



FAST FACTS

We are Snohomish Regional Fire & Rescue.

- We provide fire suppression and emergency medical services (EMS) through highly-trained personnel and state-of-the-art rescue programs.
- We respond to an average of more than 12,000 emergency calls per year.
- We offer comprehensive prevention and education programs.

We are accountable to our taxpayers.

- We operate under a balanced budget.
- We passed all independent audits by the state.
- All meetings are open to the public and accessible.

We serve 160,000 residents covering over 135 square miles.

- We serve Lake Stevens, Monroe, Maltby, Clearview, and unincorporated southeast Snohomish County.

Community support has built one of the best emergency response agencies in the state.

- We are the first fire agency in Snohomish County to achieve international accreditation from the Commission on Fire Accreditation International. We went through a rigorous process to ensure continuous improvement to better serve our residents and businesses.
- This is the highest level of achievement possible for a fire agency.

We have a long-term plan to deliver cost-effective emergency services.

- We completed a new five-year Strategic Plan, Capital Facilities Plan and Standards of Cover report that outlines improvements needed to maintain the quality and level of emergency services the community requires.
- Daily operations are funded by a fire levy and EMS levy paid through property taxes. The fire levy rate is capped at \$1.50 per \$1,000 of assessed property value, and the EMS levy rate is capped at \$0.50.

We are committed to continuous improvement and maintaining the highest level of service.

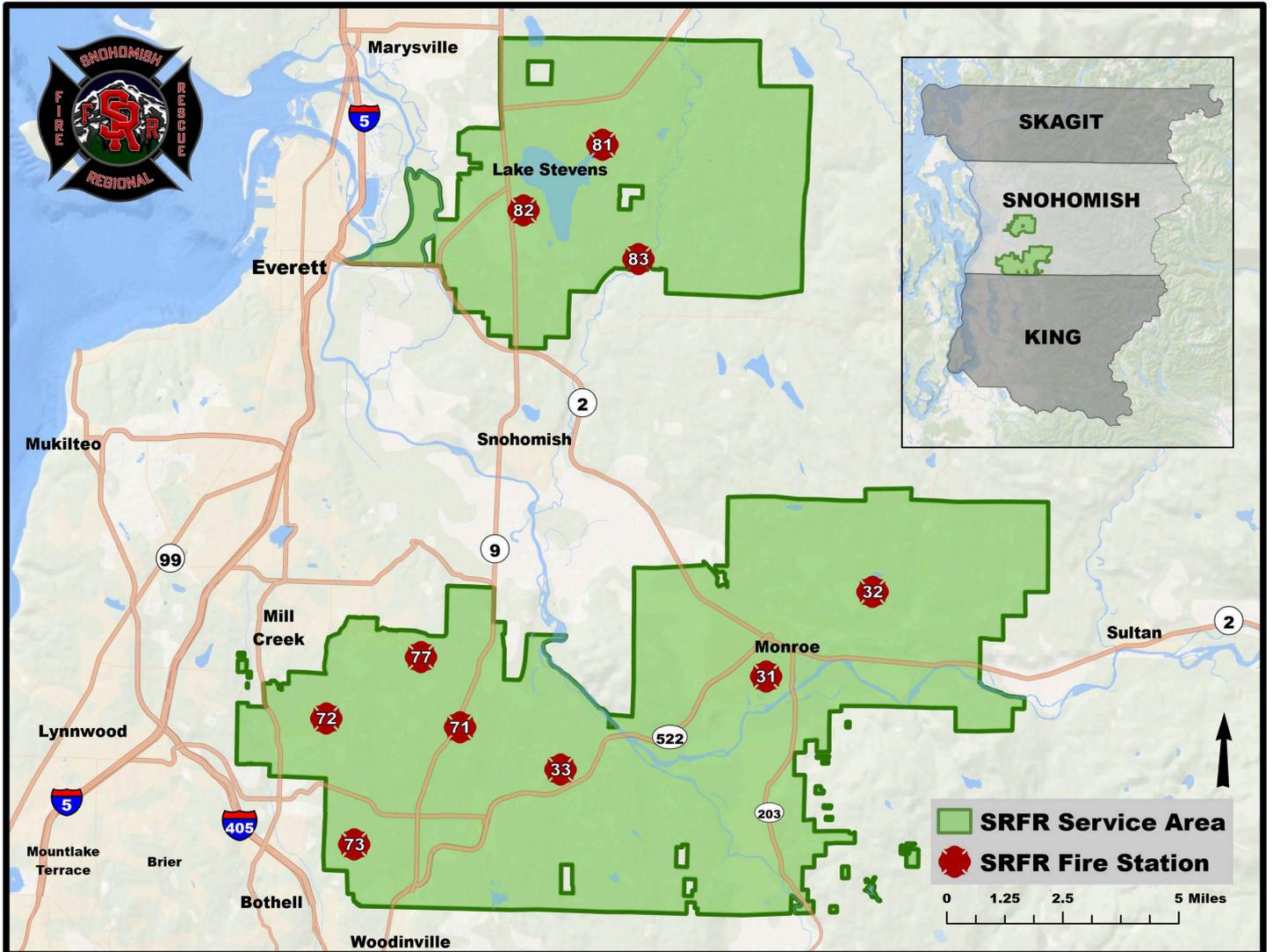
- SRFR firefighters and our training division are actively involved in working as instructors to the Snohomish County Fire Training Academy.
- Our firefighters instruct classes across the region.

