



Join Our Team



About Us

The Los Alamos County Fire Department (LAFD) is one of the largest career fire departments in the State of New Mexico and operates in the smallest county in New Mexico at 109 square miles. LAFD was originally organized under the Manhattan Project in April 1943 and initially served the community with 7 civilian firefighters and 25 volunteer firefighters. Military services took over operations in September of that year and provided fire protection until 1989 when governance was transferred from the United States Department of Energy (DOE) to the Council of the Incorporated County of Los Alamos (LAC). The department provides fire suppression, emergency medical services, technical rescue, hazardous materials mitigation, aviation rescue, community risk reduction, fire investigation, code enforcement, public education, and domestic preparedness planning and response. LAFD provides these services with a career staff of 150 personnel (139 uniformed/11 civilian) and operates out of 5 stations. The LAFD is internationally accredited through the Commission on Fire Accreditation International (Center for Public Safety Excellence), recognized for achieving excellence, providing customer service beyond expectation, and committed to continuous quality improvement. LAFD has an ISO 1 Public Protection Classification from the Insurance Services Office. Accordingly, we expect professionalism from each member.

VISION

The Los Alamos vision is to continue to be widely known as an internationally accredited fire service agency that serves with **PRIDE** while meeting the mission for our community.

Looking toward the futurity we seek, we will continue to strive for excellence with all of our pursuits. Our enhanced communications, both internal and external, will help us further connect with the people of Los Alamos, as well as become a more effective and efficient organization.

Acknowledging that we value professionalism, we will invest in our greatest asset, our members, through our initiative that focuses on improved leadership. This, along with comprehensive succession planning, will help move the department forward, sustaining and growing the quality that is the Los Alamos County Fire Department.

For us to demonstrate our readiness, our training initiative will bolster our ability to safely serve those who entrust us with the responsibility of their safety and welfare.

Dedication to those we serve and ourselves will be the mainstay in all that we do, while always personifying our traditions and calling by holding each other accountable for fulfilling our mission, living our values, accomplishing our goals, and bringing this vision to fruition.

MISSION

Los Alamos Fire Department is honored to be entrusted with the safety and welfare of our community. We are dedicated and proud to provide exceptional services for the preservation of life, the environment, and property.

CORE VALUES

“WE WALK WITH P.R.I.D.E.”

Professionalism is the foundation of our general culture and guided by our commitment to public relations and external communications initiative ensuring an enhanced interaction with the community we are honored to serve.

Readiness is demonstrated by our training, technology, physical resources, and our commitment to continuous improvement.

Integrity is demonstrated by doing the right thing on and off duty for the benefit of our department and the community.

Dedication to the improvement of the community and the safety and well-being of our fellow team members.

Excellence is at the heart of our individual and department goals, recognizing that we are entrusted with the safety and welfare of our community.

The Academy

Days at the Academy can be long and difficult. Applicants should ask themselves if they have the drive, dedication and physical ability for success.

The Academy is structured in a paramilitary fashion and will prove to be a very demanding recruit training schedule. Applicants should prepare themselves mentally and physically. Recruits are expected to give 100% each day.

As members of the LAFD, Recruits are held to extremely high standards as they progress through the Academy and throughout their career.

A typical day at the Academy starts at 0700 and ends at 1730 (7:00 am – 5:30 pm) with **some overnight shifts required**. Recruits are required to participate in rigorous physical activities that include regular exercise and running activities as well as intensive firefighting tactics training. Recruits also receive a minimum of 1,200 hours of training in various disciplines in an intensive learning environment which includes written, practical tests and evaluations.

