

COMMUNITY

North Kitsap Fire & Rescue has 52 employees, 6 - 9 volunteer-interns and 8 volunteers who respond from home and serves a population estimated at 20,609 in a about a 46 square-mile area. In 2020, the district responded to 3,061 calls from its four staffed fire stations.



In addition to providing fire suppression and emergency medical services, the district



has a strong commitment to innovation in all aspects of its work. Department members are selected, in part, for their dedication to service, decision-making skills and their ability to interact with diverse groups. Customer service principles and community involvement are highly-valued, and district members are expected to apply these practices in all interactions.



SUCCESS

In more than 30 years since the program's inception, nearly 200 Volunteer-Intern Program members have converted this experience and training into paid emergency services careers. Former members are working in departments throughout Washington state and beyond, including:

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| <ul style="list-style-type: none"> AMR Ambulance Avondale (AZ) Fire Department Bellevue Fire Department Boeing Fire Department Boise Fire Department Bremerton Fire Department Burlington Fire Department Capitol City (AK) Fire Department Central Kitsap Fire & Rescue Central Pierce Fire & Rescue Central Whidbey Island Fire & Rescue Chehalis Fire Department COMM (MA) Fire Departments East Jefferson Fire Rescue Eastside Fire Rescue Everett Fire Department Falck Ambulance Federal Fire Departments Graham Fire & Rescue Grant County Sheriff's Office Harwich (MA) Fire Department Kennewick Fire Department Kitsap County Sheriff's Office Lacey Fire District #3 Lake Stevens Fire Department Lynnwood Fire Department Marysville Fire Department Mukilteo Fire Department North Kitsap Fire & Rescue | <ul style="list-style-type: none"> North Mason Regional Fire Authority Olympic Ambulance Pasco Fire Department Port Angeles Fire Department Portland Fire - Rescue Port Ludlow Fire & Rescue Port of Seattle Fire Department Poulsbo Fire Department Puget Sound Regional Fire Authority Redmond Fire Department Richland Fire Department Riverside Fire Authority San Diego Fire Department Seattle Fire Department Shoreline Fire Department Skagit County EMS South Snohomish Fire Authority Snohomish County Fire District #7 South King Fire & Rescue South Kitsap Fire Rescue Spokane Valley Fire District #1 Spokane Fire Department St. Paul (MN) Fire Department Tacoma Fire Department Tukwila Fire Department Valley Regional Fire Authority West Pierce Fire & Rescue Woodinville Fire & Rescue Woodland Fire Department |
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NORTH KITSAP FIRE & RESCUE

VOLUNTEER INTERN PROGRAM



Providing participants with the
OPPORTUNITY
to gain **CERTIFICATIONS** and
EXPERIENCE while providing
valuable **SERVICE**
to the **COMMUNITY** and
achieving **SUCCESS** in their
pursuit of a fire service career.

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North Kitsap Fire & Rescue's Volunteer-Intern Program was established in 1987 with two goals: to improve the district's staffing, and to provide participants with the training and experience to help them compete for career positions in the fire service.



Volunteer-Intern Program members serve with our paid personnel, participating in all daily activities. While gaining valuable certifications, participants also have the opportunity to attain a true understanding of their prospective career. North Kitsap Fire & Rescue hires the majority of its paid firefighters from the ranks of the Volunteer-Intern Program.

Additionally, the district actively supports members' efforts to achieve paid positions by subscribing to employment information services, assisting with test and interview preparation and more.



OPPORTUNITY

Volunteer-interns must meet the following eligibility requirements, similar to those utilized in many fire department hiring processes:

- Minimum of 18 years old when beginning program
- High school diploma or GED
- Excellent physical condition
- Valid driver's license
- Pass written and physical examinations, oral interview, criminal and driving record check



EXPERIENCE

Upon completion of initial training, volunteer-interns are assigned to one of three duty shifts to gain on-the-job experience. Each shift works approximately ten 24-hour shifts per month, as shown below. Members assist in emergency medical and fire suppression services as well as in training, public education, equipment and station maintenance, pre-fire planning and more.

S	M	T	W	T	F	S
<i>on</i>	<i>on</i>	<i>off</i>	<i>off</i>	<i>off</i>	<i>off</i>	<i>on</i>
<i>on</i>	<i>off</i>	<i>off</i>	<i>off</i>	<i>off</i>	<i>on</i>	<i>on</i>
<i>off</i>	<i>off</i>	<i>off</i>	<i>off</i>	<i>on</i>	<i>on</i>	<i>off</i>
<i>off</i>	<i>off</i>	<i>off</i>	<i>on</i>	<i>on</i>	<i>off</i>	<i>off</i>

CERTIFICATIONS

In addition to regular on-duty training, members are provided training to achieve the following certifications:

- Firefighter I and II
- Washington State Emergency Medical Technician
- Emergency Vehicle Accident Prevention
- Fire Department Pumpers
- Marine Firefighting and Water Rescue Operations
- Wildland Firefighter



Many other training opportunities are made available to members.

SERVICE

Consistent participation is critical to ensure the maximum benefits from training and on-the-job experience. Membership in NKF&R's Volunteer-Intern Program is voluntary and members are not paid for their service. However, reimbursement is provided for the cost of food while serving on each shift (\$60.00), and for each emergency response (\$7.50).

