



## *Brighton Fire Rescue District*

500 S. 4<sup>th</sup> Avenue, 3<sup>rd</sup> Floor • Brighton, Colorado 80601  
Telephone: (303) 659-4101 • Fax: (303) 659-4103 • Website: [www.brightonfire.org](http://www.brightonfire.org).

The Brighton Fire Rescue District is expanding and seeking dedicated and passionate professionals to join our fire family. We are looking for individuals who will embrace our Mission, Vision, and Values. Our team members are highly trained professionals committed to positively impacting those we serve through exceptional service.

Our vision is to be a visionary fire department where our people are valued, supported, and empowered to be servant leaders. We take pride in serving our community and upholding our values: Community, Integrity, Courage, Pride, and Compassion.

New hires will begin integrating with our team in August and will attend the 2026 fall lateral academy.

### **What we offer:**

The Brighton Fire Rescue District offers a comprehensive range of benefits designed to meet the diverse needs of our team members. Our generous medical plan, with options from Kaiser and UnitedHealthcare, includes a fully funded Health Reimbursement Account that covers 50% of your or your family's out-of-pocket deductible and co-insurance expenses. Additionally, we provide dental and vision coverage, with the district covering 100% of employee-only enrollments.

Employees also receive district-provided life insurance, disability insurance, and access to Employee Assistance Programs. Furthermore, we offer a variety of voluntary benefits to best fit your lifestyle. The district participates in the Fire Police and Pension Association (FPPA).

Beyond these benefits, we foster a positive and supportive work environment and are strongly committed to serving our community.

The 2026 Firefighter/EMT salary range is \$80,379 - \$114,827, and the Firefighter/Paramedic salary range is \$92,596 - \$128,602, depending on the Step level you qualify for after completing the Lateral Academy. All line employees receive holiday pay equal to 96 hours of holiday pay pro-rated based on the hire date for new hires.

Lateral Applicants are those individuals who have been serving as full-time Firefighters/EMTs or Firefighters/Paramedics at a similar agency for three years or more.

### **Minimum Requirements:**

- State of Colorado Firefighter I
- State of Colorado HazMat Awareness/Operations
- Required within 6 months of hiring:
  - State of Colorado Driver Operator Utility
  - State of Colorado Firefighter II

### *Firefighter/EMT Lateral Applicants*

- Possess a valid driver's license.

- High School Diploma or equivalent or higher education.
- Current State of Colorado Emergency Medical Technician Certificate or NREMT required for application (**Colorado EMT required within 30 days of hire**).
- Current CPR - BLS Provider card.
- Current (within one year of August 1, 2026) Candidate Physical Ability Test (CPAT) certificate **OR** the District approved pre-employment physical ability exam (contact the Fire District for more details)

#### *Firefighter/Paramedic Lateral Applicants*

- Possess a valid driver's license.
- High School Diploma or equivalent or higher education.
  - Current State of Colorado Paramedic Certificate or NREMT-P required for application. (**Colorado Paramedic required within 30 days of hire**).
  - Current Pediatric Advanced Life Support (PALS) certification or obtained within 12 months of hire.
  - Current Advanced Cardiac Life Support (ACLS) certification.
- Current (within one year of August 1, 2026) Candidate Physical Ability Test (CPAT) certificate **OR** the District approved pre-employment physical ability exam (contact the Fire District for more details)

#### **Read and follow the directions below carefully.**

#### **Application Process:**

- Applications are due no later than 5:00 pm on June 1, 2026
- **How to Apply:**
  - Submit an **Application Packet** to include:
    - Resume
    - Brighton Fire Rescue District Application for Employment: Located at <https://brightonfire.org/join-our-team/#>
    - Copies of all current certifications if they apply for the position you are applying for, including, if available:
      - State of Colorado Driver/Operator
      - State of Colorado Fire Instructor
      - State of Colorado Fire Officer
      - State of Colorado Firefighter II
  - If you reside out of the state of Colorado, please provide any equivalent certifications.
  - Incomplete submissions will be ineligible for consideration.

#### **Hiring Process Timeline for Fall 2026 Lateral Academy:**

The timeline below *an estimate of our schedule only and may change slightly if necessary*. This is to provide general guidance on what to expect during the hiring process.

- **June 3, 2026:** Selected candidates will be invited to the Virtual Interviews
- **June 8 – 10, 2026:** Virtual interviews.
- **June 12, 2026:** Selected candidates from the Virtual Interviews will be invited to the In-person Oral Board Interviews
- **June 15 – 17, 2026:** In-person Oral Board Interviews. (Paramedic Skill assessments will be scheduled this week as needed)
- **June 22, 2026:** Selected candidates from the In-person Oral Board Interviews will be given a Conditional Offer. An individual receiving a Conditional Offer will need to complete the following successfully:

- **June 22, 2026:** Background Check
- **July 1 – 2, 2026:** Psychological Evaluation
- **July 6 – 8, 2026:** Medical and Physical Assessment
- **July 17, 2026:** Final Job Offers are extended
- **August 3, 2026:** Anticipated Hire Date
- **August 10, 2026:** Lateral Academy Start Date

Brighton Fire Rescue District reserves the right not to hire any applicant at its sole discretion.