



Brighton Fire Rescue District

500 S. 4th Avenue, 3rd Floor • Brighton, Colorado 80601
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***** 2019 POSITION POSTING *****

POSITION TITLE: Firefighter/EMT or Paramedic
EMPLOYMENT STATUS: At-Will
FLSA STATUS: Full-Time; FLSA Non-Exempt
HOURS: As required or as necessary during a 24-day work period.
48/96 schedule
SALARY (Including Holiday Pay): FF/EMT: \$60,546 to \$81,615
FF/PM: \$66,273 to \$87,343

The Brighton Fire Rescue District is seeking applicants for the position of Firefighter/EMT and Firefighter/Paramedic. The District plans to hire at least four (4) candidates. A lateral process for current Firefighters or Paramedics with at least 5 years full-time experience will include an in-depth skills assessment after hire that may place them into a higher starting salary, up to \$66,067 (FF/EMT), or \$71,795 (FF/PM) including holiday pay.

About the District:

Located 20 miles northeast of Denver, the Brighton Fire Rescue District serves an area of 150 square miles from 5 fire stations. The District is rated an ISO Class 2 in urban/suburban areas and a Class 3 in rural areas. The population of the District is about 55,000. The fire department serving this area was created in 1888, and its history is rich with the dedication and service of volunteer firefighters. Today Brighton Fire is a career department with 75 employees. The District handles about 6,500 emergency incidents each year, providing advanced emergency medical (not transport), firefighting, hazardous materials, water rescue, technical rescue, and safety/prevention services. Our District is unique, as it consists of urbanized, suburban, and rural areas. Our personnel must be trained in high rise fires as well as horse rescues, and everything in between. The men and women of the District are highly trained professionals who are proud to serve their community. Our mission, our vision of the future, and our values are centered on providing the most efficient and effective service possible.

The District's largest city is the City of Brighton, which was founded on a rich history of diversity, agriculture, railroads and pioneers. Today Brighton is a medley of old and new, and recognized as one of the fastest growing cities in the U.S. The Brighton area has the largest concentration of producing farms in Colorado, and is also on the leading edge with the energy industry and automation.

Position Summary:

A Firefighter/EMT or Firefighter/Paramedic shall perform firefighting and emergency medical services required to protect life and/or property from the dangers of fire, medical emergency, hazardous materials, accidents, and natural or man-made disasters, using a variety of firefighting, emergency medical procedures, techniques and equipment.

Employee Benefits – What we offer:

The Brighton Fire Rescue District supports our employees with a wide range of attractive benefits, both day-to-day and at every stage of life. Discover what we can offer:

Health – Generous Medical Benefits (Kaiser and Anthem medical options available – both with a \$500 deductible), Dental and Vision. In addition to these, we also offer FLEX Spending Accounts, a District funded Health Reimbursement Arrangement (HRA) that reimburses up to \$5500 in out of pocket costs, Employee Assistance Program, Life Insurance and Short/Long Term Disability. Employees contribute 5% of the employee cost and/or 20% of dependent cost for medical/dental/vision insurance. The average employee with medical, dental, and vision insurance pays \$20 per month for employee coverage and \$200 per month for employee and family coverage.

Leave Benefits and Holidays – Full-time, line employees earn 12 hours of vacation leave per month and 12 hours of sick leave per month to start. Vacation leave benefits increase with time to a maximum of 28 hours earned per month.

Pension – The Fire and Police Pension Association (FPPA) was established January 1, 1980 and administers a statewide multiple employer public employee retirement system providing defined benefit plan coverage as well as death and disability coverage (the Statewide Death and Disability Plan) for police officers and firefighters throughout the State of Colorado. In addition, a separate Retiree Health Trust Fund has been established to help defray the cost of health insurance in retirement.

Further Education and Training – We support continuous learning and professional development. In addition to classes, seminars and conferences, we also offer Educational Assistance in the form of Tuition Reimbursement. Employees are eligible after 1 year of employment up to \$2,000 per year.

Mandatory Qualifications:

- Possess a valid driver's license (Colorado within 30 days of employment)
- High School Diploma or equivalent or higher education
- Current State of Colorado Emergency Medical Technician Certificate or NREMT required for application. (Colorado EMT required at time of hire)
- Current CPR card
- Current (within one year of June 1, 2019) Candidate Physical Ability Test (CPAT) certificate **or** a District approved pre-employment physical ability exam (contact the Fire District for more details).
- Firefighter/Paramedic applicants must have the following:
 - Current State of Colorado Paramedic Certificate or NREMT-P required for application. (Colorado Paramedic required at time of hire)
 - Current Pediatric Advanced Life Support (PALS) certification
 - Current Advanced Cardiac Life Support (ACLS) certification

Applicants will be required to complete the following review, assessment, and interviews.

- Application/Resume Review
- Skills Assessment
- Oral Interview Assessment
- Chiefs Interview

Based upon the results of the above-mentioned review, assessment, and interviews, the Fire District may extend an offer of full-time employment to an applicant that is expressly conditional upon the individual passing the following:

- Background Investigation
- Medical Examination
- Physical Fitness Examination
- Psychological Examination

Testing Dates

The testing and assessment center will be held on one or two days between May 13 and May 23. Notice will be provided to applicants as soon as the date is determined.

Application Process:

Interested applicants must submit a completed employment application, cover letter, and resume with copies of all required certifications to jobs@brightonfire.org no later than 4:00 p.m. Friday, April 26, 2019. Incomplete submissions, or those received after this date and time will be ineligible for further consideration.

The employment application and a complete job description can be obtained from the district's website: www.brightonfire.org/employment.

The Fire District has the right not to hire any of the applicants for the position in its sole discretion.

Any Applicant not meeting the minimum requirements on the date that applications are due will not be permitted to participate in the process.

Submission Requirements:

- Completed employment application
- Cover Letter
- Resume
- Copies of required certifications