

**Position Title:**

**This position requires both FireTEAM and CPAT testing.**

**BCFD#4 is currently recruiting to establish an eligibility list for Firefighter/EMT (Entry Level or Lateral)**

**The target hiring date is February 1, 2023. In an effort to meet this target, the eligibility list will be pulled January 2, 2023.**

For a complete description of the job requirements, please refer to job posting on National Testing Network.

Benton County Fire Protection District #4 is a junior taxing district that provides fire protection to the City of West Richland and surrounding county areas. The fire district was established in 1954 and encompasses 52 square miles. Our calls for service include structure fires, wild land fires, citizen assists, emergency medical calls, vehicle accidents, water rescues, and hazardous materials incidents. The district successfully passed a permanent EMS Levy in 2016 and will continue EMS transport service for our community. West Richland is a rapidly growing community that has been ranked both one of the best places to raise a family and one of the safest cities in the state of Washington.

We are comprised of a combination staff including 20 career staff and about 35 volunteers, with 9 of the volunteers being interns or live-in residents. We operate out of three stations. We have several members who are on specialized Tri-County Teams such as the Technical Rescue Team, and the Regional Incident Management Team (Type III). We recently implemented a swift water rescue team.

The district handles an average of 2,000 calls per year, including mutual and automatic aid with neighboring departments. The career and resident staff work a 48-96 shift schedule. Each year employees are granted eight Kelly Days and one floating holiday. Additionally, each month, employees accrue 24 hours of paid sick leave and 12 hours of paid vacation time. Monthly vacation accrual increases by four hours at 3 years, 7 years, and 10 years

Benton County Fire District No. 4 is a growing department. Call volumes have increased over 100% since 2010. The growth has included a new station, new apparatus and additional personnel. We anticipate the growth to continue. There is ample opportunity for training and advancement within the department.

**Salary Information:** Currently in negotiations for 2023-2025. Per the 2020-2022 contract- Entry Level Firefighter \$58,417 plus incentives, Lateral Entry Firefighter \$65,719 plus incentives.

Paramedic certification incentive is \$7302 per year. We also offer incentives for associates degree (5% of base pay) and Bachelor's degree (10% of base pay). In addition, we offer incentive for NFPA/IFSA Technician (Rope, Confined Space, Vehicle Rescue, Trench Rescue, Swiftwater, HazMat).

**Benefit Information:** Generous benefit package in accordance with IAFF Local 1052 contract including medical, dental and vision insurance., MERP (Medical Expense Reimbursement Plan), deferred compensation, healthcare reimbursement account (\$3000/annually provided by employer), paid gym membership for employee, holiday pay, and an Employee Assistance Program (EAP).

**Department Contact**

Bonnie Rogers, Training Captain

509-713-9107

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## Job Requirements

**Age :** 18

**High School Grad/GED :** Yes

**Valid WASHINGTON Driver's License :** Must obtain Washington driver's license upon employment

**Lateral Entry/Prior Experience :** Consideration will be made for those applicants that are currently employed or volunteer with another fire district/department. The minimum standards must still be met, and a passing score (70%) will be required in all aspects of testing to advance in the process. Preference points will be added to the final score prior to establishing a hiring list.

**Education and Experience Requirements :** High school diploma or equivalent.

**Licenses, Certifications, and other Requirements :**

- Valid Washington State Driver's License.
- Successful completion of entry level testing process.
- Valid Washington State Emergency Medical Technician (EMT), Advanced EMT (AEMT), or Paramedic.
- Certified to wear a respirator at SCBA level.
- IFSAC Firefighter I certification is required within the first year of employment based on the schedule of testing for this level.
- IFSAC Firefighter II certification is required within the first year of employment based on the schedule of testing for this level.
- IFSAC Hazardous Materials Awareness and Operations are required within the first year of employment based on the schedule of testing at those levels.
- Wildland Firefighter II certification is required within one (1) year of hire date.

- Washington State Emergency Vehicle Incident Prevention (EVIP) certification is required prior to driving fire district vehicles in the emergency mode.

**Desired Licenses and Certifications:** College degree, regardless of area of study, but prefer fire science or emergency services field. The college degree can be either an Associate's or Bachelor's degree or higher.

**Specific Disqualifiers/Behaviors: Felony, Criminal Activity Disqualifiers :**

**Felony, Criminal Activity Disqualifiers**

Successfully pass a national criminal background check.

**Driving Disqualifiers**

Must have and maintain an insurable driving record – no more than three moving violations within a three year period.

**Drug Use Disqualifiers**

Benton County Fire District #4 is committed to operating a drug and alcohol-free workplace.

**Employment Disqualifiers/Requirements**

Must be able to successfully pass the fire district medical physical examination, a background investigation, and a psychological evaluation.

This position is subject to CMS (Centers for Medicare and Medicaid Services) COVID-19 vaccination requirements for healthcare providers.