

# NORTH KITSAP FIRE & RESCUE

## ENTRY-LEVEL AND LATERAL-ENTRY FIREFIGHTER/EMT

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



### JOB ANNOUNCEMENT

North Kitsap Fire & Rescue is building an eligibility list for entry-level and lateral-entry firefighters.

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### APPLICATION & DEADLINE

For more information, job description and application, see our website at [www.nkfr.org](http://www.nkfr.org).

We are accepting applications, current CPAT certificates and National Testing Network (NTN) FireTeam Exam and Public Safety Self Assessment scores until further notice.

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### MINIMUM QUALIFICATIONS ( ENTRY )

- High school diploma or equivalent
- Possess or ability to obtain Washington State Driver's License within 30 days of time of hiring
- Insurable as a driver in Washington State
- Possess right to work in the United States
- Ability to read, write and speak the English language

### MINIMUM QUALIFICATIONS ( LATERAL )

- Minimum qualifications for entry-level firefighters, plus:
- IFSAC Firefighter I certification
- Possess Washington State EMT-B or NREMT certification or ability to obtain certification within six months of hiring
- One year of service as a career firefighter



### HIRING PROCESS

- Application
- National Testing Network (NTN) FireTeam Exam
- Public Safety Self Assessment
- CPAT
- Interviews
- LEOFF 2 medical exam
- Psychological check
- Background check

### 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
- 216 - 486 hours of annual leave, depending on years of service
- 48/96 schedule
- Strong community support
- Beautiful setting

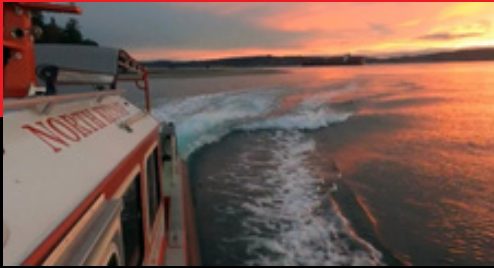
### COMPENSATION

The 2024 monthly salary for top-step firefighters is \$8,888.14. Entry-level firefighters start at \$5,332.88.

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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.

