

Snohomish County Fire District #4 is Now Testing For: Experienced & Lateral Firefighter/EMT & Paramedics

Classification: Experienced Firefighter/EMT & Experienced Firefighter/PM

Location: Snohomish County Fire District #4, Snohomish, WA

Application Process Open: August 15th, 2025

Application Deadline: September 30th, 2025

Position Overview

Snohomish County Fire District #4 is establishing a hiring list for **Experienced & Lateral Firefighter/EMTs & Paramedics**. We are seeking experienced, team-oriented professionals who are ready to bring their skills to a fast-paced, all-hazards department. If you are currently working as a career Firefighter/EMT and meet our requirements, we encourage you to apply.

Compensation & Benefits

- **Firefighter/EMT Monthly Salary (2026):**
 - Firefighter/EMT Probation- \$7,387.01
 - Firefighter/EMT 4th Class- \$8,014.20 (completion of Probation)
 - Firefighter/EMT Top Step-\$9,589.00
- **Firefighter/PM Monthly Salary (2026)**
 - Firefighter/PM Probation-\$8,675.56
 - Firefighter/PM 4th Class- \$9,303.75 (completion of Probation)
 - Firefighter/PM Top Step- \$10,878.55
- **Additional Pay:**
 - Candidates who are currently employed as a full-time firefighter and meet our lateral requirements would qualify to start at the firefighter 4th class pay step.
 - Available for approved degrees, certificates, and promotional opportunities
- **Benefits Include:**
 - Health, Dental, Life Insurance
 - Short & Long-Term Disability
 - HRA VEBA, MERP
 - Deferred Compensation (DRS)
 - Employee Assistance Program (EAP)
 - LEOFF 2 Retirement
 - Paid Vacation & Sick Leave
 - Paid Training & Tuition Reimbursement

About Snohomish County Fire District #4

Welcome to Snohomish County Fire District 4! Located just east of Everett, WA, SCFD4 serves a diverse and growing 60-square-mile community of over 32,000 residents. Snohomish is a city on the rise, expanding in population and development, while maintaining its charm as a destination for tourism, festivals, and community events. Our team responds to everything from structure fires and EMS calls to wildland fires, hazmat incidents, and technical rescues, while providing mutual aid to neighboring agencies and engaging with the public through education and outreach. Every day brings new challenges, and every call is an opportunity to make a difference.

As a department experiencing steady growth and an increasing call volume, SCFD4 offers unparalleled opportunities for career development. Career-driven firefighters can pursue advancement as engineers, ladder truck drivers, or members of specialized technical teams. We also provide opportunities for leadership through academy instruction, public education, social media and outreach initiatives. Our live fire training facility, and a supportive, growth-minded leadership team, ensures that every member has the tools to excel.

At SCFD4, we take pride in promoting from within and helping create exceptional firefighters. Whether your goal is mastering your craft, taking on leadership roles, or expanding your skill set across multiple disciplines, this is a department that invests in your future. If you have a dream in the fire service, Snohomish County Fire District 4 is the place to make it a reality — **grow with us, serve with pride, and join a team that's dedicated to both the community and your success.**

Minimum Requirements

- **Age:** 18 or older at time of interview
- **Citizenship:** Legal authorization to work in the U.S.
- **Education:** High School diploma or GED
- **Licensure:**
 - Valid Washington State Driver's License
 - Current Washington State or National Registry EMT-B Certification
- **Academy Requirements:** Completion of Snohomish County Fire Training Academy or Washington State Fire Academy.
- **Firefighter Experience:**
 - Candidates who are currently employed as a **Full-time Firefighter/EMT for at least 6 months** and meet all other job requirements may be considered a Lateral hire, and pay would start at Firefighter 4th class.
 - OR Current Snohomish County Fire District #4 **Part-Time Firefighter** with at least **6 months of continuous service.**

- **CPAT:** Valid CPAT certificate (within the past 12 months) unless currently employed as a part-time firefighter with Snohomish County Fire District #4.
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Disqualifiers

- Failed drug screening or background check
 - Disqualifying driving record
 - Not able to obtain Candidate Physical Ability Test (CPAT)
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Core Skills & Attributes

- Team player with excellent interpersonal and organizational skills
- Strong judgment, initiative, and responsibility
- Excellent communication and documentation ability
- Committed to professional development and training
- Maintains EMT certification and fireground readiness

Key Duties & Responsibilities- (Full Job Description) can be found on our website www.snohomishfire.org

Operations:

- Respond to fire, EMS, rescue, and hazmat calls
- Perform interior firefighting, ventilation, salvage/overhaul, patient care & transport
- Operate engines, tenders, ambulances, and brush units
- Follow department SOPs, EMS protocols, and WAC regulations

Training & Development:

- Attend regular drills and continuing education classes pertinent to your skill level
- Participate in and/or lead training for peers
- Maintain proficiency in all firefighter and EMS functions

Prevention & Education:

- Hydrant inspections, fire code enforcement, pre-fire planning
- Public education presentations (CPR, first aid, station tours)

Maintenance & Admin:

- Perform station and equipment maintenance
- Accurately document calls and maintenance using software

- Participate in department projects and assigned duties
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How to Apply

Visit the Snohomish Fire District #4 website: www.snohomishfire.org. Look for the Experienced Firefighter link on the home page.

1. **Complete a Fire District #4 Application**
2. **Write a Letter of Interest**
3. **Submit both Application and Letter of Interest by email to hire@snofire.org**

Top candidates will be invited to an **Oral Board Interview** sometime in early October 2025.

Join a department where the work is meaningful, the training is top-tier, and the people are outstanding. At **SCFD4**, the sky is literally the limit.