Firefighter Nutrition & Wellness

Incident Command

Respiratory Protection

Firefighter Rehab

Firefighter Survival

Fire Suppression

Ventilation Techniques

Emergency Medicine

Fire Investigations

Communications

Hazardous Materials

Firefighter Tools & Equipment

Forcible Entry

Vehicle Extrication

Pre Incident Planning

Fire Prevention

Technical Rescue

Firefighter Safety

Fire Behavior

Firefighter Search & Rescue

Firefighter Detection Protection

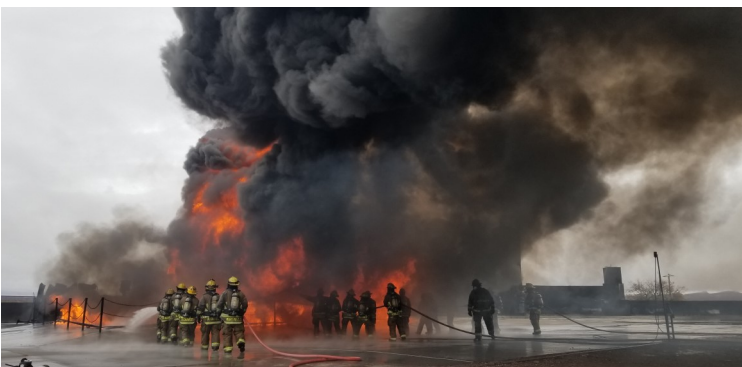
Firefighter Public Education

Vehicle Driver Operations

Firefighting Tactics

Wildland Firefighting

The mission of the LAFD Training Division is to provide personnel with the highest level of competency training and education to ensure the safety, preparedness, effectiveness, and career development of all students while meeting state, federal and local mandates.



How to Apply

The Los Alamos County Human Resources Division requires an application through the LAC Human Resources webpage at

<https://selfservice.losalamosnm.us/ess/employmentopportunities/default.aspx>

All applicants are required to create a user profile in order to submit an application. Due to the high volume of applications please observe the following requirements:

- The information on the application form will be used to determine minimum qualifications for the position;
- Certifications must be identified on the application and copies attached to be considered; and
- Resumes may be attached but will **not** be used to determine qualification for a position.

For additional information contact the Human Resources Division at (505)662-8040.

Los Alamos County is an equal opportunity employer.

Qualifications

Minimum qualifications for a Fire Cadet, Firefighter I and Firefighter II are extensive. For the complete list, you may access the job posting information at: <https://selfservice.losalamosnm.us/ess/employmentopportunities/default.aspx>

Minimum requirements include:

- High School Diploma or GED.
 - Must be eighteen years of age.
 - Must be a United States Citizen.
 - Must possess, or be able to obtain within first thirty days of employment, and maintain a valid New Mexico CDL-E driver's license.
 - Must promote to Firefighter I by the end of the probationary period.
 - Must possess or be able to obtain, within probationary period, and maintain an EMT (B, I or P) license that qualifies for New Mexico Administrative Code 27.2 certification and licensing requirements, and maintain positive medical direction status. If non-New Mexico EMT, including paramedic license, must pass New Mexico state licensing examination and achieve positive medical direction status before end of probationary period.
 - Must obtain ICS 100, 200, 700, 800B and 804 certifications or equivalents by the end of probation.
 - Must possess, or must make application for a DOE Q clearance within thirty days of employment with ability to obtain and maintain a DOE Q clearance and is subject to additional federal background investigation. Prior to issuance of the Q clearance, must be eligible at all times to be escorted into secured areas until the initial investigation period has expired and a Q clearance is issued. Subsequently, should Q access authorization be under review, but not suspended or revoked, and employee remains eligible to be escorted into a secured area, a reasonable time for reinstatement shall be allowed.
 - Must successfully pass the LAFD examination related directly to the job duties by receiving satisfactory scores on an assessment of their abilities.
 - Must successfully complete an examination by a licensed physician and be free of any physical condition as listed in the LAFD Medical Standards per NFPA 1582.
 - Must be free of any mental or emotional condition which might adversely affect performance. May be required to be examined by a licensed psychologist or psychiatrist.
 - Must successfully complete the physical agility standard requirements of the LAFD and annually thereafter.
 - Must successfully complete a mandatory drug screening and subsequent random drug screenings.
 - Must successfully complete a background investigation, including FBI fingerprint check.
 - Must not have been convicted of a felony or other crime involving moral turpitude.
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Benefits

