



WINDSOR SEVERANCE FIRE RESCUE

100 N. 7th Street • Windsor • Colorado • 80550
970-686-2626



POSITION TITLE:	Lateral Firefighter/EMT-Basic
FLSA STATUS:	Non-Exempt
SCHEDULE:	48/96 Shift Schedule
2025 PAY RANGE:	\$84,565 – \$105,706 Annually + \$5,000 Hiring Bonus

Windsor Severance Fire Rescue is now accepting applications from experienced applicants for the position of **Firefighter/EMT-Basic**. This is a great opportunity to join a growing organization and community. WSFR recognizes that its most important resource is its people. We pride ourselves in offering a value-centered culture, clear career advancement paths, and a means to strengthen all members' knowledge, skills, and abilities in their current positions, along with competitive salaries and benefits. Our people are the heart of our operation and mission to "provide professional service and compassionate care from our family to yours."

The Firefighter/EMT provides direct services, such as protecting life and property by operating in a firefighting and rescue capacity during various emergencies such as fires, technical rescues, medical emergencies, hazardous material releases, disaster operations, and any other emergency that presents a risk to the public, individually and as part of a team.

Additional Firefighter/EMT duties include providing company-level fire safety inspections, child passenger car seat checks and installations, and community outreach education to all age groups, from small children to the elderly. WSFR Firefighters are heavily involved in our community. While there are routine and essential duties, no day is the same; from day-long training sessions to helping find a lost child, fighting a structure fire, saving the life of a heart attack victim, or reading to classrooms at an elementary school, all are within the expectations of WSFR Fire/Rescue personnel.

The Organization & Community:

Windsor Severance Fire Rescue is a growing department in Northern Colorado that provides fire, medical, and rescue services to the towns of Windsor and Severance and the surrounding area. The district covers approximately 100 square miles in Weld and Larimer Counties, averaging more than 4,700 calls per year across four stations staffed 24/7 with three Engines, a Tower Ladder, and a Battalion Chief. Founded in 1902, our values of Readiness, Excellence, Courage, and Respect provide the foundation to help us achieve our vision of "building a culture of unwavering commitment to our community and each other while striving for greatness."

A copy of the current job description, including all qualifications, is available at the district's website: <http://www.wsfr.us/employment>. The job description is established by Windsor Severance Fire Rescue ("District") to outline the essential duties, physical requirements, and general responsibilities of the **Firefighter/EMT-Basic**. This position is "at-will," meaning the district or employee may terminate the employment relationship at any time and for no reason, subject only to Federal and State law requirements.

Application Period:

January 20, 2025 – February 9, 2025

Deadline for application: February 9th, 2025

Required documents to be submitted:

Cover letter explaining how you qualify as a WSFR lateral hire

Resume

Copies of all licenses, certifications, and documents as per job posting

Windsor Severance Fire Rescue required documentation must be received by the application deadline. Incomplete or late submissions will not be accepted.

Hiring Timeline:

DATES	SCHEDULED EVENT
January 20 th to February 9 th	Open Application Period
Week of February 10 th	Application Reviews. Interview Scheduling & Notifications
Week of February 24 th	Skills Assessments and Interviews
Week of March 3 rd	Final Eligibility List Established

*Dates are subject to change based on agency needs and applicant volume.

Compensation:

Windsor Severance Fire Rescue offers prospective employees a competitive wage and benefits package. Lateral Firefighter hires are also eligible for a \$5,000 hiring bonus. The 2025 starting annual salary for Lateral Firefighters depends on the amount of experience at the time of hire:

Experience at time of hire	Starting 2024 Annual Salary	Hiring Bonus	Starting Vacation Balance	Annual Vacation Accrual
3 Years	Step 2: \$84,565	\$5,000	56 hours	156 hours annually
4 Years	Step 3: \$95,135	\$5,000	56 hours	156 hours annually
5+ Years	Step 4: \$105,706	\$5,000	56 hours	204 hours annually

Benefits:

- FPPA Pension
- Medical Insurance
- Vision Insurance
- Dental Insurance
- Flexible Spending Account
- Health Saving Account
- Life Insurance
- Retiree Health Savings
- 457 Deferred Compensation Plan with 3% Employer Matching
- Employee Assistance Program (EAP)
- District Funds 90% of Medical Premium
- Paid Vacation Leave
- Paid Sick Leave
- Paid Parental Leave and 6 months paid Maternity Leave
- Paid Holiday Time
- Short/Long Term Disability
- Peer Support
- Tuition Reimbursement \$5,000/year

