



2019 POSITION ANNOUNCEMENT

GREELEY FIRE DEPARTMENT FIREFIGHTER / PARAMEDIC



POSITION TITLE: Firefighter / Paramedic
HOURS: Full-Time
STARTING PAY: \$61,716

The Greeley Fire Department is seeking qualified applicants to establish an eligibility list for the position of Full-Time **Firefighter/Paramedic**. To be eligible to apply, applicants **MUST** have a current State of Colorado and/or National Registry Paramedic Certification. Applicants must also possess a current Candidate Physical Ability Test (CPAT) certification at time of application and upon a Conditional Job Offer.

The City of Greeley Fire Department provides an ‘All Hazards’ emergency response for a population of over 105,000 citizens and covers a response area of 64 square miles. The Department responds to over 14,000 emergency calls from six fire stations and is comprised of 113 personnel. The Department provides Advanced Life Support Service at the Paramedic level and partners with Banner Health to provide transport services.

The Greeley Fire Department is proud of its long standing tradition of providing excellence in customer service. Those qualified candidates who are highly motivated and who have demonstrated sound, honest, and truthful actions with a commitment to service are highly desirable.

TO APPLY:

- Step One:** Visit <http://greeleygov.com/government/hr/job-center/fire> to complete the required City of Greeley application and review information for minimum requirements and testing instructions.
- Step Two:** Visit to <https://nationaltestingnetwork.com/publicsafetyjobs/index.cfm> website to schedule a written exam and complete the NTN application.
- Step Three:** Candidates who do not already possess a current Candidate Physical Ability Test card, they can visit <https://www.aims.edu/academics/fire-science/cpat/> for more information and to schedule a Candidate Physical Ability Test through Aims Community College.

RECRUITMENT TIMELINE:

<u>DATES</u>	<u>REQUIRED ACTIONS</u>
August 20, 2018	Posting of the Position Announcement
August 20 – November 11, 2018	City of Greeley Application and NTN Written Test Window
November 26 – December 7, 2018	Skills Assessment Center and Interviews
December 10, 2018	Conditional Job Offers <i>(Tentative and subject to change)</i>
Dec 10 – Dec 21, 2018	Pre-Hire Screening Process <i>(Tentative and subject to change)</i>
January 7, 2019	Job Offers <i>(Tentative and subject to change)</i>
February 7, 2019	Hire Date <i>(Tentative and subject to change)</i>

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APPLICATION & WRITTEN TESTING:

The application, testing and selection process will consist of four (4) main components:

1. **City of Greeley Application:** All Candidates are required to submit a City of Greeley Employment Application, which can be found by visiting <http://greeleygov.com/government/hr/job-center/fire> or <http://greeleygov.com/government/hr>. Applicants who do not meet all of the minimum job requirements (see below) will not be considered.
2. **National Testing Network Application:** All Candidates are required to register with the National Testing Network (NTN) and will be required to complete a Personal History Questionnaire (PHQ) along with the FireTEAM written examination. The written exam is pass/fail. To fill out an application and schedule a test, go to www.nationaltestingnetwork.com; select Fire and sign up for the Greeley Fire Department. There is a fee for the test. Candidates that reside in the City of Greeley are eligible to receive a voucher to cover the cost of the written exam. Vouchers will be available by contacting the City of Greeley Human Resources Department (hr@greeleygov.com, or 970-350-9710). Proof of residency will be required.
3. **Candidate Physical Ability Test (CPAT):** Candidates must possess a current CPAT card at the time of application and must maintain a current card through the Conditional Job Offer process. Information on obtaining a CPAT certification can be found by visiting www.aims.edu/fire.
4. **Interviews:** Candidates who meet the minimum requirements and who successfully pass the written exam may be invited to participate in the Skills Assessment and Interview process.

SUMMARY: Firefighter/Paramedics perform individually and/or as a member of a team and participate in activities in the following areas: combating, extinguishing, and preventing fires; responding to emergency medical and traffic accident calls and other related public assistance activities; performing routine custodial maintenance of fire department equipment, apparatus, and facilities.

PRE-HIRING MINIMUM QUALIFICATIONS:

- 21 years of age at time of application deadline;
- High school diploma or GED;
- State of Colorado and/or National Registry Paramedic Certification;
- Valid driver's license with acceptable driving record;
- Be in good physical condition;
- Have vision of or correctable to 20/20;
- Ability to follow verbal and written instructions;
- Skill in communicating effectively both orally and in writing, using tact and diplomacy;
- Ability to establish and maintain effective working relationships.
- No felony convictions or conviction involving moral turpitude;
- No felonious drug usage or related activities within the previous 5 years;
- No use of marijuana within the last two years;
- No arrest for DUI, DWAI, or DUID within the last 5 years.

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PRE-HIRING MINIMUM QUALIFICATIONS: *Continued*

Candidates must provide copies of pre-hire minimum requirements listed below by November 9, 2018.