48/96 Duty Schedule	Once assigned to a shift schedule, the normal duty schedule is two days on-duty (48 hours) followed by four days off duty (96 hours). On the average, this equates to five round trips to the duty station per month and 2,912 work hours per year.
Annual Leave	Shift personnel with 0-5 years of service accrue 167.7 hours per year of annual leave (6.46 hours per pay period); 5-10 years of service annual leave accrual rate is 235.04 hours per year (9.04 hours per pay period); 10+ years of service annual leave accrual rate is 268.58 hours per year (10.33 hours per pay period).
Sick Leave	Shift personnel accrue 134.42 hours per year of sick leave (5.17 hours per pay period).
Shift Trades	Shift personnel are allowed 12 shift trades per year after they complete new hire probation (one year)
Uniforms & Equipment	All required uniforms and equipment are supplied by LAFD.
Tuition Assistance	After completion of new hire probation (one year), employees of the LAFD are eligible to receive tuition assistance for up to a maximum of 15 credit hours per year.
PERA Retirement Plan	Tier 1 Members (hired before 7/1/2013) are eligible to retire from PERA when they meet the age and service credit requirement for the plan. They participate in 20 year retirement plan for Municipal Fire Member Plan 5. Tier 2 Members (hired after 7/1/2013) are eligible to retire from PERA when they meet the age and service credit requirement for the plan. They participate in 25 year retirement plan for Municipal Fire Member Plan 5.
LAC Employee Pension	This is a mandatory supplemental retirement plan, similar to a 401k, with contributions from the employee and LAC. LAC contributes 9% and the employee contributes 1%. Employees are fully vested after 7 years.
457 Deferred Compensation Plan	Voluntary Retirement Plan - employee contributes 100%.
Health Insurance Benefits	Medical, Dental, Vision and Basic Life Insurance - LAC currently pays 80% of the monthly premium for employee, employee plus one or family. Additional benefits are available as well.

*LAC does not contribute to Social Security



Salaries

During the Academy recruits are assigned to a 40-hour work week (2080 hours annually). After successful completion of the Academy, recruits will be placed on a 14-day FLSA schedule 2912 hours annually.

- The Los Alamos Fire Academy is approximately ~26 weeks, in duration with the typical workday approximately 9.5 hours/day for 5 days a week. Additionally, cadets are required to spend a minimum of one night every two weeks. The base rate for a recruit is \$15.65 per hour.
- New Hire Fire Cadet – New hire cadet during academy will earn \$15.65 an hour for 40 hours. During the academy, overtime hours will be paid according to the Fair Labor Standard Act (FLSA).
- Fire Cadet Shift Assignment – Upon assignment to shift, hourly rate will increase to \$16.00/hour.
- During academy and assignment to shift, [employees are eligible to accrue overtime/compensatory time.](#)
- Upon graduation from the Academy, the recruit (now cadet) will be assigned to shift @ 16.00/hour and be assigned a 48/96 work schedule. With that schedule and with the increase in pay, a recruit has the potential of earning more.

Firefighter 1*	\$16.92 per hour	\$49,271 Annually
Firefighter 2*	\$17.78-25.89 per hour	\$51,775 - \$75,391 Annually
Driver Engineer*	\$19.61-28.58 per hour	\$57,104 - \$83,225 Annually
Captain*	\$25.21-36.72 per hour	\$73,411 - \$106,929 Annually

*Salaries are based on Collective Bargaining Agreement and shift assignment

The total probationary time from a Fire Cadet through a Firefighter II is three years, per Los Alamos County Personnel Rules and Regulations Rule 410.1.

