

# Adams County Fire Rescue

**Position:** Lateral Fire Medic (Fire Medic III / II / I)

**Salary Range:** \$112,798.36 - \$137,187.19 (Placement based on experience; 2027 Wage Schedule)

**Employment Status:** Full-Time

**Work Hours:** Shift 48/96 schedule including nights, weekends, and holidays

**Application Due:** July 3, 2026, 11:59 PM Mountain

**Apply:** <https://candidates.nationaltestingnetwork.com/#/welcome>

## About Adams County Fire Rescue

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ACFR is an all-hazards response system located in the suburbs north of Denver. Our organization was initially established in 1946 as two separate entities: Southwest Adams County and North Washington Fire Departments. In 2014, our organizations consolidated their physical assets, and in January 2015, through the collaborative efforts of both entities, we became Adams County Fire Rescue.

ACFR conducts structural firefighting, engages in wildland firefighting, and responds to medical emergencies, emergency situations, rescue operations, hazardous materials incidents, special operations, and events that may happen naturally. We also provide public education in educational institutions and the commercial sector, and we organize events with our district.

Adams County Fire Rescue functions as a Protection District covering approximately 22 square miles serving more than 66,000 residents. The district has unique characteristics that offer our personnel a variety of call types, all responded to from four fire stations. Our annual call volume is around 13,000, alongside six other agencies.

Our agency is accredited by the Commission on Fire Accreditation International (CFAI) and has recently completed our second consecutive assessment from the Center for Public Safety Excellence (CPSE) through 2029. Our agency also has an ISO rating of 1.

Adams County Fire Rescue is constantly striving to be an organization inspired by our future. We ensure that our service to customers is our driving force, and our commitment to personnel fosters an environment and culture that embraces diversity and empowerment.

For additional information about our district, please visit our website: <http://www.acfpd.org/>

## ACFR Mission / Vision / Values

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**Mission:** To engage with our community to address their needs in a professional manner.

**Vision:** To cultivate an environment where our people feel valued, empowered, supported, and inspired to achieve their fullest potential.

**Values:**

- Integrity – Doing the right thing when no one is looking.
- Excellence – The quality of being outstanding.
- Compassion – Caring for others as you would for your family.
- Wellness – Maintaining mental/physical health so you can attend to others.

## Position Summary

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Adams County Fire Rescue is seeking experienced, lateral-hire Fire Medics (Firefighter/Paramedics) with prior full-time fire service and paramedic experience. Depending on qualifications and experience, candidates may be placed at the Fire Medic III (12-month step), Fire Medic II (24-month step), or Fire Medic I (36-month step) level. Fire Medics perform advanced life support emergency medical care at the paramedic level in addition to full firefighting, rescue, and hazardous materials operations. This is an outstanding opportunity for a dual-credentialed fire and EMS professional to join a high-performing, accredited agency.

**Immediate Supervisor:** Lieutenant or Captain

## **Primary Duties and Responsibilities**

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- Perform all firefighting operations with demonstrated proficiency including complex search and rescue, advanced ventilation techniques, and fire attack operations
- Provide advanced life support emergency medical care at the paramedic level including patient assessment, cardiac monitoring and interpretation, medication administration, advanced airway management, IV therapy, and other ALS interventions per protocol and medical direction
- Function as ALS team leader on medical calls; coordinate multi-patient incidents and provide direction to EMTs and other responders
- Operate fire apparatus and ambulances as driver/operator once certified
- Maintain ambulance readiness including stocking medications and medical equipment; ensure compliance with infection control and safety standards
- Document patient care thoroughly and accurately using ePCR systems; comply with HIPAA requirements
- Work under medical oversight and contact medical control as required by protocol
- Cross-train in specialty areas including wildland firefighting, technical rescue, hazardous materials, critical care, tactical medicine, or community paramedicine
- Assist with training probationary firefighters and paramedic students through demonstration and mentoring
- Participate in quality improvement activities, case reviews, and protocol development
- Conduct building familiarization and pre-fire planning activities
- Participate in public education, fire prevention, and community paramedicine activities
- Demonstrate ACFR values of integrity, excellence, compassion, and wellness
- Perform related duties as assigned

## **Requirements to Apply**

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- Be at least eighteen (18) years of age
- High school diploma or GED equivalent required
- Possess the ability to read, write, speak, and understand the English language at a level adequate to perform the job
- Meet the District's physical fitness standards
- Valid Colorado Driver's License with acceptable driving record (out-of-state employees must obtain within 30 days of hire)
- Firefighter I certification (DFPC/IFSAAC accredited) or higher
- Hazardous Materials Awareness/Operations certification (DFPC/IFSAAC accredited) or higher
- Driver/Operator certification (DFPC/IFSAAC accredited) or higher
- NIMS ICS-100, ICS-200, IS-700, IS-800
- NWCG S-130, S-190, L-180; Annual RT-130 training
- National Registry Paramedic
- Ability to obtain CO DPHE Paramedic Certification within 30 days of hire
- AHA Advanced Cardiovascular Life Support (ACLS) certification
- AHA BLS Provider

*Note: Placement within the Fire Medic classification series (III, II, or I) will be determined based on years of experience, certifications held, and successful completion of applicable Task Books. All Fire Medics practice under the medical oversight of licensed physicians and must maintain current Colorado Paramedic certification.*

## **Working Environment / Physical Requirements**

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Firefighters work in environments that are often dangerous and unpredictable, both indoors and outdoors in all weather conditions. Duties are performed on a 56-hour shift schedule including nights, weekends, and holidays. Firefighters may be subject to recall during off-duty hours for emergency situations.

Incumbents must possess the physical ability to perform strenuous work under emergency conditions while wearing full PPE including SCBA weighing up to 50 pounds, lift/carry/push/pull objects in excess of 150 pounds, and perform sustained physical activities for extended periods in extreme conditions.

All candidates must pass and maintain medical and physical clearance, pre-employment drug screening, background investigation, and psychological evaluation as determined by the District.

## **ACFR Benefits**

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Our comprehensive benefits package includes:

- Sick leave accruing at 192 hours per year
- Vacation pay and paid holidays
- Enrollment in the State-wide firefighter pension plan (12% employee / 11% employer contribution)
- 457/Roth retirement savings plan option with a department match up to 4%
- Post-retirement health reimbursement benefit – vesting begins after 5 years of service; full benefit achieved at 20 years of service
- Longevity pay starting at five years of employment
- Higher education reimbursement
- On-the-Job Training (OJT) program
- Health, dental, vision, short-term disability, long-term disability, and life insurance

## **Signing Bonus**

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**\*\*\*\$10,000 total signing bonus paid in three installments:**

- \$2,500 upon successful completion of Field Training Officer (FTO) program
- \$2,500 at one (1) year of employment
- \$5,000 at three (3) years of employment

## **Relocation Bonus**

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*A relocation bonus is available for eligible lateral candidates. Details will be provided during the offer process.*

**Adams County Fire Rescue is an Equal Opportunity Employer and a Drug-Free Workplace. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or any other protected classification.**