



# WESTERN LAKES FIRE DISTRICT

1400 Oconomowoc Parkway, Oconomowoc, WI 53066

Phone: 262-567-8282 or 262-965-2262

## JOB ANNOUNCEMENT

### Firefighter-EMT/Paramedic

The Western Lakes Fire District, WI (pop. 54,568) is seeking progressive, experienced, Fire/EMS safety professionals with strong leadership skills for open positions with the District.

We are pleased to announce that we are expanding our eligibility pool and are currently accepting applications for the position of Firefighter EMT/Paramedic. This opportunity is open to both entry-level candidates and those seeking lateral transitions, provided they meet the necessary qualifications.

#### **Firefighter/Paramedic Candidate Qualification Criteria**

The Fire Chief, Fire Commission, and Fire Board are seeking exceptional candidates who embody integrity, foster an training and development spirit, exhibit strong organizational skills, and are devoted to providing excellence in customer service to join us as firefighter/paramedics. These dedicated professionals are assigned to specific shifts and stations and play an essential role in ensuring the success of our operations. We will maintain an eligibility pool based on the number of successful candidates, ready to embrace both current and future firefighter/paramedic opportunities within the District.



#### ***Successful candidates will minimally possess the following qualifications at time of hire:***

- Certified Firefighter I\*
- Current National Registry or State of Wisconsin EMT-Basic
- Wisconsin Paramedic within six (6) months of appointment
- NIMS ICS: (100, 200)
- A valid driver's license

#### ***Required qualifications within two years include:***

- State of Wisconsin Firefighter II\*
- State of Wisconsin Critical Care Paramedic

#### ***Required qualifications within three years include:***

- State of Wisconsin Driver Operator- Pumper\*

\*Pro-Board or IFSAC Accredited Certifications Eligible for Wisconsin Fire Training Reciprocity are also acceptable.



### **Salary and Benefits:**

The District utilizes a step scale for the progression of employee annual wages:

- |                                |                 |                            |
|--------------------------------|-----------------|----------------------------|
| - <b>Firefighter/EMT</b>       | <b>Step 0</b>   | <b>\$61,139</b>            |
| - <b>Firefighter/Paramedic</b> | <b>Step 1-6</b> | <b>\$67,253 - \$92,142</b> |

Candidates who possess certification/licensure and are approved to operate as Driver Operator – Pumper, Driver Operator – Aerial, or Critical Care Paramedic annual wages:

- |                                       |                 |                               |
|---------------------------------------|-----------------|-------------------------------|
| - <b>Firefighter/Medic/DO-P</b>       | <b>Step 1-6</b> | <b>\$69,495- \$94,384</b>     |
| - <b>Firefighter/Medic/DO-P, DO-A</b> | <b>Step 1-6</b> | <b>\$71,737- \$96,626</b>     |
| - <b>Critical Care Paramedic</b>      |                 | <b>\$0.50 hourly increase</b> |

The Western Lakes Fire District offers an attractive benefits package that includes medical, dental, vision, life insurance, vacation, sick, and holiday time. The District participates in the Wisconsin Retirement System (WRS) and employees have the option to participate in the Wisconsin Deferred Compensation program and short-term disability coverage (AFLAC).



### **Other Information:**

**Residency:** within a 35-mile radius of the District's Headquarters at 1400 Oconomowoc Parkway, Oconomowoc WI 53066, provided that a candidate who does not live within those boundaries at the time of application shall have eighteen months from the first date on which he or she occupies the position with the district to comply with the residency requirement.

**Schedule:** Operational personnel work a rotating three platoon system of 48 hours on duty, and 96 hours off duty.

**Medical:** Applicants will be required to submit a medical examination consistent with the requirements of the position, which will include drug testing, after an offer of employment and prior to appointment. This medical exam is designed to reveal any medical condition that might put the applicant at increased risk to self or others as a result of certain exposures or activities and to exhibit freedom from any physical, emotional, or mental condition which adversely affects the performance of duties in the position they have applied for under the essential functions of employment, with reasonable accommodation.

**Salary and Benefits:** Wages and benefits are determined by the Western Lakes Fire District Board. Lateral transfer appointment conditions at the discretion of the fire chief.

**Approval of candidates:** The Western Lakes Fire District Commission is responsible for the hiring of the District's sworn full-time employees.