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Our mission is to save lives, protect property, safeguard the environment, and take care of people while we continuously improve to meet the needs of our growing community.



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SRFR PARAMEDIC PROGRAM

- ✔ Snohomish Regional Fire and Rescue first brought Advanced Life Support service to Snohomish County in 1981. SRFR continues to provide exceptional service to its citizens by employing highly trained Firefighter/Paramedics throughout the fire district.
- ✔ SRFR has three dedicated medic units, one in each battalion, as well as two additional cross-staffed medic units to bolster ALS service in outlying areas. SRFR medic units also respond to neighboring districts to provide mutual aid as needed.
- ✔ SRFR believes in empowering their members to promote through the ranks and expand their skillsets. All SRFR members have the opportunity to apply to paramedic school to become a WA State Certified Paramedic. SRFR covers expenses such as tuition, books and housing.
- ✔ SRFR believes in supporting its Paramedics in pursuing additional specialties and promotions. This includes but is not limited to Technical Rescue, Water Rescue, Hazmat, Wildland and promoting through the ranks. Experience obtained as a Paramedic provides a unique and diverse perspective.





JOIN OUR TEAM!

Snohomish Regional Fire & Rescue (SRFR) is pleased to offer robust benefits and compensation packages to Firefighters and Firefighter Paramedics.

HEALTH & WELLBEING

Medical, Dental, Vision and Pharmacy

plan premiums are 100% paid by the district for employees and eligible dependents with no waiting period.

Healthcare Reimbursement Accounts

are offered at no cost and are funded by the district at a rate of \$250/mo for employees only, or \$500/mo for employees + dependent(s).

Short-Term Disability, Long-Term Disability and Life Insurance

programs are also available. The district contributes to premiums for both Short-Term Disability and Life Insurance plans.

TIME OFF

In addition to vacation time, SRFR is pleased to offer **120 hours of paid holiday** time annually and generous sick leave accruals that are eligible for dollar for dollar sellback.

Vacation Accrual Schedule

Length of Service	Hours
Date of employment to 1st anniversary	48
1st anniversary date to 2nd anniversary	96
2nd anniversary date to 5th anniversary	120
5th anniversary date to 8th anniversary	168
8th anniversary date to 12th anniversary	192
12th anniversary date to 17th anniversary	216
17th anniversary date to 19th anniversary	240
19th anniversary date to 21st anniversary	264
21st anniversary date to 25th anniversary	312
25th anniversary date and thereafter	336



APPLY NOW



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JOIN OUR TEAM!

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FINANCIAL WELLBEING

Retirement Programs

- Pension Plan provided by the Washington State Department of Retirement Systems (LEOFF 2).
- Deferred Compensation Program (up to 5.5% match).
- Eligible retirees will have medical premiums covered at 100% until Medicare eligibility.

Incentives

We encourage continuous learning, wellbeing, and growth, and offer a number of pay and incentives* to support those aspirations, including:

- Prefunded tuition expenses
- Degree pay
- Wellness incentives
- Specialty Team pay
- Longevity pay

ADDITIONAL PERKS

- Shift Schedule: 24 on, 24 off, 24 on, 120 off
- Employee Assistance Program with WellSpring
- Numerous cash-out options available for accrued time off



Exciting news for Veterans!

