



# Pagosa Fire Protection District

Shift Firefighter  
Recruitment





# Welcome

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Nestled in the heart of the San Juan Mountains, the Town of Pagosa Springs is the proud county seat of Archuleta County, located in Colorado's Sunbelt. With over 300 days of sunshine each year, our town offers a mild, inviting climate perfect for year-round outdoor adventures. Situated at 7,126 feet above sea level, just 35 miles north of the New Mexico border and along the majestic Continental Divide, Pagosa Springs boasts breathtaking natural beauty.

Our unique landscape provides an incredible backdrop for activities in all four seasons, from skiing and snowshoeing in winter to hiking, fishing, and rafting in the summer. Pagosa Springs is celebrated for its stunning scenery and vibrant outdoor culture, making it a top destination for adventurers and nature lovers alike.

Recognized for its charm and lifestyle, Pagosa Springs was named among Outdoor Magazine's Top 10 "Best Towns in America" in 2015 and Men's Journal's "20 Best Mountain Towns in America" in 2017.

Whether you're looking for exciting outdoor activities or a peaceful retreat in a picturesque mountain setting, Pagosa Springs offers something for everyone. Come experience the beauty and adventure of life at the foot of the San Juans!

## The Community

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With a county-wide population of approximately 14,000 residents, Pagosa Springs is a thriving, close-knit community that enjoys the best of southwest Colorado. While the town is an outdoor enthusiast's paradise, it is also an emerging hub for culture, arts, retail, and culinary experiences, making it the perfect blend of adventure and modern amenities.

Though it may seem like a small mountain town, Pagosa Springs boasts remarkable resources. The town provides a range of academic opportunities for growing families, along with access to high-quality medical facilities, including a Level IV trauma hospital.

People flock to Pagosa Springs for its natural beauty but often stay for the warmth and friendliness of the community. Here, neighbors are more than just residents—they are friends, creating a welcoming environment for all.

## Compensation & Benefits

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Salary Range:  
Pagosa Fire Protection District's  
Shift Firefighter  
\$48,099 - \$55,760  
(DOQ; Standard Benefits + FLSA  
Overtime)

The Pagosa Fire Protection District offers a generous benefit package with affordable options for additional benefits. A funded Health Reimbursement Account is also provided.

Other Benefits Include:  
FPPA Pension  
Optional 457 Retirement Plan  
(Employee Funded)  
Paid Vacation Time  
Paid Holiday Leave  
Paid Sick Leave  
Tuition Reimbursement  
Employee Assistance Program  
Employee paid Aflac  
In-House gym for family members

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# The District

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The Pagosa Fire Protection District (PFPD) is a combination fire department serving Archuleta County in Southern Colorado, just west of the Continental Divide. Our District is approximately 327 square miles. However, we provide fire and emergency services to a vast area of over 1,000 square miles, including Wolf Creek Pass and parts of Hinsdale and Mineral Counties.

Our department operates out of 1 staffed station and 6 volunteer stations, responding to approximately 1,300 calls annually – a number that is steadily growing with the community's expansion.