Lateral Hire Minimum Qualifications:

- Must be currently employed in a full-time paid career firefighting role within a federal, state, county, municipal, or special district agency to be considered, AND
 - 3 years of experience and a graduate from a career firefighting academy equal to 500+ training hours. WSFR Training Division will evaluate academy curriculum; OR
 - 5+ years of experience and a graduate from a firefighting academy equal to 225+ training hours. Candidates must also submit training records for the last 3 years. WSFR Training Division will evaluate training records and academy curriculum.
- A combination of WSFR part-time firefighter experience may be considered towards the years of experience requirement.
- Successful job performance with no disciplinary action within the past 2 years (disciplinary action as evidenced by: suspension, PIP, or similar). Ability to produce performance evaluations or performance references upon request.
- Minimum of 18 years of age
- High school diploma or GED
- Eligibility to work in the U.S.
- Valid driver's license with an acceptable driving record
- State of Colorado EMT-Basic (or higher) certification
- Current CPR certification (AHA BLS Provider or equivalent)
- State of Colorado Firefighter II Certification**
- State of Colorado Hazmat Operations Certification**
- NIMS 100, 200, 700, 800

* All certifications must remain current through the time of the conditional offer.

**Out-of-state and Colorado Metropolitan Certification Board certifications will be considered if they meet the reciprocity requirements per the Colorado Division of Fire Prevention and Control.

Preferred Certifications:

- National Registry EMT-Basic (or higher) certification
- FF Type 2 NWCG

Application and Assessment Process:**Step 1: Apply for Job**

All candidates are required to apply via the WSFR website. To apply and view the job description, please visit www.wsfr.us/employment.

Step 2: Skills Assessment

Candidates who meet the minimum requirements may be invited to participate in an EMS and Fire Skills Assessment.

Step 3: Panel Interview and Chiefs Interview

Candidates who successfully pass the skills assessment with a score of 70% or greater, may be invited to participate in the interview process, which includes a line panel interview and an interview with WSFR Chief Officers.

Step 4 Eligibility List:

Those who are placed on the eligibility list will remain on the list for one year (with the option to extend up to 6 months or dissolve prior to 12 months with Chief approval) or until the list has been exhausted within the stated time frame. The list will be created based on the results and ranking of the skills assessments and interviews. If utilized for future hiring the appropriate number of applicants will be contacted in order of rank.

Any candidate may be removed from the eligibility list based on any action or behavior inconsistent with WSFR's organizational mission, vision, and/or values as determined by the Fire Chief and Human Resources Manager. Eligibility lists do not guarantee that any candidate will be hired or that a vacant position will be filled. Moreover, the appearance of a name on an eligibility list does not guarantee employment.

Conditional Job Offer:

Conditional job offers will be given to chosen candidates based on agency hiring needs. Job offers are conditional upon the successful completion of a formal criminal background check, motor vehicle records review, drug screen, pre-employment physical, and psychological evaluation. Notification will be made either in person or by telephone. Successful candidates will be made a written offer and given a specific timeline to accept or reject the offer.

Post Hiring Requirements- Lateral Academy:

All candidates who receive a conditional offer will be required to complete a Lateral Hire Academy upon hire. The lateral academy typically consists of a four-week internal academy that includes fitness, academic, and drill ground activities. The candidate will be placed on a 40-hour administrative schedule (M-Tr 0700 – 1700) for the duration of the academy. Hourly wages will be adjusted as informed by annual salary requirements for qualified pay grades. All overtime will be paid commensurate with WSFR policy and procedures. Failure to complete the WSFR Lateral Academy will result in immediate dismissal from WSFR. In some instances, an "on-the-job" academy may take place of the Lateral Academy.

Questions?

If you have any questions about becoming a Lateral Firefighter with Windsor Severance Fire Rescue, please contact the Hiring Team at joinourteam@wsfr.us. Additional information, including a full job description, may be found on the employment page at www.wsfr.us/employment.

Equal Opportunity Employer:

Windsor Severance Fire Rescue provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, marital status, or any other characteristic protected by federal, state, or local laws.