



SNOHOMISH REGIONAL FIRE & RESCUE



Lateral Firefighter Paramedic Job Announcement - 2026-10 PM

Job Classification: Lateral Career Firefighter Paramedic
Posting Closes: Thursday, March 26, 2026 11:59PM
Target Start Date: June 1, 2026

Snohomish Regional Fire & Rescue (SRFR) is seeking experienced **Lateral Firefighter Paramedics** to join our team. We currently have a minimum of **10 openings** between Firefighters and Firefighter Paramedics. All Firefighter Paramedics hired will participate in a 6-week SRFR pre-academy prior to assignment.

SRFR has approximately 300 employees serving more than 160,000 residents across 135 square miles in Monroe, Lake Stevens, and surrounding unincorporated areas including Maltby, Clearview, and Machias. Our members respond to more than 12,000 calls annually, providing ALS, BLS, fire suppression, water rescue, fire prevention, inspections, and public education. We are also members of the Snohomish County Hazmat and Technical Rescue teams.

We are looking for professionals who are hungry, humble, smart, and committed to serving their community.

Hiring Incentive:

SRFR is offering a **\$15,000 signing bonus** for lateral Firefighter Paramedic:

- Up to \$7,500 paid upon hire
- Up to \$7,500 paid upon successful completion of the 12-month probationary period

Note: If a member does not successfully complete probation, repayment of the initial \$7,500 is required.

Salary Information (2026 IAFF):

Firefighter Paramedic 1: \$127,428 / Year

Firefighter Paramedic 2: \$140,832 / Year

Firefighter Paramedic 3: \$154,248 / Year

Placement will be determined based on qualifications and experience. For additional details, see the IAFF Local 2781 contract on the SRFR [website](#).

Benefit Information:

- **Health:** Medical, Dental, Vision, HRA
- **Retirement & Compensation:** LEOFF II Retirement, Deferred Comp Match, Longevity
- **Time Off:** Vacation, Holidays, Sick Leave, Sick Leave Sell Back
- **Education & Incentives:** Tuition Reimbursement, Educational Incentive, Specialty Teams Incentive
- **Other:** Disability Insurance, Retirement Medical Benefit

Minimum Job Requirements:



SNOHOMISH REGIONAL FIRE & RESCUE



- Age: 18 and must be legally authorized to work in the United States
- Education: High School Diploma or GED
- Valid WA driver's license by hire date

Prior Experience Required:

- Minimum of twelve (12) months consecutive full-time, career structural firefighter work experience
- Currently employed, or have been separated/retired in good standing within the past 12 months
- IFSAC Hazmat Awareness and Operations Certification
- IFSAC Firefighter I & II Certification
- Current Washington State Emergency Medical Technician – Paramedic (EMT-P) certification

Additional Requirements:

- Successful completion of a recognized full-time, career structural fire academy within the last 15 years as determined by the SRFR Training Division.
- Attendance at a **6-week SRFR pre-academy**
- **Successful completion of a 12-month probationary period**

What to Expect as a Firefighter Paramedic at SRFR:

Paramedics at SRFR practice with a high level of autonomy and clinical responsibility. Members must demonstrate strong assessment, decision-making, and leadership skills in a fast-paced environment.

Successful candidates typically demonstrate:

- Strong diagnostic and patient assessment skills
- Excellent critical thinking, clinical reasoning and problem-solving abilities to make rapid decisions under pressure
- Proficiency in procedures such as advanced airway (e.g. rapid sequence intubation, etc.).
- Effective communication, leadership and teamwork

Application Submission:

Applications must be submitted through the **Government Jobs (NEOGOV) platform**.

<https://www.governmentjobs.com/careers/srfr>

Applicants must include:

- Resume
- Letter of interest describing how minimum qualifications are met
- Documentation of required certifications

For questions please contact: Human Resources @ hr@srfr.org or (360) 217-2151

Interview Process & Schedule:

- First-round interviews & Practical: Week of April 6, 2026
- Chief-round Interview: Week of April 13, 2026

It is the policy of SRFR to afford equal opportunity to all employees and applicants for employment regardless of veteran status, race, religion, gender, sexual orientation, age, national origin, disability, or any other protected class. SRFR provides reasonable accommodation to all applicants who require such accommodation to apply for the position or to perform the essential functions of the job. The District also promotes a drug-free and smoke-free workplace.