

Adams County Fire Rescue

Position: Firefighter IV (Entry Level)

Salary Range: \$85,360.92 (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

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

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

The Firefighter IV is an entry-level position responsible for performing basic firefighting, emergency medical services, and related duties under direct supervision. This position requires completion of a comprehensive fire academy and EMT program (unless currently possess National Registry EMT certification) probationary period while learning and demonstrating competency in fundamental fire service operations. Firefighter IV responds to fire, medical, rescue, hazardous materials, and other emergency incidents while maintaining equipment, apparatus, and facilities.

Immediate Supervisor: Lieutenant or Captain

Primary Duties and Responsibilities

- Respond to emergency calls including structure fires, vehicle fires, wildland fires, medical emergencies, vehicle accidents, hazardous materials incidents, and technical rescue situations
- Perform basic firefighting operations including laying and advancing hoselines, operating nozzles, forcing entry, conducting search and rescue, performing ventilation, and salvage and overhaul under direct supervision
- Provide emergency medical care at the EMT level; assist paramedics with advanced life support procedures
- Operate, inspect, clean, and maintain firefighting equipment, apparatus, tools, and SCBA according to manufacturer specifications and department standards
- Maintain ambulance readiness including stocking medications, medical equipment, and supplies; ensure compliance with infection control and safety standards
- Document patient care thoroughly and accurately using electronic patient care reporting (ePCR) systems; comply with HIPAA and medical record-keeping requirements
- Communicate effectively with receiving hospital staff and provide concise patient reports
- Work under medical oversight and contact medical control as required by protocol
- Perform daily station duties including apparatus checks, equipment inspections, facility maintenance, and grounds keeping
- Participate in ongoing training, drills, and physical fitness activities to maintain proficiency and readiness
- May be required to train in specialty areas to support district needs; including but not limited to paramedic school, HAZMAT technician level certification, advanced wildland certifications and technical rescue certifications
- Study and demonstrate knowledge of district geography, building locations, water supply systems, and pre-fire plans
- Maintain accurate records and documentation of activities, inspections, and incidents as directed
- Work cooperatively as part of a team under stressful and emergency conditions
- Complete all required probationary training and evaluations
- Participate in public education and community outreach activities as assigned
- Perform related duties as assigned

Requirements to Apply

- 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)

Working Environment / Physical Requirements

Firefighters work in environments that are often dangerous and unpredictable, both indoors and outdoors in all weather conditions. Duties are performed on a 48/96 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

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

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.