## Our Structure:

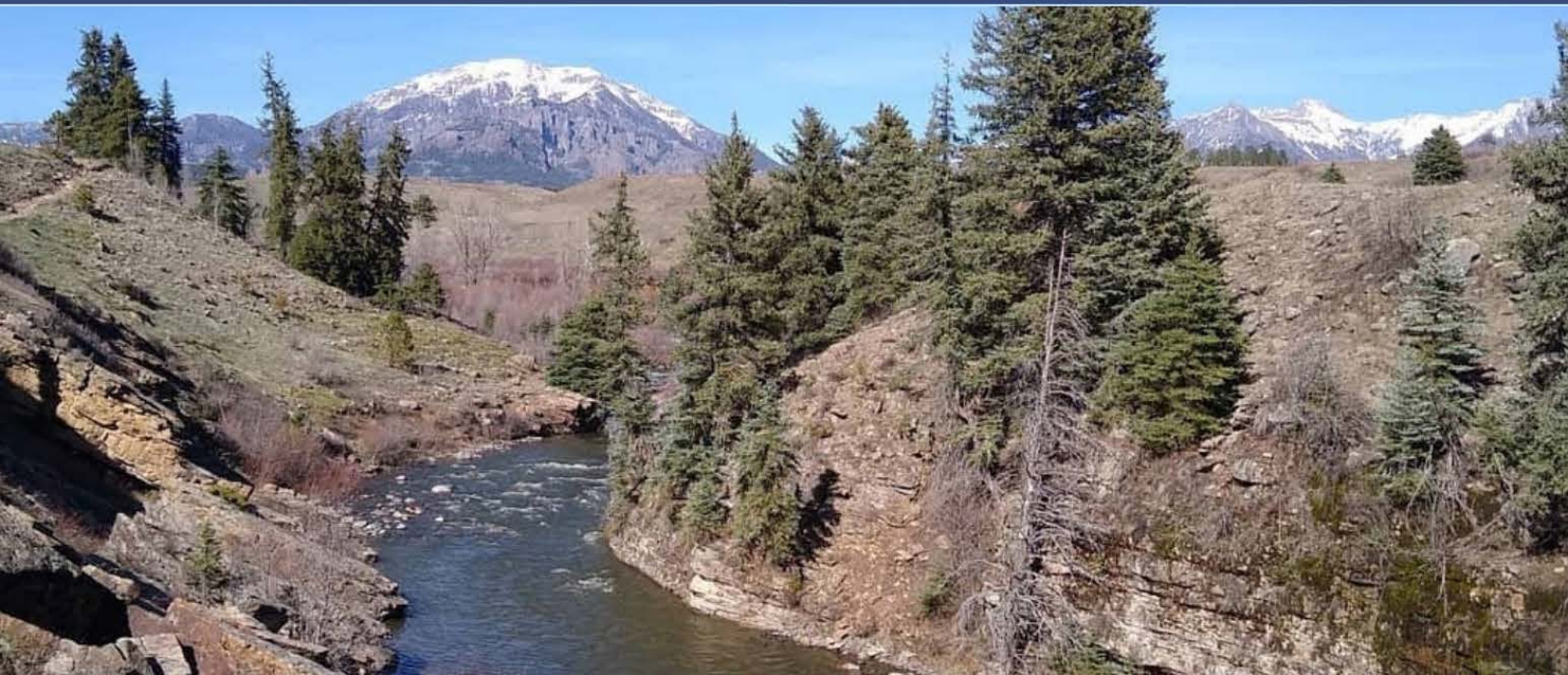
- **District Overview:** A Colorado Special District governed by a 5-member Board of Directors elected to 4-year terms.
- **Funding:** The primary funding source is a 8.36 mill property tax levy, supporting a 2025 budget of over \$4 million.
- **Team Size:** PFPD is currently composed of 12 full-time firefighters, 30+ volunteers, and a strong support team, including a Fleet Manager, Fire Marshal, Fire Inspector, and Administrative Staff.

## Our Services:

PFPD is an all-hazards department, handling a variety of emergencies, including:

- Fire Suppression
- Rescue Operations
- Emergency Medical Services
- Fire Prevention
- Wildland Fire Response

We are a dedicated, well-trained team that provides critical services to the growing Pagosa Springs community. Our members are known for their professionalism and are deeply respected by the people we serve.





# Ideal Candidate

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The Pagosa Fire Protection District is seeking highly motivated and dedicated individuals to join our team as Shift Firefighters. This is an excellent opportunity for candidates who are passionate about serving the community and working in a dynamic, fast-paced environment.

## Position Overview:

The ideal candidate will possess experience in a combination fire department and demonstrate the ability to foster positive working relationships with colleagues and the public. As a Shift Firefighter, you will be expected to perform a wide range of duties and participate in all aspects of fire company operations, as outlined in the Shift Firefighter Position Description.

