond to alarms and emergency situations at any time, day or night, requiring full physical and mental exertion. The role demands the ability to remain calm under pressure and work in environments that may involve exposure to hazards such as infectious diseases, chemicals, fumes, and other potentially dangerous conditions necessary for performing essential duties.
9. Ability to maintain composure and confront stressful situations, and withstand the effects of repeated exposure to traumatic and otherwise disagreeable situations.
10. Ability to prepare incident reports by computer, using proper, detailed descriptions and appropriate grammar.
11. Ability to communicate in English, both orally and in writing, including understanding and following oral and written instructions. Also the ability to hear and orally respond to calls for assistance, radio communications, and all other calls as needed in all conditions which may include substantial background noises as experienced in emergency operations. Ability to interview people and to gather relevant information.

12. Ability to perform the physical abilities required for the essential functions which include, but are not limited to, regular walking, sitting, and standing; the ability to intermittently lift, carry, push, and/or pull over 150 lbs., occasionally climb ladders and stairs, crawl, bend, stretch, twist, run, balance, crouch, stoop, twist, turn, pivot, and otherwise be mobile; and all other physical activities as required in the performance of the essential functions. Ability and willingness to work in both open and confined work spaces as well as in adverse environmental conditions for extended periods of time with little or no rest. (Due to the nature of the job, no specific time requirements are placed on the daily performance of these physical activities as the incumbent may be required to perform them at any given moment during his or her regular work shift.)

1. Ability to work independently as well as establish and maintain harmonious relations with others both inside and outside the organization.

WORKING CONDITIONS

Incumbent is exposed to all manner of environmental conditions including inclement weather, extreme temperatures, dust, noise, and all other conditions as required in the performance of the essential functions. Also exposed to hazards such as fumes, flames, chemicals, blood and other body fluids, and all other hazards as required in performance of essential functions. Requires the operation of various equipment, machinery, apparatus, and rescue vehicles as needed. Firefighting requires the ability and willingness to work in both open and confined work-spaces and may require working long hours and for extended periods of time between meals and breaks.