

# THE MATLACHA/PINE ISLAND FIRE CONTROL DISTRICT

is seeking qualified applicants for the positions of

FIREFIGHTER/EMT  
FIREFIGHTER/PARAMEDIC  
PARAMEDIC SINGLE CERT

*Our family serving yours*



Final date for submittal:  
June 26th, 2026 @ 4:00pm  
5700 Pine Island Rd. Bokeelia, FL 33922  
239-283-0030



# MATLACHA/PINE ISLAND FIRE CONTROL DISTRICT POSITION ANNOUNCEMENT

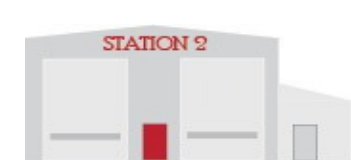
## ABOUT THE DISTRICT

The Matlacha/Pine Island Fire Control District was created on July 10th, 1963, by way of the codification of Chapter 63-1558, House Bill No. 2294.

The Matlacha/Pine Island Fire Control District protects approximately 45 square miles. The geographical areas we provide services to include: Bokeelia, Pineland, Pine Island Center, St. James City, Matlacha, Matlacha Isles, and Cape Royal. The District currently holds a 4/4x ISO rating.

The Matlacha/Pine Island Fire Control District provides many services including fire suppression, Basic and Advanced Life Support in conjunction with Lee County EMS, rescue services, vehicle extrication, fire inspections, fire prevention programs, public education, and boat operations. Our coastal island has approximately 10,000 residents year round and over 20,000 during the winter months. We currently have four stations.

Station 1:  
5700 Pine Island Rd.  
Bokeelia, FL 33922



Station 2:  
5015 Stringfellow Rd.  
St. James City, FL 33956

Station 3:  
14861 Stringfellow, Rd.  
Bokeelia, FL 33922



Station 4:  
3500 Pine Island Rd.  
Cape Coral, FL 33991





# MATLACHA/PINE ISLAND FIRE CONTROL DISTRICT POSITION ANNOUNCEMENT

## MISSION STATEMENT

The Matlacha/Pine Island Fire Control District is dedicated to providing a strong, community oriented Fire and Rescue Service. The District strives to provide the citizens of the community with quality, responsive, and cost-effective life safety and property conservation. This is accomplished through response, prevention, and education using well-trained personnel and well-maintained equipment and facilities, all while striving for the highest level of safety for the community and ourselves.

The Matlacha/Pine Island Fire Board of Commissioners is dedicated to represent the interests of all the citizens of the community and to provide these citizens with optimum service in a responsible, financially prudent manner. By working in cooperation with the District's Chief and citizens, the Fire Board will serve professionally without bias or favor.

Matlacha/Pine Island Fire Control District uses a variety of positions to achieve our mission of serving the community to the best of our ability. Our core values are Leadership, Honor, and Service. We strive to maintain professional excellence through Public Safety, Incident Efficiency, Training and Education.

## FIRE PREVENTION

The Prevention Division of the Matlacha/Pine Island Fire Control District is committed to providing superior quality preventive fire service to those who live, work, and invest in the district. Matlacha/Pine Island Fire Control District protects lives and property from fire and injury through continuous effort and integrity of service in every section within this division. We energetically contribute to our community, serve as positive examples, and make every effort to efficiently and practically make the most of all the essential resources available in order to provide a safe environment for the citizens and emergency responders. It is our goal to provide timely, comprehensive, and accurate inspections for the District.

