



FIREFIGHTER-PARAMEDIC

JOB POSTING DATES: July 13, 2026 - August 7, 2026

ENTRY-LEVEL WRITTEN TEST: Conducted by NTN

ASSESSMENT CENTER TEST DATE: August 18, 2026

APPLICATIONS DUE: August 7, 2026

Announcement:

The City of Burlington is seeking public safety professionals to serve as Firefighter-Paramedics. City of Burlington Firefighter-Paramedics are trained professionals providing fire suppression, fire prevention, and emergency medical service transport at the basic and advanced life support levels. The ideal candidate should be passionate about providing excellent service and vision for this close-knit, friendly community. The Fire Department currently consists of thirty (30) full-time employees, including the Chief, Assistant Chief, EMS Division Chief, and Administrative Coordinator. Our Firefighter-EMT and Firefighter-Paramedic line staff work a 48/96

schedule, utilize three (3) resources (a Fire Company, ALS, BLS) daily, and respond to 4,600 calls annually. The City has one (1) central fire station located in the heart of Burlington, WA.

The City of Burlington operates:

- 2018 Pierce Quint with 107-ft Aerial (first out)
- 2023 Braun Ambulance (ALS)
- 2024 Braun Ambulance (BLS)
- 2009 Crimson Engine (cross staffed)
- 2008 Type 3 Wildland Engine (cross staffed)

Qualifications:

Candidates must hold a Washington State Paramedic Certification by date of hire; however, if the applicant does not hold a Washington State Paramedic Certification, they must have a National Registry Paramedic Certification by date of application if a lateral candidate, or by date of hire if an entry-level candidate. All entry-level and some lateral candidates must attend the Washington State Fire Training Academy (FTA) near North Bend, WA, for approximately 12 weeks of training after hire. All candidates must possess or obtain a valid CPAT within thirty (30) days of accepting the conditional offer and be available for in-person testing on **August 18, 2026.**

***Entry-Level:** IFSAC Firefighter I or equivalent certification, or must obtain within twelve (12) months of hire date. Washington State Paramedic Certification is preferred; if applicant does not hold a Washington State Paramedic Certification they must have a National Registry Paramedic Certification by date of hire.

***Lateral:** Twenty-four (24) months of full-time experience in the last thirty-six (36) months is required. IFSAC Firefighter I or equivalent certification and completion of a City approved fire academy. Washington State Paramedic Certification is preferred, but applicant is required to hold National Registry Paramedic Certification at the time of application.



Come join the Burlington TEAM!

The City of Burlington is a full-service City located in the heart of Skagit Valley on Interstate 5, midway between Seattle, Washington and Vancouver, British Columbia. Incorporated in 1902, Burlington remained a sleepy little rural community until 1987, when the City developed into a regional retail and industrial center. The Burlington economy is bolstered by a strong auto and retail sales market with diverse shopping opportunities. Quality of life is a major focus in Burlington. The City provides more than 200 acres of passive and active parkland and sports fields that are accessible for various activities. The Burlington-Edison School District is strongly supported by the local community and features five K-8 elementary schools and a single high school.

The City:

The City of Burlington operates under the Mayor-Council form of government with an elected Mayor and a seven-member Council. The current assessed value of Burlington is approximately \$1.4 billion, located in 4.2 square miles. The resident population of Burlington is currently 10,700. Still, the City structures its public services to meet the daily demand of 45,000 to 60,000 visitors who come to the community to shop, work, recreate, conduct business, or travel. Burlington's total 2025 budget is \$52.8 million. The City has made significant investments in its facilities and infrastructure.



Application Process:

To apply for the position, **all candidates** must submit 1) Cover Letter; 2) Resume; 3) completed City of Burlington PHI; and 4) copies of applicable certificates.

To be eligible for consideration, **Entry-Level candidates** must complete the FireTEAM Exam with National Testing Network (NTN), include copies of applicable certificates, and provide a valid NTN CPAT within thirty (30) days of acceptance of the Conditional Offer from the City of Burlington. **Lateral candidates** are not required to complete the FireTEAM Exam with NTN, but must include copies of applicable certificates, and provide a valid NTN CPAT within thirty (30) days of acceptance of the Conditional Offer from the City of Burlington. All candidates must be available for in-person Assessment Center testing on Tuesday, August 18, 2026.

Completed application packets must be submitted in a sealed envelope via mail, or in-person to Burlington City Hall, 833 S Spruce St. Burlington, WA 98233, ATTN: Human Resources. All materials must be received or postmarked **by no later than 5:00 p.m. PST on August 7, 2026**. Only applicants meeting the minimum job qualifications will be considered. **INCOMPLETE APPLICATIONS WILL NOT BE REVIEWED.** Email HR@burlingtonwa.gov or call 360.755.2390 with any questions.

Visit www.burlingtonwa.gov for full job details and description.

Compensation:

The salary range for this position is \$90,153.55 - \$112,691.94 annually (2025 Salary Schedule) *The 2026 Collective Bargaining Agreement is in negotiations.

Benefits Include:

- Generous Medical/Dental/Vision Insurance Package
- Vacation and Sick Leave
- Holiday Pay
- LEOFF 2 Retirement System
- Up to 6.2% Deferred Compensation Match
- Flexible Spending Account
- EAP Services
- Education Incentive Pay
- Specialty Stipends