



Updated: September 1, 2017

Classification: Firefighter

The Poulsbo Fire Department is establishing an eligibility list for Firefighter, in anticipation of hiring up to four firefighters in 2018. This position requires CPAT and FireTEAM testing which must be completed prior to application submission.

The Department requires an employment application and all required documentation as indicated on the application. Applications must be received by the Poulsbo Fire Department by October 13, 2017 at 4:00 P.M.

Poulsbo Fire Department is an approved veteran's "on-the-job" training employer and you may be eligible for GI Bill® benefits.

Poulsbo Fire Department participates in WSFF Joint Apprenticeship Training Committee (JATC); if an applicant has not completed JATC prior to applying, it is expected that the candidate will complete JATC within three years.

Salary and Benefit Information:

This position is represented by I.A.F.F. Local #2819. For 2017 salary and benefits for 24 hour shift personnel include:

- 2017 Wages: Firefighter Probation - \$5,012.35 / month (Top Step FF salary is \$7,160.50 / month)
- Health Care: WFCA PPO Plus plan, the District will pay 100% of the employee's premium costs and 90% premiums costs for employee's eligible insured dependents. Or, for employees choosing the Kaiser plan, the District will pay 100% of the premium costs for employees and eligible insured dependents.
- Kelly Days: 14.5 Kelly days per year
- Vacation: 11.2 hrs per month (increases with years of service)
- Personal Days: 6 per year
- Deferred Comp: 2% matching

Application Questions:

Email: alkire@poulsbofire.org

Department Information:

The Poulsbo Fire Department is a combination fire department that serves the 28,000 citizens of Kitsap County Fire District #18. The fire district covers 55 square miles of the Kitsap Peninsula and includes the City of Poulsbo as well as the communities of Keyport and Port Gamble. The Kitsap Peninsula, on the west side of Puget Sound, is ideally located near Seattle, Tacoma, and Bremerton with easy access to the wilderness of the Olympic Peninsula. The District is nearly surrounded by water, including Hood Canal, Gamble Bay, and Liberty Bay. The City of Poulsbo, located on Liberty Bay, is a diverse and rapidly growing community that continues to celebrate a rich Scandinavian heritage, with Poulsbo being referred to as the “Viking City” and “Little Norway on the Fjord.”

Poulsbo Fire provides ‘all hazard’ response to fires, technical rescue, service, and emergency medical incidents which includes the care and transport of both ALS and BLS patients. The Department responds to an average of 10 emergency calls per day out of four fire stations. The line personnel are supported by nine administrative and support personnel, as well as a volunteer battalion. In addition to emergency responses and training, our personnel are regularly engaged in the community performing fire prevention, public education, and community service related activities. The Poulsbo Fire Department operates under the leadership of Chief Jeffrey Griffin and Deputy Chief Bruce Peterson, and is governed by a five member Board of Commissioners.

Minimum Requirements to Apply:

- Be 18 years of age or older, at time of application
- Be a US citizen or eligible for employment in the US.
- Be able to communicate in English, both orally and in writing.
- Possess a minimum education equivalent to a 4-year high school diploma.
- Possess a valid Washington State Driver’s License or, the ability to legally drive and obtain a Washington license within 60 days of appointment
- Certified as a Washington State EMT-B, or currently have National Registry EMT-B and obtain Washington State certification within 90 days of appointment.
- IFSAC Firefighter I certification, or equivalent, satisfactory to the Department.
- IFSAC HAZMAT Awareness

Desired Qualification and Experience:

- IFSAC Firefighter II certification or equivalent.
- IFSAC Haz-Mat Operations certification or equivalent.
- IFSAC Apparatus/Operator certification and/or current CDL
- Washington Firefighter JATC program enrollment / completion
- Experience as a career firefighter and/or Volunteer FF / EMT

- Experience with an BLS first response and/or BLS transporting agency
- Associate and/or Bachelor's Degree from an accredited college or university.
- Significant professional and/or volunteer experience and skills

Testing Process:

- Apply for testing with the Poulsbo Fire Department through the National Testing Network process. (<https://www.nationaltestingnetwork.com/publicsafetyjobs/>)
- Successfully demonstrate physical fitness by providing a copy of your current Candidate Physical Ability Test Program (CPAT) certification.
- Submit a Poulsbo Fire Department employment application and all required documentation. Hard copy application packets must be received by the Poulsbo Fire Department by October 13, 2017 at 4:00 p.m. Post-marks do not count.
- Up to the top 100 candidates, based on exam scores, will move on to the application/resume review process.
- Top candidates from the application/resume review process will be invited to an oral board.
- Top candidates will be invited to interview with the Fire Chief for final placement on the eligibility list.
- If you receive a conditional offer of employment, you will be required to successfully pass a medical/physical/drug screening assessment; a psychological/suitability assessment; and, a background check which includes a credit check.

The District reserves the right to adjust the testing process and schedule at any time.

Specific Disqualifiers/Behaviors:

- Conviction of a felony in Washington or an offense in another state which would be a felony if committed in Washington.
- Conviction of any offense involving the unlawful use, sale, manufacture, production or possession of a controlled substance.
- Conviction of any offense involving the unlawful use, sale, manufacture, production or possession of prescription drugs.
- Has documented history of physical violence or has been convicted of a crime of Domestic Violence as defined by 18 USC 921(a)(33)(A).
- Evidence that the applicant has willfully provided false or misleading information during the application and testing process, or has cheated during any testing in the application process.

KCFD #18/Poulsbo Fire appreciates and recognizes service to our country and provides veteran's preference upon request per RCW 41.04.010.

KCFD #18/Poulsbo Fire provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, KCFD #18/Poulsbo Fire complies with applicable state and local laws governing nondiscrimination in employment in every location in which the District has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

KCFD #18/Poulsbo Fire expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of KCFD #18/Poulsbo Fire's employees to perform their job duties may result in discipline up to and including discharge.