**Interested professionals must submit the following materials:**

**Application materials should be submitted to [jointhiring@lakecountryfire.com](mailto:jointhiring@lakecountryfire.com)**

- Joint WLFD/LCFR application
- Cover Letter
- Resume
- Certifications
- Contact Information for five (5) professional references

***Applications are due Wednesday February 11<sup>th</sup>, 2026***

**About the District**

The Western Lakes Fire District was established in 1968 as the Dousman Fire District and changed in 2017 to become the Western Lakes Fire District. The name change came after a consolidation of the Dousman Fire District and the City of Oconomowoc Fire Department. The District is comprised of six separate agencies that have consolidated over the years to provide, maintain, and increase services to the municipalities served by these municipalities while also focusing on sustainable staffing, funding, reducing duplication of equipment/apparatus/services controlling and sharing costs into the future. The six agencies that make up the District include the Dousman and Summit Fire Districts, the City of Oconomowoc, Stone Bank and Okauchee Fire Departments, and Sullivan EMS.



The District operates and staffs six stations, which provide fire suppression, rescue operations, community education/outreach, and emergency medical services at the critical care paramedic level to eleven communities in Waukesha, Dodge, and Jefferson Counties. Communities served by the District include the City of Oconomowoc, Villages of Summit, Dousman, Lac La Belle, Sullivan, and Townships of Ottawa, Oconomowoc, Merton, Ashippun, Concord, and Sullivan.

Covering approximately 215 square miles, the Western Lakes Fire District's service area is a diverse mix of suburban, rural, and wildland-urban interface with a population of 54,568. Included in the District's coverage area are two hospitals (one being a Level 2 Trauma Center), several miles of Interstate 94, three large behavioral/mental health facilities, several large elderly living facilities, growing retail areas, multiple indoor and outdoor recreational locations, numerous educational facilities including a high school, multiple middle, elementary, and private schools, and portions of the Kettle Moraine State Forest. The District is highly involved with the communities it serves and regularly attends public relations and educational events. These activities include hosting open houses at the district stations, parades, festivals, block parties, events at schools, and many more.

The District is a combination department comprised of 42 sworn full-time, 2 non-sworn full-time, 128 part-time/paid-on-call personnel, and 15 full-time apprentices. The daily staffing for the District is 26 personnel between the six stations. This staffing provides a battalion chief, five paramedic ambulances, one basic ambulance, three engines, and two trucks. Additional staffing from paid-on-call personnel staff ensures adequate staffing for fire, rescue, and motor vehicle incidents. As call volume continues to increase, the District has been implementing a strategic plan for staffing to ensure staffing levels meet the needs of the communities it serves while being cognizant of the levy limits in place. Balancing the full-time to part-time ratio of employees and maintaining staffing levels is important to the District.

The District's staffing model utilizes the above classifications of employment to ensure all stations are staffed to meet the needs of the communities it serves. The District's apprentices are firefighters as well as EMT's. As part of the three-year apprenticeship, they receive an associate's degree in fire science and paramedic.

The District's annual call volume is over 6,750 calls per year including a mix of fire, emergency medical, and high acuity incidents, which continue to increase every year. The District provides specialty services including water and dive rescue as a member of the Western Waukesha Dive Team, Search and Rescue, and a Rescue Task Force in the event of an active shooter incident. In addition to the special teams, the District also maintains an Emergency Rehabilitation Unit that responds to large-scale incidents throughout the region for both Fire/EMS and Law Enforcement.

Capital spending for vehicles, facilities, and equipment has been reduced by over 8 million dollars every twenty years without decreasing service levels to the communities it serves. This was completed through the reduction of duplicate apparatus and consolidating uses of apparatus. The annual capital budget for the District of \$1.8 million funds the ongoing replacement of apparatus, equipment, and facilities.

### **Timeline**

**Application Materials Accepted:**

**Wednesday February 11<sup>th</sup>**

**Assessment Center and Interview Dates:**

**Tuesday March 3<sup>rd</sup>, or Thursday March 5<sup>th</sup>**

**Chief Interviews:**

**Thursday March 12<sup>th</sup>**

**Commission Approval/Background period:**

**Early April**

**Conditional offers extended:**

**Early May TBD**

**Medical/Physical/Psychological:**

**Early May TBD**

**Joint Fire Academy:**

**June 15<sup>th</sup> though July 3<sup>rd</sup>**

Western Lakes Fire District is an Equal Opportunity Employer