## Key Responsibilities:

**Fire Suppression:** Participate in structure fire suppression and wildland fire response.

**Rescue Operations:** Respond to and assist in rescue situations, including vehicle extrication.

**Emergency Medical Care:** Provide emergency medical services, including patient assessment and treatment.

**Fire Prevention & Education:** Support fire prevention activities and educate the public on safety.

**Equipment Maintenance:** Conduct regular maintenance on fire apparatus and equipment to ensure operational readiness.

**Team Collaboration:** Work effectively with team members to maintain a positive and cohesive work environment.

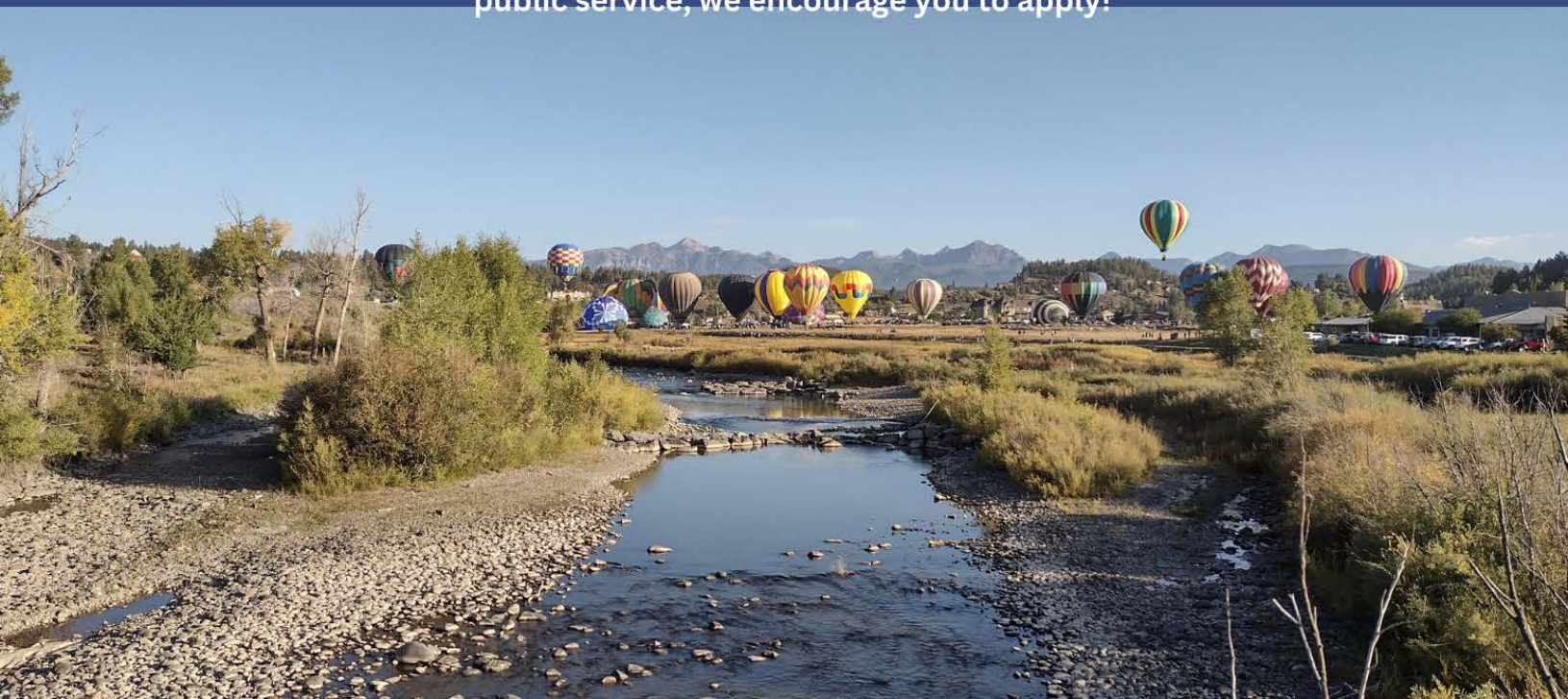
## Qualifications:

Previous experience in a combination fire department is preferred.

Strong communication skills and the ability to work well with others.

A commitment to delivering excellent service to the community.

If you are a dedicated firefighter who thrives in a team-oriented environment and is committed to public service, we encourage you to apply!







### The Recruitment Process

To apply for this career opportunity, please send your application, resume, cover letter and copies of pertinent certifications to:

Pagosa Fire Protection District  
Attn: Tomi Bliss, District Manager  
tbliss@pagosafire.com

### Schedule

Position Closes at End of Business Day  
January 10, 2025, 5:00 p.m. (MST)

Interview and Testing  
January 14-16, 2025

A candidate receiving a Conditional Offer of Employment will be required to pass the following:

- Background Investigation
- Physical Agility Test
- Illegal Drug/Alcohol Testing

### Pagosa Fire Protection District

165 N. Pagosa Blvd  
Pagosa Springs, CO 81147  
970-731-4191 phone  
970-731-4194 fax