- Current Colorado and/or National Registry Paramedic Certification. Certification must be maintained through date of hire, including all required refresher courses;
- Current CPAT certification. Must be maintained through the Conditional Job Offer process.
- Paramedics with prior experience may qualify for experienced based pay incentive

NOTE: Preference points will be awarded to testing scores for Military Veterans who provide proper documentation, such as a DD Form 214. Five (5) preference points will be added to the overall score of those qualified candidates who pass each section of the written exam.

POST HIRING REQUIREMENTS:

- Must be certified as a Fire Fighter Level II by the State of Colorado within 12 months of hire with certification kept current; and,
- Must successfully pass a Field Instructor program to practice as a Paramedic within Weld County within 6 months of academy graduation.
- Must maintain a Colorado and/or National Registry Paramedic Certification for a minimum of three (3) re-certification cycles while employed by the Greeley Fire Department.

ESSENTIAL FUNCTIONS:

Working Environment -

- Required to work either a 48 hour work (48 on / 96 off) or an 8 hour day / 40 hours per week work schedule;
- Required to work on Fire Apparatus and EMS Transport unit;
- Required to participate in Public Safety Education and Fire Prevention activities;
- Required to respond to fire, accident, medical, or other emergency scenes at any time during 48-hour schedule;
- Inability to leave work site/scene during 48-hour shift;
- Works with the public in situations involving severe physical and personal trauma;
- May be exposed to toxic gases;
- May be exposed to hazards which create potential for personal injury;
- May be exposed to seasonal weather conditions;
- Operates, or is a passenger in, an emergency vehicle responding to fire, accident or medical emergency scenes;
- Required to wear safety equipment as stipulated by departmental standard operating procedures.

Physical Requirements –

- Vision sufficient to perform functions such as read and review written communications to obtain on-scene information regarding fire, accident, or medical emergency situation, to render appropriate assistance;
- Hearing and speech enough to communicate clearly and distinctly face-to-face as well as over the radio in normal and adverse conditions.
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Physical Requirements – *Continued*

- Arm and hand steadiness and manual dexterity to use firefighting, extrication, and basic life support tools;
- Stamina enough to remain physically active during a fire, accident, or medical emergency scene until relieved;
- Stamina and strength enough to move heavy objects (50 lbs or more) long distances (over 20 feet);
- Ability to distinguish possible types of fires by color of smoke or flame;
- Ability to effectively perform job duties at varying heights under adverse conditions.

EMPLOYMENT:

- Those who are placed on the eligibility list will remain on the list for six (6) months.
- Those selected for employment will attend the Front Range Fire Consortium 15-week Recruit Fire Academy.

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Experienced Based Paramedic Pay Incentive

In accordance with this written policy the level at which Firefighter/Paramedics enter the salary schedule shall be determined by the Fire Chief and the Human Resources Director. These standards are set forth as a guideline.

Applicants seeking a Paramedic Pay Incentive must submit the request form and any documentation that demonstrates that the certifications and experience requirements have been met. The candidate will be provided this policy and request form prior to the Conditional Job Offer. All the documents shall be submitted to the City of Greeley Human Resources Department within seven days of the Conditional Job Offer.

The application and documentation will be reviewed by the Fire Chief and Human Resources Director or their designees. Offers of a salary will be made to the candidate prior to the first day of employment with the fire department. The following table lists the assignments that are available for Pay Incentive with the summary of qualification standards.

Assignment	Pay Incentive Standards (Summary)
Apprentice Firefighter I – Paramedic	<ol style="list-style-type: none"> Nationally Registered Paramedic or Colorado Certified Paramedic. 1 year or more experience as a firefighter/paramedic with an equivalent size fire department* or 1 year of transport experience as a paramedic.
Apprentice Firefighter II – Paramedic	<ol style="list-style-type: none"> Nationally Registered Paramedic or Colorado Certified Paramedic 2 years' experience practicing as a firefighter/paramedic with an equivalent size fire department* or 2 years' transport experience as a paramedic

***equivalent departments must:**

- Deliver Advanced Life Support services via Transport Ambulances. Greeley Fire will consider a combination of fire department experience combined with a separate non-fire ALS Transport Service
- Must be a comparable size department (no less than 50% the size of the Greeley Fire Department)
- Must respond to a similar number of EMS calls (GFD ALS Engine Companies average 1,170 EMS calls annually; to qualify as equivalent a department must average 700 calls per ALS Unit)

Applicants that are awarded the pay incentive will be assigned as a Recruit Firefighter / Paramedic pending completion of the 15 week Front Range Fire Consortium (FRFC) Recruit Academy. The Fire Chief may opt to send qualifying applicants to an in house 2-4 week Orientation Training in lieu of the 15 week academy. Once the applicant has completed the Recruit Academy or Orientation Training they will be assigned to the position authorized by the Fire Chief at the time of the Conditional Job Offer.

2019 WAGE SCALE:

Recruit Firefighter/Paramedic	\$61,716
Apprentice I/Paramedic	\$65,624
Apprentice II/Paramedic	\$69,767