- Fire Cadets must serve a one year new hire probationary period and are then required to successfully promote to Firefighter 1.
- Firefighter 1 must serve a one year probationary period and are required to successfully promote to Firefighter 2 within one year.
- Firefighter 2 must successfully complete one year probationary period as Firefighter 2.
- Specialty Team Incentive Pay. Employees who meet requirements for a Specialty Team are eligible to receive incentive pay or specialty pay. Rates are identified in the Collective Bargaining Agreement (CBA). Rates per the CBA are as follows:

EMT Paramedic	\$3.69 per hour	\$10,745 Annually
Advanced EMT	\$1.46 per hour	\$4,251 Annually
Hazardous Materials Team	\$1.46 per hour	\$4,251 Annually
Fire Investigation Team	\$1.46 per hour	\$4,251 Annually
Technical Rescue Team	\$1.46 per hour	\$4,251 Annually
Shift Training Team	\$160.00 per pay period	\$4,160 Annually

Ability to earn compensatory time (in lieu of overtime) due to staffing requirements.

Selection Process

The applicant's first step begins with the application process. Applicant qualifications will be determined from their application for employment and not a resume. Applicants must ensure all appropriate fields are complete and accurate. Once the application has been approved during a recruitment process, the candidate will be notified of the test dates. The candidate will begin the recruitment process with a written examination; a comprehensive reading, writing and mathematics test in which maybe conducted online.

If the candidate is successful, a physical fitness test will be scheduled in Los Alamos, NM. The physical fitness test consists of the following:

- 1.5 mile run in 13 minutes and 20 seconds (13:20) at an altitude of just over 7,000 feet above sea level.
- A Criterion Task Test (CTT) completed within 6 minutes 59 seconds (6:59). The CTT is comprised of five stations simulating fire ground activities. Visit www.firefighterchallenge.com to gain useful information on what to expect.

After successfully completing of the written and physical fitness tests, the candidate will be scheduled for an oral interview. While the candidate is not scored on appearance, appropriate attire is expected. Candidates must also present a valid picture identification.

Candidates who have met the pre-requisites for Firefighter 2 will have to successfully pass a Firefighter specific written exam in addition to the initial written exam. If a candidate fails this additional written exam, they may be given an opportunity to continue through the process (as applicable) as a Cadet.

Candidates that are successful through the recruitment process are given a conditional offer of employment which is contingent upon successful completion of the following:

- Background Check
- Medical Examination
- Psychiatric Evaluation

The role of a Firefighter is to serve and protect the public. It requires key qualities and attributes: remaining calm under pressure, being physically and mentally fit, good communication skills, and a strong desire to help people.

According to recruitment website, *Indeed.com*, the top two reasons people become a Firefighter are “helping people” and “saving lives”.

“What makes Firefighters courageous isn't what they do day in and day out, it is what they are *willing* to do at any given moment.” – Frank Viscuso (author of *Step Up and Lead*)

The Firefighter profession isn't easy, but it is extremely rewarding. Some people run from problems – Firefighters run to them.

If this sounds like you, we encourage you to apply with LAFD today.





Los Alamos Fire Stations and Facilities

Fire Administration

999 Central Ave Suite 200, Los Alamos, NM 87544

505-662-8301

Fire Station 1

TA 03 SM 41, Los Alamos, NM 87544

505-667-7026 // 505-667-4813

Fire Station 2

132 DP Road, Los Alamos, NM 87544

505-662-8406 // 505-662-8411

Fire Station 3

129 State Road 4, Los Alamos, NM 87544

505-663-1843 // 505-663-1832

Fire Station 4

4401 Diamond Drive, Los Alamos, NM 87544

505-667-7350 // 505-662-2265

Fire Station 5

TA 16 Bldg. 180, Los Alamos, NM 87544

505-667-7354 // 505-667-4014

Fire Station 6

457 East Road, Los Alamos, NM 87544

505-665-6617 // 505-665-6618

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