



Skagit County Fire District #6

Dear Applicant,

Thank you for your interest in becoming a member of the Skagit County Fire District #6 Team. Our goal is to obtain individuals that have a desire to help the community, take pride in performance and enjoy working in a team environment. Fire District #6 takes pride in having the ability to provide individuals with the opportunity to help their fellow neighbors, to continue involvement in, or begin a career in emergency services and the opportunity to learn and grow while enhancing the community.

Skagit County Fire District #6 provides almost every aspect of emergency services to its population of approximately 5,575 residents in an area of, but not limited to, 27 square miles. Fire District #6 routinely works with neighboring agencies and entities via automatic and mutual aid agreements as well as contracts for service.

Fire District #6 has one station which serves as the fire district's Headquarters. The District has three commissioners, whom are elected by the public to ensure District policy and fiscal responsibility. Additionally, the District employs a secretary that is also the District's human resource contact. The operations of the fire district and its' personnel are managed by the fire chief. We are staffed by a combination of Stipend Firefighters, Resident Firefighters and Volunteer Firefighters, 24 hours a day, 365 days a year. The following outlines the Department's staffing model and requirements for each position;

- **Stipend Firefighters-**
All stipend members work 24 hour shifts. Each shift worked is chosen by the member with a maximum of six shifts per month allowed. Stipend members must be FFI or have received equivalent FFI training and must be a Washington State EMT.
- **Resident Firefighters-**
Resident Firefighters live at the fire station and do so "rent free". In return, Resident Firefighters work a One-on-four-off 24 hour schedule. Additionally, Residents are required to perform other requirements within their signed Resident Agreement. Residents are paid on a per call basis only. Resident Firefighters shall be FFI or have received equivalent FFI training. Residents must also obtain their Washington State EMT within the first year of hire.
- **Volunteer Firefighters-**
There are no minimum qualifications required to become a Volunteer Firefighter. Volunteer Firefighters may live inside or outside of the immediate response area of Fire District #6. To ensure minimum training requirements, and to allow the ability to participate in department operations, Volunteers shall offset call requirements with hours spent at the station. The minimum hours per month are 48 with the set standard being two 24 hour shifts per month.

Skagit County Fire District #6 does not offer full time employment opportunities.

Received applications must be completed in full and are then forwarded to the Recruitment Coordinator for review and will be kept on file for one year. Hiring of Stipend and Resident Firefighters is done based on the immediate and/or expected needs of the department. The hiring of Volunteer Firefighters is generally done twice a year. However, the District will gladly accept applications at any time.

When a position(s) become available, the Recruitment Coordinator shall begin the District's adopted formal hiring process which is outlined below;

1. Application Review and Applicant notification-
Applications received will be reviewed by the Recruitment Coordinator. Applicants meeting the requirements of the available position(s) will be contacted via phone and be invited to participate in the next step of the hiring process.
2. Department Orientation, General Knowledge Exam, and Physical Agility Assessment-
Invited applicants will participate in a general Department Orientation that provides information and allows the opportunity for a question and answer period. Following the orientation, applicants will complete a 50 question written general knowledge exam. Once the written exam is completed, applicants will participate in a course that is designed to assess an applicant's physical agility. This step will be conducted at the District's Headquarters with the Orientation, Knowledge Exam, and Physical Assessment being performed on the same date. Failure to complete the Knowledge Exam or Physical Assessment will automatically disqualify the applicant from the immediate hiring process.

Both the Physical Agility Assessment and General knowledge Exam will be scored evolutions that will be tallied and included in the applicant's overall application score.

Oral Board Interview-

Based on the earned scores of step 2, number of applicants and expected positions to be filled, selected applicants will be invited via phone to participate in a formal oral interview that will be conducted by a panel of current department members. Applicants will be scored on multiple items during their oral interview.

3. Chief's Interview-
Following the Oral Board Interviews, each applicant's earned scores will be tallied and the interview panel will select which applicants are to proceed to a formal Chief's Interview. Selected applicants will be notified via phone. Following the Chief's Interview, the Fire Chief will have the final say on offered positions. Selected persons will be notified and offered the position via phone.

Thank you for your interest in joining the Skagit County Fire District #6 team. If you have any questions, feel free to contact the station at (360)757-2891 and speak with any of our members.