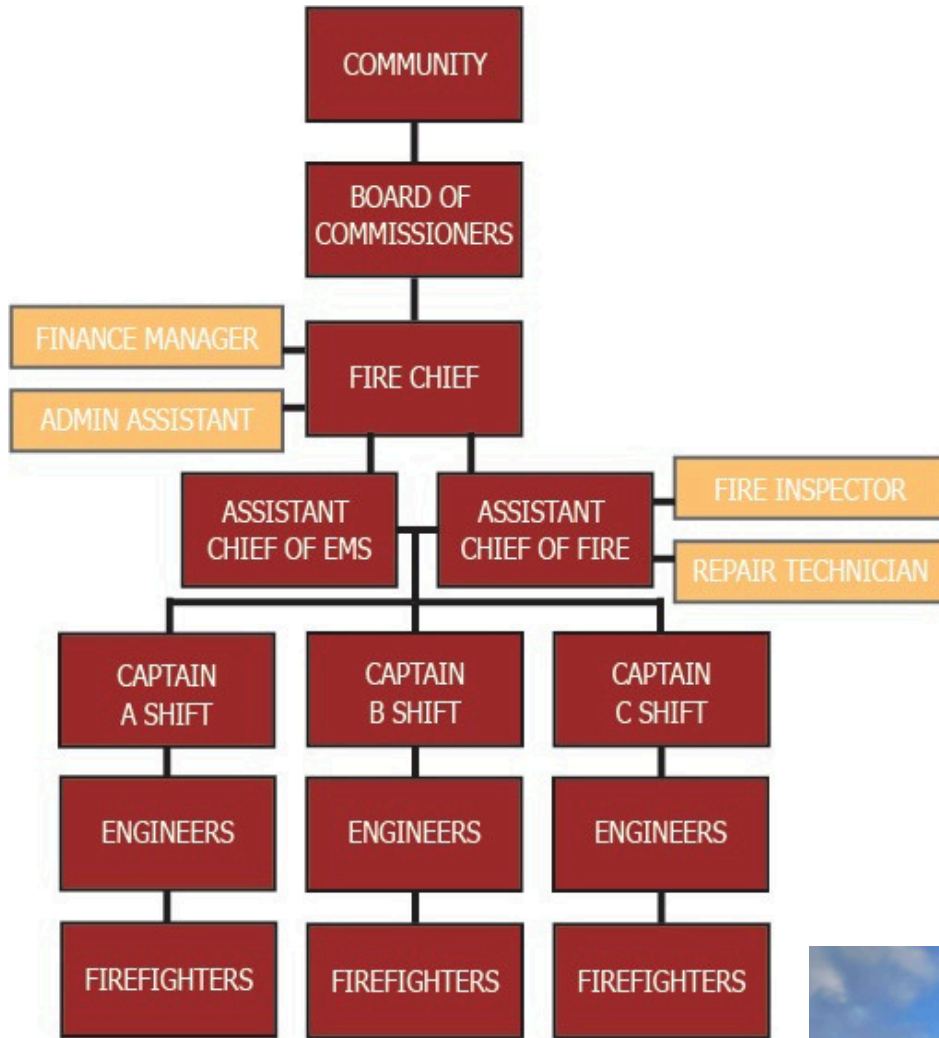


## PUBLIC EDUCATION PROGRAMS

The Matlacha/Pine Island Fire Control District strives to provide many different public education programs and health programs. Programs include: Public Safety Seminars, Pet Locators, Fire Extinguisher Trainings, Station Tours, Smoke Alarm Installations, CERT, Vial of Life, CPR, AED, First Aid Certification, Collection of Sharps Containers, Safe Place, Safe Haven, W.H.A.L.E Check, Car Seat Installations and Blood Pressure checks.



# MATLACHA/PINE ISLAND FIRE CONTROL DISTRICT POSITION ANNOUNCEMENT



## ORGANIZATION

Matlacha/Pine Island Fire Control District is dedicated to serving our community. We strongly believe that our community comes first. The District is overseen by the Board of Fire Commissioners along with the Fire Chief, Assistant Chiefs, and Administrative Staff. We are very proud to say that many members of our staff have been with the District for well over 20 years. Administration is focused on being good stewards with District funds, providing essential equipment for personnel, and creating a path for the District's future. That path includes the fruition of an ALS program, to better serve the community.

Our department consists of three shifts with a work schedule of 24 hours on and 48 hours off. Currently, our staff consists of 36 line personnel. All firefighters are Florida certified Firefighter/EMTs or Firefighter/Paramedics. They are the backbone of the department and a key element in protecting our community.





# MATLACHA/PINE ISLAND FIRE CONTROL DISTRICT POSITION ANNOUNCEMENT

## THE POSITION

Individuals in the Matlacha/Pine Island Fire Department possess qualities such as responsibility, technicality, professionalism, and versatility. Individuals will perform a variety of tasks requiring skill, proficiency, and specialized training. Work involves controlling and extinguishing fires, usually performed under adverse and hazardous conditions, as well as preventing and suppressing fires to protect lives and property. Activities require the use of sound judgment and the ability to make decisions under stressful or emergency circumstances in accordance with accepted firefighting and emergency medical techniques, practices, and procedures. Participation in training programs, drills, and exercises is required. Work is performed under direct supervision of a superior officer. Work performance is evaluated while in progress and based on observation.

### MINIMUM REQUIREMENTS

Firefighter/EMT & Firefighter Paramedic

- Must be at least 18 years of age.
- Be a non-smoker/ non-user of tobacco for at least one (1) year prior to application

#### Education:

- Must possess a High School diploma or G.E.D.

#### Certificates or Licenses:

- Valid Florida State Firefighter
- Valid Florida State EMT or Paramedic Certification
- Valid AHA BLS Provider
- Valid AHA ACLS Provider (Paramedic only)
- Valid Florida Driver License with an acceptable driving record

#### Preferred:

- Associates Degree or higher in Fire Science, EMS, or related field from accredited college or university is desired
- Emergency Vehicle Operations

### MINIMUM REQUIREMENTS

Paramedic Single Certification

- Must be at least 18 years of age.
- Be a non-smoker/ non-user of tobacco for at least one (1) year prior to application

#### Education:

- Must possess a High School diploma or G.E.D.

