



Vashon Island Fire and Rescue  
10020 SW Bank Road PO Box 1150 Vashon WA 98070  
206.463.2405 [www.vifr.org](http://www.vifr.org)

**Classification:** Lateral Firefighter/EMT

**Vashon Island Fire & Rescue is creating an eligibility list for Lateral Firefighter/EMT positions.**

**The VIFR application and supporting documents must be submitted by November 18, 2022.**

**Application link:** <https://vifr.bamboohr.com/careers/38>

Screening for selected candidates will include oral board interview, Chiefs' interview, background screening, driving record screening, reference checks, psychological evaluation, and medical examination.

**Salary Information:**

Starting \$7082.01-\$7564.88/mo. depending on years of service  
(2023 wage scale)

**Benefit Information:**

Health Insurance (Medical, Dental, Vision). Holiday pay, Vacation, Sick Leave, LEOFF II retirement. Other benefits as defined in the IAFF Local #4189 Collective Bargaining Agreement.

**Applicant Contact Person:**

Name: Cari Coll, Battalion Chief of Training  
Phone: (206) 463-4468  
Email: [ccoll@vifr.org](mailto:ccoll@vifr.org)

**Department Information:**

Vashon Island Fire & Rescue (VIFR), a.k.a King County Fire District #13, provides a variety of services including fire suppression, emergency medical service, water rescue, low-to-medium angle rope rescue, hazardous materials response, and public safety education. King County provides fire code enforcement and fire investigation service. VIFR has one station staffed 24 hours and two volunteer stations. Paid staffing consists of a Fire Chief, Assistant Chief of Operations, Battalion Chief of Training & Safety, a Training Specialist, one Captain per shift, up to three Firefighter/EMT's per shift, a Fleet Mechanic, Facilities Manager, and three administrative staff. There are approximately 30 volunteer members. VIFR also sponsors an Explorer post. VIFR is managed by a five-member publicly elected Board of Commissioners.

Career Firefighters work a four-platoon schedule with 48 hours on, six days off, plus approximately 13 debit days per year and three 12-hour debits for training.

**City/County/Area Information:**

Vashon Island Fire & Rescue covers Vashon and Maury islands, an area of 45 square miles with 55 miles of shoreline. There are approximately 1,500 incident responses annually. The district is comprised primarily of residential properties, small commercial operations, and a few manufacturing facilities.

**Population:** 12,000 year-round to 20,000 in summer

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## Job Requirements

**Age:** 18

**US Citizen:** Yes

**High School Grad/GED:** Yes

**Valid WASHINGTON State Driver's License:** Valid WA State Driver's License

**Ability to Read/Speak English:** Yes

**Vision:** Meet the current minimum LEOFF II Firefighter Medical Standards

**College:**

Not required, but encouraged.

**Certification and Experience Requirements:**

Two years preferred as a full-time paid Firefighter/EMT (IAFF)

Successful completion of a fire academy equivalent to King County Zone 3/SKCFTC Recruit Academy (equivalency to be determined by the Fire Chief)

WA state Emergency Medical Technician certification or NREMT certification and ability to meet WA state reciprocity requirements

IFSAC or ProBoard Firefighter I and II certification

All responders are required as a condition of employment to be *fully vaccinated* for COVID-19 prior to start date. If you have questions or need an accommodation for this requirement due to a disability or religious reason, you can speak to our HR Department for further information.

**Veteran's Preference:**

Applicants requesting Veteran's Preference Points (5) will be required to present a DD-214 at the time of interview.

**Felony, Criminal Activity Disqualifiers:**

Prior to employment the candidate must pass a national criminal history background check.

**Driving Disqualifiers:**

A driving abstract of the previous 36 months will be evaluated prior to employment. Any total of six points or greater from the following list is a disqualifier:

**8 points**

Negligent homicide

DUI (either alcohol or drugs)

Hit and Run – attended

Reckless driving

Revocation of license

Denial of issuance of license

Using a motor vehicle in the commission of a felony

**6 points**

Negligent driving with accident

Hit and Run – unattended

**4 points**

Negligent driving with no accident

DWLS (Driving while license suspended)

**Speeding**

0-10 over the limit = 2 points

11-20 over the limit = 4 points

21-25 over the limit = 5 points

26+ over the limit = 6 points

Other moving violations not described above with accident = 4 points.

Other moving violations not described above without accident = 2 points.

**Drug Use Disqualifiers:**

Prior to employment the candidate must pass a drug screening.

**Employment Disqualifiers:**

Evidence that the applicant has willfully provided false or misleading information during the application process, in his/her written application or Personal History Statement or has cheated during any testing in the application process will result in disqualification.

**Additional:**

Any conclusion by an oral board panel, background check, psychological evaluation, medical examination, or Chiefs' interview that indicates the candidate is not well-suited for the position of Firefighter will result in disqualification.

Vashon Island Fire & Rescue is an equal employment opportunity employer and does not and will not discriminate on the basis of race, religion, national origin, sex, age, disability, marital status, sexual orientation, gender identity, or status as a veteran. Information provided on this application will not be used for any discriminatory purpose.