

NORTH KITSAP FIRE & RESCUE

ENTRY-LEVEL AND LATERAL FIREFIGHTER/PARAMEDIC

26642 MILLER BAY ROAD NE | KINGSTON, WA 98346
(360)297-3619 | NKFR.ORG



JOB ANNOUNCEMENT

North Kitsap Fire & Rescue (NKFR) is establishing an eligibility list for entry-level and lateral firefighter/paramedics to fill vacant positions as needed.

APPLICATION REQUIREMENTS & DEADLINE

Candidates apply for the position via the National Testing Network (NTN): <https://nationaltestingnetwork.com/> and complete the FireTEAM exam and the Public Safety Self Assessment (Parts 1 & 2). In addition, an NKFR application and proof of completion of the Candidate Physical Abilities Test (CPAT) must be received to be considered.

The first review of application materials will take place on November 18, 2024. The posting will remain open until filled. For more information, job description and application, visit our website at www.nkfr.org.

MINIMUM QUALIFICATIONS (ENTRY-LEVEL)

- High school diploma or equivalent
- Valid Washington State Driver's License or ability to obtain within 30 days of hiring
- Possess Washington State EMT-P or NREMT-P certification or ability to obtain certification within six months of hiring
- Possess right to work in the United States
- Ability to read, write and speak the English language

MINIMUM QUALIFICATIONS (LATERAL)

Entry-level minimum qualifications, **plus:**

- IFSAC Firefighter I certification
- One year of service as a career firefighter/paramedic



HIRING PROCESS

- Review of application, qualifications, and NTN test scores
- Qualified applicants invited to participate in an ALS skills assessment and interview process
- Once a conditional offer is made, successful completion of the following is required:
 - LEOFF 2 medical exam
 - Psychological check
 - Background check
 - Driving Abstract

BENEFITS

- Union position, represented by the IAFF
- LEOFF 2 Retirement
- Generous benefit allocation starts at \$1,276.81/month
- Educational incentive
- 288 hours of annual sick leave and 216 - 486 hours of annual leave
- 48/96 schedule

COMPENSATION

The 2024 monthly salary for top-step firefighter/paramedics is \$9,776.95. Entry-level firefighter/paramedics start at \$5,866.17.

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SERVICE AREA

- 46 sq mi of urban, suburban and rural/forested areas with about 34 mi of saltwater shoreline
- 4 staffed stations and one volunteer station
- Population of about 21,000
- Includes most of the Port Madison Indian Reservation (Suquamish Tribe) and, by contract, the Port Gamble S'Klallam Reservation

2023 RESPONSES

- 3,726 total (63% EMS)
- Average of 10.2 calls per day
- 26 structure fires

PERSONNEL

- 44 career responders across 3 shifts on a 48-on/96-off schedule with a daily minimum staffing of 11: 1 BC, 4 LTs, 1 FF/PM and 5 FF/EMTs
- 15 day-shift personnel: fire chief, 2 asst chiefs, training chief, MSO, PIO, 4 administrative services, 5 apparatus & facilities maintenance
- 11 volunteers: 7 tender-operators, 2 chaplains, 2 child passenger safety technicians

DEPARTMENT OVERVIEW

North Kitsap Fire & Rescue (NKF&R) is a fire protection district serving the communities of Hansville, Kingston, Indianola, Miller Bay, Suquamish and Port Gamble S'Klallam on the northeastern tip of the Kitsap Peninsula. We provide all-hazards emergency response and community risk reduction services.

In addition, we are especially committed to training, education and community engagement. When crews aren't responding to emergencies, they are often drilling at a training tower or around their stations. We are also quite active in the community, continuously seeking opportunities to meet our mission through prevention and to add value between emergencies. We have been very successful with ballot measures, often earning more than 70% approval for our proposals. This public support has been key to our quality apparatus and equipment as well as to our staffing levels.

AREA INFORMATION

NKF&R's district is composed of several densely-populated neighborhoods and towns connected by scenic roadways. Three elementary schools, a middle school and a high school fall within NKF&R's boundaries. There are large swaths of natural lands; many of these parcels are parks with access to the water as well as to inland hiking, biking and horseback riding. The Port of Kingston includes a marina as well as one of the district's several boat launches. The two tribes operate museums, casinos and hotels. A Washington State Ferries terminal provides service to and from the I-5 corridor at Edmonds, and Kitsap Transit's passenger-only ferry runs directly from Kingston to downtown Seattle.