Veterans are now eligible for certain GI Bill reimbursements during Recruit and Probationary Periods!



APPLY NOW



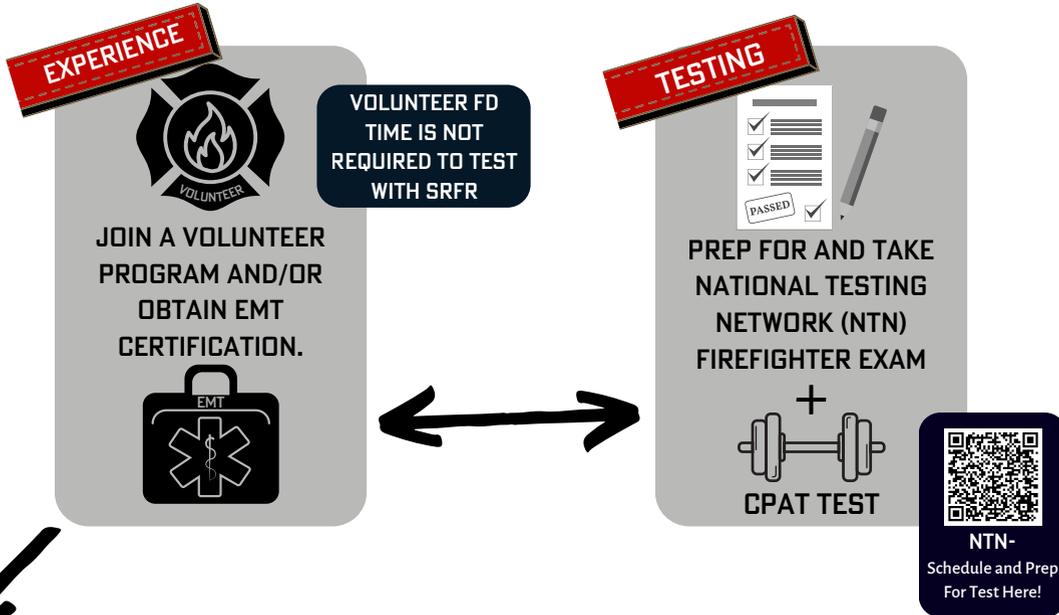
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*Additional pay and incentive programs subject to fulfillment of eligibility requirements

FIREFIGHTER/EMT CAREER PATH

SNOHOMISH REGIONAL FIRE & RESCUE



CAREER OPPORTUNITIES

SPECIAL TEAMS:
TECHNICAL RESCUE
WATER RESCUE
HAZARDOUS MATERIALS
WILDLAND

PROMOTIONS:
PARAMEDIC
DRIVER-OPERATOR
LIEUTENANT
CAPTAIN
BATTALION CHIEF

EXTRA CURRICULAR:
ACADEMY INSTRUCTOR
HONOR GUARD
PIPES AND DRUMS



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<https://www.nremt.org/EMT/Certification>

<https://nationaltestingnetwork.com/publicsafetyjobs/index.cfm>

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SNOHOMISH REGIONAL FIRE & RESCUE

REGIONALIZATION & BACKGROUND

The three previous fire districts that make up SRFR are rich in history and rooted within their communities. The Revised Code of Washington Title 52, authorized the formation of fire protection district by a vote of the citizens covered. With this legislation, the acts of community volunteers were formalized into what is now Snohomish Regional Fire & Rescue.



Monroe Fire District 3:

Monroe Fire District 3 was a volunteer association beginning as early as 1902. In 1942, Snohomish County Fire District 3 was legally established (now formally MFD 3) by the voters. They served to the people of unincorporated Snohomish County as well as Monroe. Over time, the responsibility of fire protection for the City of Monroe was awarded back to MFD 3 through an inter-local agreement. The city officially reversed annexed into the district in 2006 which provided a more reliable funding source for fire protection across the city and unincorporated areas.

