



LAKE COUNTRY FIRE & RESCUE

115 Main Street, Delafield, WI 53018

EMPLOYMENT OPPORTUNITY

Firefighter/EMT/Paramedic

December 2023



Our Communities

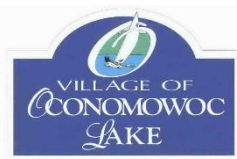
Lake Country Fire Rescue is in Waukesha County, Wisconsin. We serve 7 communities in the heart of Lake Country- Chenequa, Nashotah, Village of Oconomowoc Lake, City and Town of Delafield, Village of Wales, and the Town of Genesee. The Lake Country area is a thriving area in the suburbs of Milwaukee and Madison-perfectly centered between both cities with Interstate 94 allowing easy access to anywhere you wish to travel.



Our communities pride themselves on having a welcoming family atmosphere that brings all the comforts of an active or relaxing lifestyle. Not only are we surrounded by beautiful lakes, but we have miles of trails to hike and explore as well at Lapham Peak State Park and within the Kettle Moraine State Forest. The Ice Age Trail runs through three of the communities we serve.

Choosing a good school won't be a problem as many families move to our area because of the schools here. We have two excellent school districts within our communities- Arrowhead and Kettle Moraine. Kettle Moraine boasts offering four additional charter schools within the same High School building. If you prefer private schools, Lake Country is home to prominent private schools such as University Lake School and St. John's Northwestern Military Academies.

Residential, Recreational, Responsible.



Delafield
Wisconsin

The Agency

OUR MISSION:

To provide a safe, professional, and highly skilled team that strives to exceed the expectations of our communities and our organization. This mission requires us to be a capable, progressive, all-hazards emergency services organization that focuses on recognizing the past and protecting the future.



Lake County Fire Rescue (LCFR) is a combination department that is governed by a 14-person Fire Board and separate Fire Commission. These two groups are responsible for defining the agency's long-term vision and defining the budget using the recommendations of the fire chief. Since the year 2000, the department has undergone three mergers expanding the coverage area and department. In 2000, Nashotah and

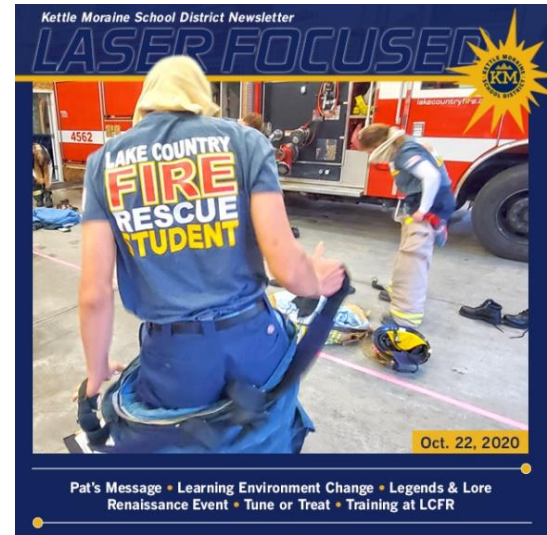
Chenequa fire departments merged with the City of Delafield becoming Lake County Fire Rescue. On January 1, 2021, Wales Genesee, the Town of Delafield, and Village of Oconomowoc Lake also joined, bringing our response area to just over 75 square miles and 28,000 citizens. This consolidation has brought with it the many benefits of shared resources, lower capital costs, and a diverse, dedicated team.



Our department is staffed with full-time staff and live-in residents assigned a 48/96-hour schedule supplemented with 35 part time employees. Our dedicated members allow us to staff three stations 24/7 with full fire and ALS level care. We offer the highest level of EMS care at the Critical Care Paramedic level and run over 3,000 calls annually with a \$6.1 Million dollar budget. LCFR is proud to offer Fire, Rescue, EMS emergency response, interfacility transports and a Dive Rescue Team. Our Dive Team works closely with neighboring departments to form the Western Waukesha Dive team.



Unique to LCFR is our EMS Training Center located in Nashotah. The training center works closely with area schools and the public to offer EMT initial education, continuing education for EMS Professionals as well as outreach opportunities for all levels of high school students. The department's Cadet program is run through the training center and currently has over 35 active and engaged members ages 14-21 learning about a career in the fire service. Our Training Center is dedicated to promoting the Fire/EMS profession as a whole and has provided our department with numerous part time employees and residents serving our area.



Creative Community Training & Education

The Position



The Firefighter/EMT/Paramedic reports directly to LCFR's Lieutenants, Captains and Chief Officers. Firefighters are represented by I.A.F.F. Local 5241 and are currently enjoying a labor contract which includes wage increases for the next four years.

Three stations are staffed 24/7 with two additional stations staffed as needed. Shift employees work a 48/96 schedule averaging 56-hour work week.

General duties include responding to fire/EMS emergencies, training, mentoring residents and students, public relations events, fire inspections and more.

Benefits include: 108 hours paid holiday, 2 weeks/6 shifts vacation after 12-month probation earning up to 5 weeks, 48 hours personal time, 12 hours sick time/month, sick leave payout after 15 years, WRS protective with social security, health insurance paid at 85% lowest plan cost, dental, vision, flex spending and HRA. 2023 will also be the first opportunity for lateral entry with higher starting wages and vacation allowances along with these hires being the second group for a staffing plan approved by the LCFR Fire Board.



Ideal Candidate

The Ideal Candidate is a well-rounded and skilled employee with superior interpersonal skills who is eager to serve our communities. The candidate should be self-motivated and personable with a desire to continue growing as a professional and mastering their craft. Excellent moral character & integrity are also essential.



The incoming Firefighter/EMT/Paramedic will be joining a team of highly trained and loyal professionals who take pride in their agency and the citizens they serve. The Firefighter/EMT/Paramedic must maintain and build upon the environment of mutual respect and commitment at all levels of the agency. They must endorse the importance of training, mentorship, and continuous improvement throughout the organization.

WE VALUE:

- L**oyalty - To the pursuit of professional growth
- C**ommitment - To our mission, citizens, and profession
- F**amily - At home and at LCFR
- R**espect - Everyone

