

# Adams County Fire Rescue

**Position:** Fire Medic IV (Entry Level)

**Salary Range:** \$100,603.94 (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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The Fire Medic IV is an entry-level position responsible for performing basic firefighting operations and providing advanced life support emergency medical services under direct supervision. This position requires completion of a comprehensive fire academy and probationary period while learning and demonstrating competency in fundamental fire service operations and paramedic-level patient care. The Fire Medic 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

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- Respond to emergency calls including structure fires, vehicle fires, wildland fires, medical emergencies, vehicle accidents, hazardous materials incidents, and technical rescue situations
- 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
- 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
- Operate, inspect, clean, and maintain firefighting equipment, medical 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
- Cross-train in specialty areas such as wildland firefighting, technical rescue, and hazardous materials
- Study and demonstrate knowledge of district geography, building locations, water supply systems, hospital locations, 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
- Maintain required continuing education for paramedic certification renewal
- Participate in public education and community outreach activities as assigned
- 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)
- Current National Registered Paramedic Certification

- Ability to obtain CO DPHE Paramedic Certification within 30 days of hire
- Current AHA ACLS Certification
- Current AHA BLS 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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**\$5,000 total signing bonus paid in two installments:**

- \$2,500 upon successful completion of Fire Academy
- \$2,500 upon successful completion of Field Training Officer (FTO) program

**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.**