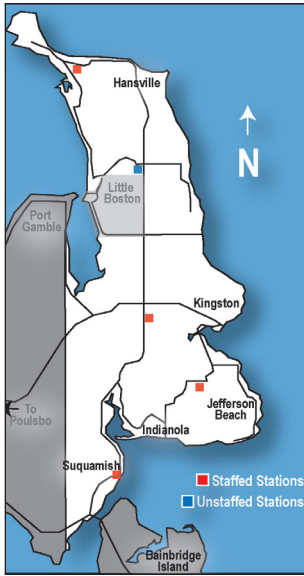


Community

North Kitsap Fire & Rescue has 45 employees, 12 - 16 volunteer-interns and 8 volunteers who respond from home and serves a population estimated at 19,000 in a about a 46 square-mile area. In 2015, the district responded to 3,153 calls from its four staffed 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 25 years since the program's inception, over 170 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:

Bellevue Fire Department
Boise Fire Department
Bremerton Fire Department
Central Kitsap Fire & Rescue
East Jefferson Fire & Rescue
Eastside Fire & Rescue
Edmonds Fire Department
Everett Fire Department
Graham Fire & Rescue
Kennewick Fire Department
Kent Fire Department
Kitsap County Fire District #7
Lynnwood Fire Department
Marysville Fire Department
Mukilteo Fire Department
North Kitsap Fire & Rescue
Pasco Fire Department
Port Ludlow Fire & Rescue
Port of Seattle Fire Department
Poulsbo Fire Department
Puget Sound Federal Fire Departments
Puyallup Fire Department
Redmond Fire Department
Richland Fire Department
Seattle Fire Department
Shoreline Fire Department
Snohomish County Fire District #1
Snohomish County Fire District #7
Snohomish County Fire District #8
South King Fire & Rescue
South Kitsap Fire & Rescue
Spokane Valley Fire District #1
Tacoma Fire Department
Tukwila Fire Department
Valley Regional Fire Authority
West Pierce Fire & Rescue
Woodinville Fire & Rescue

NORTH KITSAP
FIRE & RESCUE

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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 a
fire service career.



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



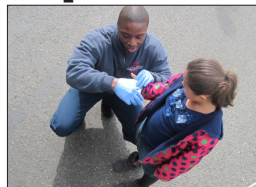
their prospective career. North Kitsap Fire & Rescue hires the majority of its paid firefighters from the ranks of the Volunteer-Intern Program. Additionally, the district actively supports members' efforts to achieve paid positions by subscribing to employment information services, assisting with test 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 drivers 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
on	on	off	off	off	off	on
on	off	off	off	off	on	on
off	off	off	off	on	on	off
off	off	off	on	on	off	off

Certifications

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

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



There are many other training opportunities, ranging from Wildland Firefighter to CPR Instructor.

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).

