WESTERN LAKES
FIRE DISTRICT

FIREFIGHTER / PARAMEDIC & APPRENTICE 2027

CAREER OPPORTUNITIES

Entry-level and lateral candidates

48/96 SCHEDULE • COMPETITIVE PAY • EXCELLENT BENEFITS





BUILT TO SERVE **READY TO LEAD**

A CAREER WITH PURPOSE

ANSWER THE CALL

FULL-TIME FIREFIGHTER / PARAMEDIC



REAL-WORLD RESPONSE ONE STRONG TEAM

THE DISTRICT — AT A GLANCE

48 / 96
SHIFT SCHEDULE
Three-platoon rotation

6
STAFFED STATIONS
Across the district

7,000+
PROJECTED 2027 CALLS
On track to exceed 7,000

WHO WE SEEK

Entry-level and lateral candidates committed to integrity, training, development and excellent service.

THE OPPORTUNITY

An expanding eligibility pool for current and future career openings within Western Lakes Fire District.

BUILT TO SERVE **READY TO LEAD**

THE VALUE OF A CAREER AT WESTERN LAKES

COMPENSATION & BENEFITS





CAREERS BUILT FOR THE MISSION

2027 ANNUAL SALARY SCHEDULE — SWORN CAREER POSITIONS

FIREFIGHTER/EMT	STEP 0	**$63,279**
FIREFIGHTER/PARAMEDIC	STEPS 1–6	**$69,607 – $95,367**
FIREFIGHTER/MEDIC/DO-P	STEPS 1–6	**$71,849 – $97,609**
FIREFIGHTER/MEDIC/DO-P, DO-A	STEPS 1–6	**$74,091 – $99,851**
CRITICAL CARE PARAMEDIC		**+$0.50 / HOUR**

BENEFITS THAT SUPPORT YOU

- MEDICAL • DENTAL • VISION
- VACATION • SICK • HOLIDAY
- WISCONSIN DEFERRED COMPENSATION
- LIFE INSURANCE
- WISCONSIN RETIREMENT SYSTEM (WRS)
- OPTIONAL AFLAC SHORT-TERM DISABILITY

BUILT TO SERVE ***READY TO LEAD***

YOUR PATH INTO THE DISTRICT

QUALIFICATIONS & CAREER GROWTH



THE TRAINING TO MAKE AN IMPACT

TRAIN
QUALIFY
ADVANCE

A PATH TO PROFESSIONAL GROWTH

REQUIREMENTS — TIME OF HIRE

- Certified Firefighter I*
- National Registry or Wisconsin EMT-Basic
- Wisconsin Paramedic within 12 months
- NIMS ICS 100 and 200
- Valid driver's license

CONTINUING QUALIFICATIONS

WITHIN TWO YEARS

Wisconsin Firefighter II*

Critical Care Paramedic

WITHIN THREE YEARS

Driver Operator – Pumper*

*Pro-Board or IFSAC-accredited certificates eligible for Wisconsin reciprocity are accepted.

SIX STATIONS ONE MISSION

MORE THAN A FIRE DISTRICT





TRADITION TEAMWORK COMMUNITY

WESTERN LAKES — AT A GLANCE

6 STAFFED STATIONS	**215** SQUARE MILES
11 COMMUNITIES	**7,000+** 2027 PROJECTED CALLS

Serving Waukesha, Dodge and Jefferson Counties with critical-care EMS, fire, rescue and more.

BUILT TO SERVE **READY TO LEAD**

APPRENTICESHIP OPPORTUNITY

BUILD YOUR FUTURE HERE

FIREFIGHTER / PARAMEDIC APPRENTICESHIP

SEPARATE FULL-TIME, NON-SWORN POSITION



PAID TRAINING REAL EXPERIENCE

THE OPPORTUNITY — AT A GLANCE

$39,312
APPRENTICE BASE PAY
2026 rate • $13.50/hour

UP TO $18K
FUNDED EDUCATION
Over the three-year program

48 / 96
SHIFT SCHEDULE
Same as full-time crews

WHAT YOU GAIN

- Full-time benefits and WRS enrollment
- Protected time for classes and training
- Degrees, paramedic and fire certifications

WHERE IT LEADS

- Complete the full-time assessment process
- Join the career eligibility pool
- No additional interview required

APPRENTICE COMPENSATION ONLY — Career firefighter salaries are listed on Page 4.

YOUR NEXT CHAPTER STARTS HERE

APPLY TO WESTERN LAKES



APPLICATION DEADLINE

DEC 14

2026

2027 JOINT HIRING PROCESS — WLFD ANNOUNCEMENT

REQUIRED APPLICATION MATERIALS

- Joint WLFD/LCFR application
- Cover letter and resume
- Certifications
- Five professional references

IMPORTANT DATES

NOV 11–DEC 14, 2026	APPLICATION PERIOD
JAN 4–5, 2027	ASSESSMENT / INTERVIEWS
JAN 12, 2027	CHIEF INTERVIEWS
JAN 25–FEB 19, 2027	MEDICAL / PSYCH EVALUATIONS
MAR 8–APR 9, 2027	JOINT FIRE ACADEMY

SUBMIT: jointhiring@westernlakesfd.gov

BUILT TO SERVE ***READY TO LEAD***

OFFICIAL ANNOUNCEMENT

WESTERN LAKES FIRE DISTRICT

1400 Oconomowoc Parkway, Oconomowoc, WI 53066 Phone: 262-567-8282

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 a 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 twelve (12) 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:

Firefighter/EMT	Step 0	$63,279
Firefighter/Paramedic	Step 1-6	$69,607-$95,367

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

Firefighter/Medic/DO-P	Step 1-6	$71,849 - $97,609
Firefighter/Medic/DO-P, DO-A	Step 1-6	$74,091 - $99,851
Critical Care Paramedic	$0.50 hourly increase	

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: Full-time sworn shift employees of the district have no 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@westernlakesfd.gov

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

Applications are due Monday December 14th.

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 Districts 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 51 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 27 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 drone team, 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:	November 11th – December 14th, 2026
Assessment Center and Interview Dates:	Monday January 4th or Tuesday 5th ,2027
Chief Interviews:	January 12th, 2027
Commission Approval/Background period:	Week of January 25th
Medical/Physical/Psychological:	January 25th – February 19th, 2027
Joint Fire Academy:	March 8th through April 9th, 2027

Western Lakes Fire District is an Equal Opportunity Employer