



SPOKANE COUNTY FIRE DISTRICT 8

12100 E Palouse Highway, PO Box 345, Valleyford, WA 99036

www.scfd8.org

Spokane County Fire District 8 is now accepting applications for one Career Lateral Firefighter/Paramedic position. Visit us at <https://www.scfd8.org/employment/> to apply. Applications must be submitted by Sunday, September 6, 2026, to be considered. The estimated start date for this position is November 2, 2026.

Minimum qualifications:

- One year experience as a full-time paid career Firefighter/Paramedic
- High School Diploma or equivalent
- IFSAC Firefighter 1, or equivalent, as determined at the sole discretion of the District.
- IFSAC Hazardous Materials Operations, or equivalent, as determined at the sole discretion of the District
- Current State of Washington or National Registry Paramedic certification with the ability to gain reciprocity in Washington
- Current driver's license with an acceptable driving record

Preferred Qualification:

- Washington State Paramedic certification; applicants must clearly identify their certification in their cover letter or resume.

Application packets shall include the following:

- Resume
- Cover letter
- 3 professional references
- 2 letters of recommendation
- Veterans Preference Points Form (if applicable).
- Copies of the following: IFSAC firefighter 1, IFSAC Hazmat, and Paramedic certification

Salary information:

- Lateral hire employees may start at the Salary Step B, C or D of the Salary Schedule per the current IAFF Local 3711 contract, corresponding with the number of completed years of full-time and fully compensated service at their previous agency as the date of hire with the District. Determination of starting salary to be determined at the sole discretion of the Fire Chief.
 - Salary Steps:
 - B: \$103,371.51 – 1 years' experience
 - C: \$107,465.43 – 2 years' experience
 - D: \$112,582.83 – 3 or more years' experience



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Benefit information:

- Medical, Dental, and Orthodontia- monthly premium \$232. 57 for employee, spouse and all dependents- PPO100 plan
- DCP -Match up to \$366.75 monthly
- VEBA up to \$1,750 annually
- MERP \$125.00 monthly
- LEOFF II Retirement
- Disability Insurance
- Sick leave 240 hours annually/20 hours monthly – 1 Year Accrual on First Day
- Vacation Leave 120 hours annually/10 hours monthly – 1 Year Accrual on First Day
- Holiday Pay – 132 hours of straight pay or based on accrual; paid in September

Academy and Probation:

- Six-week internal (SCFD8) lateral academy. Upon completion lateral FF/PM will be assigned to a shift as a functioning FF/PM.
- Six-month probationary period starting at the completion of the lateral academy
- Probationary task book, and continued professional development (ProD) task books will be assigned
- Lateral hires will be held to the same performance and fitness standard as entry level probationary members

Recruitment Process:

- Application packet review- Review of application does not guarantee an interview.
- Panel interview
- Paramedic practical skills evaluation
- Chief's Interview
- Background check
- Suitability assessment
- Medical exam and drug screen

For additional information, please visit our website at <https://www.scfd8.org/employment/>
or contact Human Resources Manager, Renee Scacco via email at HR@scfd8.org