



## ***Frenchtown Rural Fire District***

*P.O Box 119 • 16875 Marion Street • Frenchtown, MT 59834  
Phone: 406-626-5791 • Fax: 406-224-6179 • [www.frenchtownfire.org](http://www.frenchtownfire.org)*

April 18, 2025

Dear Applicant,

Welcome to the 2025 Frenchtown Rural Fire District (FRFD) Entry-Level Firefighter application process.

Located in western Montana, FRFD covers approximately 125 square miles in the majestic Rocky Mountains. With Missoula just minutes from our eastern boundary and Spokane just three hours to the west, the area has a lot to offer to meet the needs of most everyone.

As a combination department serving approximately 15,000 residents, FRFD responds as an all-hazards department throughout an extensive wildland-urban interface, including over 32 winding miles of Interstate 90. The fleet of 20 active response apparatus includes three ALS ambulances, three structure engines, four tenders/pumper-tenders, five wildland engines, and two rescues.

Current career staffing consists of the Fire Chief and 7 FF/Emergency Care Providers (ECP) positions organized in three levels of officers and firefighters.

In addition to responding to calls for service, the career staff are assigned to the management and oversight of numerous high-level departmental programs. They are also key to developing, executing, and assisting training in support of FRFD operations, administration, and the live-in/college program.

The live-in program prepares individuals for a firefighting career by providing training, experience, and nationally recognized fire, EMS, wildland and technical rescue certifications. Through a collaboration with an accredited college, these residents earn an Associate of Science degree in Fire and Emergency Services. We are actively working on another partnership to add paramedic to their training and resume.

At all times, career staff is expected to provide leadership, set the example, and mentor district volunteers and aspiring intern emergency responders. All the career positions truly provide a unique opportunity for those individuals that have the motivation and initiative to provide service well beyond the “typical” firefighter position.

This entry-level position will be filled with a highly motivated and energetic individual that is eager to make a difference, while at the same time augmenting their own training, certifications, and experience. If you feel you would be a good fit, please see the attached information about applying.

Thank you for your interest in Frenchtown Rural Fire District.

A handwritten signature in black ink, appearing to read 'D. Frisby', with a stylized flourish at the end.

Damian Frisby  
Interim Fire Chief



## ***FRENCHTOWN RURAL FIRE DISTRICT***

*16875 Marion Street  
Frenchtown, Montana 59834*

### **2025 Entry-Level Firefighter Information**

#### **APPLICATION INFORMATION**

The application deadline is **May 2, 2025, by 12:00 PM** MDT.

Apply for this position using the [ONLINE APPLICATION](#)

See "Application Process" below for additional information regarding the selection process.

#### **PUBLIC SAFETY TESTING (PST) REQUIREMENT**

Successful completion of CPAT testing from May 1, 2023 to June 7, 2025 is a condition of employment for this position. These requirements are not required to be completed prior to applying but must be successfully completed prior to June 7, 2025.

If you have not completed this test prior to applying, you must describe your plans to complete prior to June 7, 2025 in the application.

#### **POSITION DESCRIPTION**

To review the current FRFD Firefighter/ECP Position Description applicable to this hiring, please [click here](#). Montana EMT (or ability to obtain) is required, paramedic is preferred. See the PD for more details regarding the minimum requirements.

#### **COMPENSATION**

All compensation and benefits shown below are from the current Collective Bargaining Agreement (July 1, 2023 to June 30, 2025).

##### **Wage Information**

Base hourly wage is a minimum of \$20.65 (Probationary I), with additional pay available depending on probationary status, EMS licensure, certain certifications, and longevity.

##### **Work Hours**

FLSA work period is defined as a fourteen (14) day period, with hours in excess of ninety (90) in one period considered overtime.

##### **Longevity Pay**

Longevity pay is added starting the year after completing probation.

##### **Certification Pay**

Members who gain and maintain the following certifications are paid additional compensation as per the current CBA:

Car Seat Technician  
 CPR Instructor  
 Ice Rescue Technician  
 Low Angle Rope Rescue Operations  
 Swift Water Rescue Technician

EMS Lead Instructor  
 Fire Instructor I  
 VFIS Lead Driver Instructor  
 Engine Boss  
 Community Integrated Health Endorsement

**APPLICATION PROCESS**

The application deadline is **May 2, 2025, by 12:00 PM** MDT.

- **2025 Hiring Process Schedule (subject to change)**
  - May 2, 2025 – Applications due
  - May 2, 2025 until complete – applications review and interview list created
    - No more than 6 candidates will be invited to interview & ride-a-long
      - Ride-a-long scheduled May 5 to May 14
  - May 7, 2025 – Oral interviews at FRFD Station 1
  - May 9, 2025 – Final evaluations and hiring recommendations developed
  - Provisional offer expected no later than May 16, 2025
    - Successful completion of a pre-employment physical examination, drug screening, and background investigation will be required and coordinated prior to final employment offers
    - First day of employment is scheduled for no later than June 7, 2025

**REQUIRED DOCUMENTS**

The following documents are required (if applicable). If marked “Upload”, these are required to be submitted with your application. If marked “Hard Copy”, copies of these documents are required if you are invited to an interview.

<u>Document</u>	<u>Upload</u>	<u>Hard Copy</u>
Valid Driver’s License		X
Proof of U.S. Citizenship / Residency		X
Military Preference Documents (if applicable)	X	X
High School Diploma (or equivalent)		X
College Transcripts (if applicable)	X	X
EMS Certifications/Licenses	X	X
Structure Fire Certifications (if applicable)	X	X
Wildland Certifications (if applicable)	X	X
Instructor Certifications (if applicable)		X
Employment History Document	X	
Resume	X	
Any other certification that may apply		X