NORTHERN LAKES FIRE DISTRICT

The Northern Lakes Fire District is recruiting entry and/or lateral firefighters who are either certified paramedics or EMTs to become part of our highly skilled team which operates out of three fire stations and responds to more than 6,000 calls annually.

FIREFIGHTER/PARAMEDIC (*Entry Level)*

SALARY RANGE $ 70,683 - $ 96,763

MINIMUM REQUIREMENTS

- ⇒ **Must select the correct application on Public Safety Testing for entry level FF/PM**
- ⇒ **Successfully pass written exam on Public Safety Testing**
- ⇒ **At least 18 years of age**
- ⇒ **Provide copy of High School Diploma/transcript or GED certificate**
- ⇒ **Valid Drivers License**
- ⇒ **Pass a district physical agility**
- ⇒ **Provide copy of active EMS license (if out of state, must be able to obtain Idaho EMS certification within 90 days of hire**

ADDITIONAL BENEFITS

- ⇒ **Excellent health, dental & vision insurance**
- ⇒ **Paid Vacation time**
- ⇒ **Paid Sick Time**
- ⇒ **11 Paid Holidays Annually**
- ⇒ **Public Employment Retirement System (PERSI)**
- ⇒ **Uniforms & equipment provided**
- ⇒ **Promotion & career development opportunities**

APPLY TODAY

1. **The District will establish a list of eligible candidates from Public Safety Testing after application process deadline to fill a position.**
2. **Candidates will be notified no later than end of day on 06/01/2026 that have qualified to move on in the process. Qualified candidates will be invited to take a District-provided Physical Agility Test tentatively scheduled for 06/07/2026, and then;**
3. **Qualifying candidates will be invited to an in-person panel interview tentatively scheduled to be conducted following a successful passing of the Physical Agility Test the week of 06/08/2026.**
4. **A ranked hiring list will be established based on each candidates' total of computer assessment and panel interview scores. Offers will be extended before 01/01/2026, with a tentative academy start date of 03/24/2026. If applicable, upon presentation of a DD-214, Veterans Preference Points will be added to a passing exam score.**

2026 FIREFIGHTER/PARAMEDIC HIRING LIST

Compensation, Schedule & Benefits

Position		Compensation
Firefighter 1/Paramedic	Annual Salary	$ 83, 872
	Annual Guaranteed Overtime	$ 7, 079
Firefighter 2/Paramedic	Annual Salary	$ 89, 191
	Annual Guaranteed Overtime	$ 7,572

Benefit Package

The District offers a generous benefit package including:

- **Holiday Pay**
- **Longevity Pay**
- **Vacation Leave accrual of up to 576 hours (buyout cap of 336 hours)**
- **Sick Leave accrual of up to 1440 hours**
- **Bereavement Leave**
- **Medical/Rx/Dental/Vision**
  100% of premiums covered by District for employee & all eligible dependents
- **Health Reimbursement Account (HRA)**
  Tax Exempt HRA funded by annual District contributions for out-of-pocket deductibles, co-payments, etc.
- **Retirement Plans**
  1. Participation in the Public Employees Retirement System of Idaho (PERSI)
  2. Matching Contributions to the PERSI Choice 401(k)
  3. Participation in the State of Idaho Deferred Compensation Plan 457(b)/457 Roth
- **Life Insurance**
- **24 Hour AD&D**
- **Line of Duty AD&D**
- **Employee Assistance Plans (EAP)**
- **Long Term Disability**
- **Short Term Disability**

Schedule

District firefighters work a 48 hours on/96 hours off schedule on a three battalion system.

Sets begin and end at 0800 hrs.

A firefighter is on duty an average of 10 shifts, or 5 sets, per month

For more information, please visit www.northernlakesfire.com