Adams County Fire Rescue

8055 N. Washington Street, Denver, CO 80229

Position: Lateral Firefighter
Status: Full Time; FLSA Non-Exempt
Work Hours: 48 hours on duty/96 hours off duty

Application Due: August 1, 2025, by 0800 hours
Selected Candidate process: September 8-11, 2025

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. This area includes residential, single-family, multi-family, and commercial properties, 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, which include municipalities and protection districts.

Our partners operate within a unique CAD-to-CAD framework, providing the most responsive unit system in our North Area, which encompasses seven cities and three counties. We are accredited by the Commission on Fire Accreditation International (CFAI) and have recently completed our second consecutive assessment Accreditation from the Center for Public Safety Excellence (CPSE) through 2029. Our agency also has an ISO rating of 1.

Our district has continued to grow. In the past four years, we have added 400 single-family homes, 400 multi-family residential units, and over 3,000,000 square feet of commercial space. Located just north of the Denver metropolitan area, much of the district has been urbanized with open spaces, parks, and bike paths, while still preserving these open areas.

Adams County Fire and 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. Labor and management collaborate to establish best practices, while our Board of Directors remains actively involved.

Our internal actions are guided by the principles of WE ARE ACFR (Wellness, Empowerment, Accountability, Respect, Excellence, Attitude, Communication, Family, and Reputation).

ACFR Mission/Vision/Values:

- **Mission:** Our mission is to engage with our community to address their needs in a professional manner.
- **Vision:** Our vision is to foster an environment where our people are valued, empowered, supported and inspired to reach their maximum 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.

The work culture at Adams County Fire Rescue encourages passionate, communicative, and enthusiastic employees who understand and support our mission, vision, and values. Adams County Fire Rescue delivers exceptional care and quality services while fostering resilience to promote collaborative relationships with our stakeholders. We value a strong sense of community and belonging as a fire district.

For additional information about our district, please visit our website.

Position Summary:

The lateral Firefighter shall perform technical work and labor required to protect life and/or property from the dangers of fire, medical emergencies, vehicle accidents, natural disasters, and other hazardous situations using a variety of firefighting, emergency medical, and other specialized skills, techniques, and equipment.

Primary Duties and Responsibilities:

The following duties are an overview of this position's primary duties and responsibilities and should not be considered an all-inclusive list.

- Conduct periodic apparatus, facility, and equipment checks and maintenance that includes completing the associated documentation.
- Utilize computer systems and programs to complete documentation of district activities, complete trainings, prepare reports, document inspections, record incidents, and complete billing requirements.
- Determine efficient routing to and from stations, dispatched addresses, hospitals, and other destinations.
- Locate, control, and extinguish fires in various conditions using various techniques, including operating fire extinguishers, connecting to fire hydrants, extending hose lines, operating fire nozzles, and applying fire streams.
- Carry and position ground ladders in various conditions to access heights and roofs.
- Utilize a variety of hand tools designed for prying, cutting, and striking for various purposes.
- Perform salvage and overhaul operations to preserve property during hazardous conditions.
- Perform search and rescue operations in areas of poor condition and lighting to locate and remove victims from hazardous environments.
- Perform a variety of technical and manual labor duties to identify and mitigate hazardous conditions.
- Participate in district pre-planning of structures.
- Provide emergency medical services to the highest level of certification obtained within the guidelines of the district's protocols and medical direction.
- Participate in company-level, district, and regional trainings.
- Interact with the public in a professional manner in various environments that include facility tours and demonstrations of equipment and skills.
- Drive district vehicles within the current certification level in a safe manner consistent with state and local laws and District policy in various weather and traffic conditions, both emergent and non-emergent.
- Respond to all-hazard emergencies as part of a truck, engine, rescue, or medic company.
- Perform other duties as assigned by the Company Officer or other higher-ranking officer.

Minimum Experience/Qualifications:

- Be at least eighteen (18) years of age
- High school diploma, General Equivalency Diploma (GED) or higher
- Ability to read, write, speak, and understand the English language at a level adequate to perform the job
- Valid Colorado driver's license (out-of-state employees must obtain it within 6 months of hire) with a satisfactory driving record.
- Meet the District's Physical Fitness Standards
- Minimum three (3) years' experience with a career/combination fire department
- Completed an approved career Firefighter I academy with a minimum of four hundred (400) hours of instruction
- CO DFPC Firefighter I certification or out-of-state equivalent
- CO DFPC Hazardous Materials Awareness/Operations certification or out-of-state equivalent
- FEMA ICS-100 certification or equivalent
- FEMA ICS-200 certification or equivalent
- FEMA IS-700 certification or equivalent
- FEMA IS-800 certification or equivalent
- CDPHE EMT certification/license at time of hire
- NREMT Basic certification
- AHA Basic Life Support (BLS) Provider certification
- Pre-employment background check, criminal history review, physical fitness/wellness assessment, medical evaluation, drug screen and psychological exam.

Additional consideration may be given to candidates who possess the following:

- Associate or Bachelor's degree in a related field
- CO DFPC Firefighter II certification or out of state equivalent
- CO DFPC Driver Operator certification or out of state equivalent
- CO DFPC Driver Operator Pumper certification or out of state equivalent
- CO DFPC Driver Operator Aerial certification or out of state equivalent
- CO DFPC Fire Instructor I certification or out of state equivalent
- NWCG S-130 certification
- NWCG S-190 certification
- NWCG L-180 certification

Working Environment/Physical Requirements:

This position requires work in a variety of locations and conditions, including but not limited to the Fire Station, other inside work areas, training grounds, and emergency scenes of every type.

- Strenuous physical activity under extreme adverse conditions will be required periodically.
- Must possess the ability to lift items in excess of one hundred fifty (150) pounds occasionally and sixty (60) pounds frequently.
- This position requires standing, walking, stooping/bending, lifting, crawling, jumping, sliding, the ability to work in all weather conditions, and in extreme temperatures below twenty (20) degrees Fahrenheit and more than one hundred (100) degrees Fahrenheit.
- Work may be performed under hazardous and adverse conditions, including but not limited to slippery and uneven surfaces, proximity to moving mechanical equipment, burning structures, broken glass or other sharp materials, electrical currents, high places, and confined spaces.
- Work may result in exposure to smoke, gases, chemicals, fumes, odors, mists, and dusts, which can affect the respiratory system or skin.
- Work may result in exposure to individuals or blood carrying infectious diseases or illnesses such as Hepatitis A, B, or C, HIV, tuberculosis, etc.

- Work may result in exposure to high noise levels requiring the use of hearing protection.
- The position demands frequent use of sensory activities such as talking, seeing, hearing, smelling, identifying objects by touch, depth perception, and color vision.
- This position will involve periods of high physical, mental, and/or emotional stress.

ACFR Benefits:
Our benefits package includes sixteen hours of sick leave per month, vacation pay, paid holidays, enrollment in the State-wide firefighter pension plan (12% employee/10.5% employer contribution), option to enroll and contribute in 457/Roth retirement savings plan, department 457 match up to 4%, longevity pay starting at five years of employment, higher education reimbursement, vision, dental, health, and life insurance.

Annual salary range: $78,920-$112,744

If you are interested in applying for this position with Adams County Fire Rescue, please click *one or both* links below to be redirected to the application/testing page. *Disclaimer: A fee may be subject to each testing site and will be at the candidate's expense.*

National Testing Network

Public Safety Answers

Questions may be directed through ACFR Careers @ Careers@acfpd.org

Application deadline: August 1, 2025 @ 0800