



# Firefighter Recruit

*The Shawnee Fire Department is a dedicated workforce striving for excellence in community safety and emergency services.*

## The Community

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Shawnee, Kansas is a thriving community in the heart of Johnson County. Shawnee offers a safe, friendly community lifestyle with easy access to two interstates (I-35 and I-435). Our community offers an array of excellent attributes including convenience, and two top-rated school districts. Safe streets and neighborhoods complement our nationally recognized parks and recreational opportunities. With a population of over 68,958, Shawnee offers the convenience and amenities of a big city, yet continues to have small town charm.

## The Organization

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The City has a mayor-council-manager form of government established by Charter Ordinance. The Mayor is elected at large and eight Council members are elected, two for each ward. The Mayor and Council members serve four-year overlapping terms of office.



## The Department

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The Shawnee Fire Department is a dedicated team of professionals striving for excellence in public safety and emergency services to protect our community. The Department is an all-hazard emergency and nonemergency services provider with career personnel. Each member is sworn to protect the lives and property of all City residents. The Department has been awarded Class 1 status, the highest available through the Insurance Services Office. With this rating, SFD is one of only 77 fire agencies in the country that are both ISO Class 1 and accredited through the Commission on Fire Accreditation International.

The operations group of the Fire Department is comprised of 66 personnel, managed by 3 Battalion Chiefs. In 2021, the Department responded to over 6,500 calls for service with an average response time to emergency calls of 7:30. Shawnee now has specialized teams in static and swift water rescue, collapse/confined space operations, high low angle rescue, and industrial/auto extrication

## Core Values

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**Excellence:** We are committed to respond quickly and perform at the highest level in everything we do.

**Professionalism:** We empower, support, and provide opportunities to achieve personal and professional success.

**Integrity:** We are committed to the highest ethical standards and act as responsible stewards of the resources entrusted to us.

**Compassion:** We strive to treat our community and each other with compassion and respect.

## The Position

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Applications must be submitted online at  
[cityofshawnee.org/jobs](http://cityofshawnee.org/jobs)

- Conduct Fire Department tours, business and residential inspections, public education fire prevention programs, demonstrations, and presentations.
- Perform required emergency medical services in conjunction with EMT-B certification.
- Operate a variety of rescue equipment and tools.
- Perform emergency rescue services.
- Perform post-fire salvage.
- Connect and lay hoses; operate hose nozzles and direct fog and water streams; raise and climb ladders.
- Maintain the trust and confidence of co-workers, superiors, and the general public.
- Able to work independent of direct supervision.
- Inspect and maintain emergency equipment, radios and other equipment to ensure proper operating condition.
- Perform general maintenance work related to the upkeep of Fire station buildings and fire apparatus.
- Understand and perform basic computer programs and operations.
- Understand and perform standard mathematical computations.
- Comprehend and apply basic maps and geographic locations.

## Requirements

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A Firefighter Recruit must possess the following **prior to application deadline**:

- High school or general equivalency diploma (GED).
- Certification under the National Registry of Emergency Medical Technicians **AND/OR** Kansas Emergency Medical Technician\* (EMT).
- Successful completion of the following National Board on Fire Service Professional Qualifications (Pro Board) **OR** International Fire Service Accreditation Congress (IFSAC) certifications through the Kansas Fire and Rescue Training Institute or equally recognized and accredited organization:

- Firefighter I
- Firefighter II
- HAZMAT Awareness
- HAZMAT Operations



A Firefighter Recruit must provide the following **at or prior to the Staff Interview**:

- Certified Physical Agility Test (CPAT) within the past 12 months\*

Certification as a State of Kansas Emergency Medical Technician (EMT), Advanced (A), or Paramedic\* is required by the end date of the internal academy that is conducted post-hire.

## Compensation & Benefits

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Salary: \$50,000 Annually

The City's Firefighter position includes a career development track. This program recognizes and rewards Firefighters for their tenure, training and job related achievements. The program is designed to maximize employee potential and promote growth and development within the department. The salary ranges for each Firefighter designation are listed below:

Recruit Firefighter: \$50,000  
1 Year Firefighter: \$55,250 - \$55,500  
2 Year Firefighter: \$59,946 - \$60,495  
3 Year Firefighter: \$64,442 - \$65,335  
4 Year Firefighter: \$69,275 - \$70,888  
5 Year Firefighter: \$73,778 - \$76,205  
6 Year Firefighter: \$78,205 - \$81,539  
7 Year Firefighter: \$81,724 - \$86,024  
Master Firefighter: \$81,724 - \$86,024

The City of Shawnee offers a comprehensive benefit package including: Medical, dental, vision, life insurance, short term disability, Kansas Police and Fire (KP&F), City supplemental retirement plan, deferred compensation, vacation, sick leave, parental leave, educational reimbursement and an employee assistance program. The City is an employee friendly work environment.

Shawnee's integrated strengths in quality of life, community involvement, economic development and overall citizen satisfaction are just a few reasons that Shawnee is an outstanding place to live, work, and play!

The City of Shawnee is an equal opportunity employer committed to a diverse workforce.