#### Certificate or Licenses:

- Valid Florida State Paramedic Certification
- Valid AHA BLS Provider
- Valid AHA ACLS Provider
- Valid Florida Driver License with an acceptable driving record

#### Preferred:

- Associates Degree or higher in Fire Science, EMS, or related field from accredited college or university is desired
- Emergency Vehicle Operations



# MATLACHA/PINE ISLAND FIRE CONTROL DISTRICT POSITION ANNOUNCEMENT

## COMPENSATION AND BENEFITS

**Base Pay:** The annual salary for a first-year firefighter/EMT is \$56,248. This does not include incentives, holiday pay, worked overtime, etc. The District has an established step plan in place reflecting time in service and education.

The annual base salary for a credentialed firefighter/paramedic \$69,180.28. Note that while working towards credentialing, the paramedic incentive is only \$3,900 annually, making the initial base pay \$60,447.

New employees hired with full time fire service and/or Paramedic prior experience with a public service agency, shall have their starting step plan pay schedule adjusted between steps 2-4 (\$57,880-\$61,285) depending on years of prior experience in public safety.

The paramedic single certification base salary is to be determined.

**Additional Compensation and Benefits:** In addition to the base pay above employees are compensated with the following:

- 6-week Kelly Days
- Health Insurance Life Insurance
- FRS Retirement
- Paid Vacation and Sick Leave
- Paid Holidays
- Incentive Pay
- Education Reimbursement and Time
- Department Sponsored Paramedic School (subject to availability)
- Annual Physical

**Health Insurance:** All employees are eligible for full coverage beginning the date of hire. Employees are eligible for 50% paid coverage for the employee's spouse and(or) dependents beginning the date of hire. After completing 1 year of service the employee's spouse and(or) dependents are eligible for full coverage paid by the District. In addition to the District covering all health insurance premiums employees are also provided a TASC card which covers a significant portion of the deductible.

**Retirement:** All employees are provided retirement through the Florida Retirement System. Employees contribute 3% of wages and the District contributes the current rate set by FRS.

**Education:** The District values employees furthering their education. Therefore, each employee receives \$800 of reimbursable funds and 48 hours of time off each year, to use towards furthering their education.

Specific details of the above additional compensation and benefits can be found in the union contract. This document does not facilitate an agreement, promise, or guarantee regarding its contents. The most current version of the District 13 Collective Bargaining Agreement which outlines the entire agreement for



# MATLACHA/PINE ISLAND FIRE CONTROL DISTRICT POSITION ANNOUNCEMENT

## APPLICATION PROCESS

Applications are available online at [www.pineislandfire.org](http://www.pineislandfire.org), and at the Matlacha/Pine Island Fire Control District administration office, located at Station 1, 5700 Pine Island Road, Bokeelia FL, 33922.

Applications must be filled out completely and include any identified supplemental information. Incomplete applications will not be accepted. The application window will be closed on **June 26th, 2026 at 4:00 pm**. Applications must be mailed or hand delivered to the following address.

MPIFCD Station 1  
5700 Pine Island Rd.  
Bokeelia, FL 33922

The organization will screen applications as they are received and will notify the candidate of receipt. All applicants' information will remain confidential and references will not be contacted until finalists are chosen, except where law prohibits. All dates are subject to change.

Candidates who make it through the initial selection process will be invited to a written and physical agility test, to be held **June 29, 2026**. Top candidates will then be invited to interview on **June 30 & July 1, 2026**.

You may obtain the required outline for the Employee Assessment on our website at [www.pineislandfire.org](http://www.pineislandfire.org).

It is the policy of the Matlacha/Pine Island Fire Control District not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion, or veteran status.



# MATLACHA/PINE ISLAND FIRE CONTROL DISTRICT POSITION ANNOUNCEMENT

## LETTER FROM THE CHIEF

Thank you for your interest in joining our family at the Matlacha/Pine Island Fire Control District. Our department is very community oriented and strives to make a difference. If you look at our organizational chart, community is first. Without our community and their support, we would not exist.

We are looking for an individual that has strong morals and core values, is team oriented, has a drive for success, and has the passion for this career. These are only a few traits that we are looking for in order to expand our team. If you share the same vision as us in making a difference in our community, you may be a great addition to our department.

Starting the day you join us, we will build your knowledge in the fire service. We will provide you with the necessary skills and training to become the best firefighter you can be. Finally, and most importantly, we hope to learn from you. Your experiences, trades, skills, and professional contributions are all valued and important.

I hope that this packet provides some valuable information and answers some of the questions you might have regarding our fire district. If you have any additional questions, please do not hesitate to contact us at any time.

I wish you the best of luck in your journey.

Benjamin Mickuleit  
Fire Chief  
Matlacha/Pine Island Fire Control District