

Job Description & Requirements



+ Job Title and Overview

Under the direction of a Company Officer, Firefighters provide emergency response, fire suppression, emergency medical services, and community support in accordance with the Fire District's mission and values. Firefighters work both independently and as part of a team to protect life, property, and the environment.

+ Key Responsibilities

- Respond to fire, medical, rescue and other emergency incidents
- Operate firefighting equipment, apparatus and tools safely and effectively
- Maintain readiness throughout training, drills and equipment inspections
- Assist with public education, fire prevention and community outreach programs
- Perform routine maintenance and cleaning of facilities, apparatus and equipment
- Complete required reports and documentation accurately
- Follow District policies, procedures and safety standards.
- Perform other duties as assigned

+ Job Requirements

- High school diploma or GED
- Current, non-expired Washington State EMT, EMT-P, NREMT or NREMT-P and in good standing with the current Medical Program Director at the time of application deadline
- Must be a citizen of the United States of America or a lawful permanent resident who can read and write the English language
- Be in excellent physical condition
- Have a valid driver's license
- Have no record of driver's license suspension or revocation in any state within the last three (3) years.

+ Additional Requirements for Lateral Applicants

- Employed full-time as a career firefighter or firefighter paramedic with a minimum of one year experience and successful completion of probation
- Graduate from a CAAHEP-accredited paramedic school (paramedics only)
- Must have or be able to obtain the endorsement of the Clark County Medical Program Director as a certified Paramedic in Clark County within 90 days of hire date

+ Compensation and Benefits

- Medical, dental and vision insurance for employees and dependents
- Paid sick leave and vacation
- LEOFF II retirement plan
- Educational incentives for AA/AS and BA/BS
- Deferred Compensation Plan (457) and employer contributions
- Medical Expense Reimbursement Plan (MERP) and employer contributions
- 1-3-2-3 schedule

2026 Monthly Wage Scale	
Entry Level Firefighter EMT-Basic	\$7,054.69
Entry Level Firefighter EMT-IV Tech	\$7,173.79
Entry Level Firefighter Paramedic	\$7,760.16
Lateral Firefighter EMT-Basic	\$8,034.51-\$9,798.18
Lateral Firefighter EMT-IV Tech	\$8,170.15-\$9,963.59
Lateral Firefighter Paramedic	\$8,837.96-\$10,778.00

+ Application Requirements

- Completed Fire District 3 application
- Resume
- Proof of EMT certification - National Registration or Washington State, valid and non-expired at the time of application close.
- Copy of valid Driver's License
- Proof of qualifying education
- Proof of current, non-expired CPAT valid through August 15th, 2026.
- Current, completed National Testing Network exam, valid through August 15th, 2026.

+ Application Process & Timeline

- Applications due August 14th, 2026 at 3 pm
- In person interview panels - September 1-3
- In person Skills Day - September 15 & 16
- List Completion - Week of September 28
- Chief's Interviews - TBA
- Conditional offers - TBA

+ Submitting Your Application

Applications will only be accepted via mail or in person. Applications must be received at Fire District 3 at Station 31 (address below) or mailed and post-marked no later than August 14th, 2026 at 3:00 pm. Applications that do not meet the deadline will not be considered to move forward in the process. Applications will not be accepted by email or fax.

In Person Delivery:

Station 31
17718 NE 159th St
Brush Prairie, WA 98606

Mailing Address:

Fire District 3
PO Box 459
Brush Prairie, WA 98606

Phone calls in regards to this application process will not be accepted.

Please direct all questions to **recruitment@fire3.org**

+ Additional Information

- Any individual with a disability who satisfies the requisite skills, experience, education, and other job-related requirements of the position will be considered for a vacant position based on the other stated requirements. Reasonable accommodation will be offered for any physical or mental limitations of qualified individuals with a disability that are made known to the Fire District and which do not cause undue hardship to the operation of the Fire District. The employee shall not pose a direct threat to the health or safety of other individuals in the workplace.
- Clark County Fire District 3 is an equal opportunity employer (EEOC) and does not discriminate based on race, color, national origin, gender, sexual orientation, religion, age, or disability in employment or the provisions of services.
- Firefighters/Firefighter Paramedics work a 1-3-2-3, or 40-hour work week schedule as assigned and may be exposed to immediate danger to life and health atmospheres. Essential functions of the job include those found in Clark County Fire District 3 job description for firefighters and as identified by NFPA 1001, The Standard for Professional Qualifications.