



NOW HIRING

TWO FULL-TIME SHIFT POSITIONS

PRIORITY CONSIDERATION FOR
SENIOR FIREFIGHTER/PARAMEDICS

FIREFIGHTER/PARAMEDICS AND FIREFIGHTER/EMTs WILL BE CONSIDERED

\$53,668.16 – \$93,446.08

ANNUAL SALARY RANGE
Based on grade/step placement

48/96

SHIFT SCHEDULE

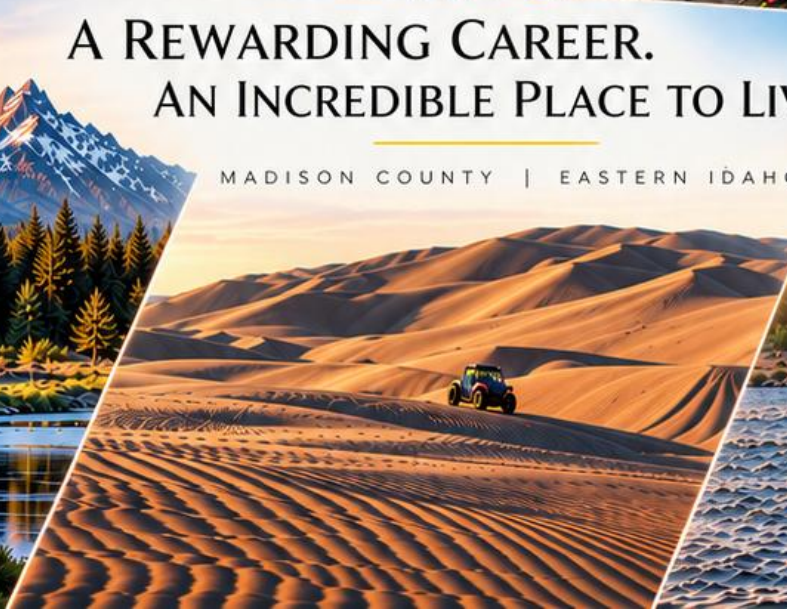
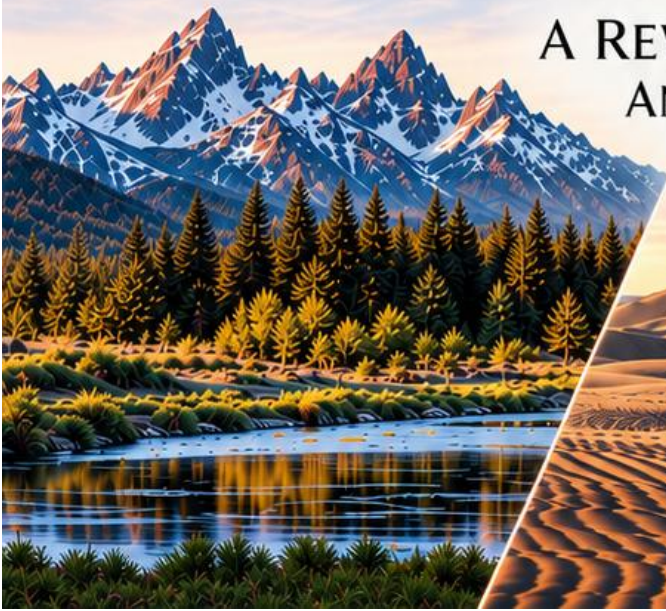
APPLICATIONS CLOSE
NOVEMBER 1, 2026

Apply at
www.fdmadison.org



A REWARDING CAREER.
AN INCREDIBLE PLACE TO LIVE.

MADISON COUNTY | EASTERN IDAHO





FULL-TIME SHIFT HIRING

2026 RECRUITMENT INFORMATION

TWO FULL-TIME SHIFT POSITIONS

Priority consideration will be given to Senior Firefighter/Paramedics

Firefighter/Paramedics and Firefighter/EMTs will also be considered

Position Announcement

FULL SALARY RANGE \$53,668.16 - \$93,446.08	SHIFT SCHEDULE 48 on/96 off	CALL VOLUME Approximately 3,500 annually
OPENING DATE October 1, 2026	CLOSING DATE November 1, 2026 at 1700	POSITIONS Two full-time shift positions

Salary Placement

The published range spans the lowest Firefighter/EMT grade/step through the highest Senior Firefighter/Paramedic grade/step. Initial placement will depend on the certifications and qualifications the successful candidate already holds. For lateral candidates, years of comparable career service may also be considered.