Snohomish County Fire District 7:

Officially established in 1945 after several citizens pursued the idea of organizing a fire district to service their community. Initially, SCFD 7 operated out of one station located where Station 71 is today which serviced about 1400 people. As the area developed, the department grew by adding Station 72, 73 and 74. Up until 1971 the department was entirely volunteer. Late 70's and all through the 80's led to massive growth. The area had approximately 30,000 people and station 71 and 72 were upgraded to staff full time personnel. SCFD 7 had the first ALS paramedic service in Snohomish County. In 1983, the City of Mill Creek officially incorporated and the city decided to continue fire/ems protection from SCFD 7. Station 73 was upgraded and Station 76 was built in 1998 and Station 77 was then built in 1999. In October of 2016, MFD 3 decided to merge into SCFD 7. On January 1 of 2020, Lake Stevensofficially merged into SCFD 7.



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Lake Stevens Fire:

Originally formed around the popular tourist spot and former timber mill town that surrounds Snohomish County's largest lake. In 1947, a vote was taken to establish Snohomish County Fire District 8 which later changed names to Lake Stevens Fire in 2006. In 1950, LSF had 15 volunteers and purchased its first new fully equipped fire engine along with the property on Chapel Hill Road for a new station. In 1960, the city of Lake Stevens was incorporated with a population of 1500 people. That same year, construction of the fire station on Chapel Hill Road was complete. The 1970's saw the new purchase of the first ever aid car for SCFD 8 (LSF), property purchased in Machias for a future station and LSF moved out of the old Station 81 and moved into the current Station 81. Late 1980's had station 82 built on Chapel Hill Road and station 83 built on the property purchased in the Machias area. Specialized training began in the 1990's where technical rescue teams were being formed. A fire boat was later purchased and in 2008, Station 82 was remodeled to accommodate more admin and fire/ems personnel. On January 1 of 2020, LSF officially merged with SCFD 7.



Snohomish Regional Fire & Rescue:

Snohomish Regional Fire and Rescue (SRFR) is a newly merged all-hazards incorporated fire district in Washington State serving the communities of Lake Stevens, Monroe and portions of unincorporated southeast and central Snohomish County. SRFR is the product of two mergers between three Snohomish County Fire Protection Districts. The first merger took place between Snohomish County Fire District 7 (SCFD 7) and Monroe Fire District 3 (MFD 3) on October 1, 2016 where MFD 3 merged into SCFD 7. The second merger took place on January 1, 2020 between Lake Stevens Fire (LSF) and SCFD 7 where LSF merged into SCFD 7. In August of 2020, the combined board of fire commissioners voted to change the legal name of the fire district to Snohomish Regional Fire & Rescue (SRFR) to better represent the fire district's area and communities served. SRFR is now an agency of 280 career firefighters working out of 10 stations (10 Engines, 1 Ladder, 5 Medic Units, 3 Aid units, 1 Medical Services Officer, 3 Battalion Chiefs, 3 Water Tenders, 1 Haz Mat unit, 1 Technical Rescue Unit, 2 Boats), 1 logistics center, and 1 administration building; serving an area of 135 square miles with a population of approximately 160,000 people.

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SNOHOMISH REGIONAL FIRE & RESCUE

MISSION

Driven to serve our community with a relentless pursuit of excellence.

VISION

We will lead through collaboration and innovation to create safer and stronger communities.

VALUES

SERVICE

- Provide timely, compassionate, and professional care to the community.
- Approach every interaction as an opportunity to build trust.
- Serve with humility, intention, and focus.
- Prioritize both internal and external customer service through response, support, and prevention.

TEAMWORK

- Collaborate across ranks, shifts, and divisions to achieve common goals.
- Utilize our individual strengths to create a unified and resilient team.
- Acknowledge that our diverse strengths and perspectives build a stronger team.
- Support the growth and development of all members.
- Partner with community and regional stakeholders to increase agency impact.

INTEGRITY

- Earn trust through humility, reliability, and doing what is right.
- Take accountability for our performance, behaviors, and outcomes.
- Communicate openly, honestly, prioritizing transparency.
- Unwavering adherence to the highest moral and ethical standards.

READINESS

- Support a healthy work-life balance to sustain high performance.
- Maintain physical, mental, and emotional well-being.
- Provide resources to support individual ownership of health and wellness.
- Recognize fitness as essential to safety, effectiveness, and service.
- Embrace innovative practices and a strong training culture.
- Deliver excellent service through a commitment to continuous learning and mastery of skills.