About Madison Fire Department

Madison Fire Department provides EMS, fire, and rescue services throughout Madison County, including Rexburg and Sugar City, and serves the Brigham Young University-Idaho community in Rexburg. The department operates a Critical Care ambulance service and provides assistance to surrounding counties in Idaho, Montana, and Wyoming. MFD also maintains a robust wildland fire program, deploying fire and EMS apparatus and personnel throughout the United States during wildland fire season.

Our Community

Madison County is a growing eastern Idaho community with an estimated 2025 population of 55,172. Rexburg and the surrounding area offer a peaceful, family-oriented setting with convenient access to year-round outdoor recreation.

- Yellowstone National Park
- Grand Teton National Park
- St. Anthony Sand Dunes
- Hiking, camping, fishing, hunting, skiing, mountain biking, and other outdoor recreation
- A growing community centered around Rexburg, Sugar City, and Brigham Young University-Idaho

Lateral Candidates

Experienced candidates are encouraged to apply. Priority consideration will be given to qualified lateral Senior Firefighter/Paramedics.

- Starting salary may be considered based on years of experience with a comparable career agency
- Vacation accrual may be considered based on years of experience with a comparable career agency
- Written test is not required for qualifying lateral candidates
- Physical test is not required if a comparable physical test has been achieved

Minimum Qualifications

Applicants must meet the following requirements or the stated post-hire completion timeline:

- High school diploma or GED equivalent
- Eligible to work in the United States
- Pass required drug test, background checks, and physical tests
- Valid Driver's License
- NREMT certification as Paramedic or EMT
- For Paramedic applicants: ACLS, PALS, and AHA HCP BLS CPR certification
- Firefighter II accredited by IFSAC or equivalent
- Hazardous Materials Operations accredited by IFSAC or equivalent
- NWCG FFT1 (Advanced Wildland Firefighter)
- Driver/Operator accredited by IFSAC or equivalent within 1 year of hire
- ICS 300 & 400
- Leadership I, II, III
- Three years with comparable career agency
- Must live within a 20-minute drive time of one of the department's three stations; a period of time will be provided for relocation

Benefits

HEALTH & INSURANCE

- Health, vision & dental insurance: 85% employer-paid
- \$1,700 individual or \$3,400 couple HRA benefit
- Accident insurance: 100% employer-paid
- Life insurance: 100% employer-paid
- Employee Assistance Program: 100% employer-paid
- HRA VEBA

PAID LEAVE

- Vacation: 100.8-291.2 hours/year based on years of service
- Holiday: 10.8 hours/month paid
- Sick leave: 11.2 hours/month, plus sick leave banked hours above annual maximum
- Bereavement leave: 48 hours paid leave due to death of an immediate family member

RETIREMENT & FINANCIAL

- PERSI retirement
- 401(a) plan as Social Security replacement
- 457(b): 50% match up to 2%

CAREER & OTHER BENEFITS

- Recreation benefits: numerous
- Educational incentives (Bachelor's/Master's/EFO): 4%
- Certification incentives: numerous, from 2%-4%

Hiring Process & Schedule

Applicants should be available for the testing dates shown below. Chief interviews will be conducted only if needed.

DATE	PROCESS
OCTOBER 1, 2026	Position opens
NOVEMBER 1, 2026 • 1700	Application deadline
NOVEMBER 2-3, 2026	Applications reviewed; selected applicants notified and invited to test
NOVEMBER 12-13, 2026	Candidate testing
NOVEMBER 13, 2026	Chief interviews, if needed
FOLLOWING REVIEW	Job offers extended after review of applications and test results

How to Apply

Full job description, application materials, and submission instructions:

www.fdmadison.org/employment/

Application deadline: November 1, 2026 at 1700

Equal Opportunity Employer • Veterans' Preference

Department Values

INTEGRITY • HONOR • PRIDE • COURAGE

Our Goal, Our Mission, Our Purpose

To Maintain a State of Readiness in: Our People, Our Equipment, Operational Accuracy, and Administration