

PLATTE VALLEY FIRE PROTECTION DISTRICT

Phone: 970.353.3890



27128 County Road 53

FAX: 970.353.4890

Kersey, CO 80644

An Equal Opportunity Employer

Position Posting

POSITION TITLE: Full-Time **Firefighter/Paramedic**
EMPLOYMENT STATUS: At-Will
FLSA STATUS: Non-Exempt
HOURS: 48/96 Shift Schedule. No Guaranteed Shift or Assignment.
SALARY: \$55,168.57

The Platte Valley Fire Protection District is seeking applicants to fill an open position, and to establish an **eligibility list** for the position of **Full-Time Firefighter/Paramedic**. A copy of the current Position Description including all qualifications for this position is available at the District's website at www.plattevalleyfire.org. This position description is established by the Board of Directors ("Board") of the Platte Valley Fire Protection District ("District") to outline the basic requirements, duties and general responsibilities of the Firefighter position. This position is "at-will," which means the District may terminate the employment relationship at any time and for no reason, subject only to the requirements of Federal and State law. Similarly, the employee may terminate the employment relationship without notice at any time for no reason.

Benefits:

- * FPPA Pension & 457 Deferred Compensation Plan
- * Employee Assistance Program (EAP)
- * Health Insurance
- * Vision Insurance
- * Dental Insurance
- * AFLAC
- * Accident & Sickness Policy
- * Vacation Leave (accrued)
 - o 96 Hours - Years 1-4
 - o 144 Hours – Years 5-9
 - o 192 Hours – Years 10-14
 - o 240 Hours – Years 15+
- * 96 hours of Sick Leave (accrued)

The minimum certification requirements for a Full-Time Firefighter/Paramedic are:

- State of Colorado Paramedic
- Current CPR
- Current ACLS
- State of Colorado Firefighter I
- State of Colorado HazMat Operations
- NIMS 100, 200, 700 (online courses)

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Preferred Certifications:

- State of Colorado Firefighter II
- State of Colorado Driver/Operator
- State of Colorado Driver/Operator Pumper
- Wildland S-130/190

Note: *The "preferred certifications" are not required to apply for a Full-Time Firefighter/Paramedic position. The applicant would need to obtain these certifications within a designated amount of time after hire.*

Applicants will be required to complete the following examinations:

- National Testing Network (NTN) FireTEAM FirefighterTest
- Physical Ability Test
- Medical Skills Assessment
- Essay Completion
- Shift Ride Along (working interview)
- Oral Board Interview
- Fire Chief Interview

**Further information on the above tests is provided below. Further information can also be found on the District's website at www.plattevalleyfire.org

NTN FireTEAM Firefighter Test

FireTeam Testing Sections Include:

- Human Relations
- ErgoMechanical
- Reading
- Math

The Platte Valley Fire Protection District offers full testing services for the position of Firefighter/EMT through National Testing Network, Inc.

To fill out an application and schedule a test, go to www.nationaltestingnetwork.com, select Fire and sign up for the Platte Valley Fire Protection District.

What to expect at the www.nationaltestingnetwork.com website:

- Completion of the application process
(A separate paper application will also need to be completed for the District)
- Review all information related to the Platte Valley Fire Protection District Firefighter/EMT position, including minimum requirements, salary and benefits.
- Detailed information about the testing process for both the entry level test.
- Opportunity to take online practice tests at www.fireteamtest.com.
- Schedule your own convenient test time. Tests are offered multiple times a week, including Saturdays.
- Take high quality job simulation tests in a standardized, fair testing environment.

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Upon completion of the entry level exam, all candidate scores are automatically forwarded to the Platte Valley Fire Protection District. Those candidates not receiving a passing score, will not be permitted to continue in the hiring process.

The Platte Valley Fire Protection District requires the following scores on the FireTEAM exam to be considered for hiring:

- Human Relations: 75%
- Mechanical: 65%
- Reading: 70%
- Math: 70%

National Testing Network is a service provided to conduct entry level in a standardized, professional environment. National Testing Network does not replace the Platte Valley Fire Protection's responsibility and decision making in the testing process. All candidate results are provided to Platte Valley Fire Protection District where the final decisions are made. If you have taken the NTN test within the last year, you can elect to give our department those results. Essentially, apply for our department. Please contact this number and let them know you need to select our department for your scores. Candidate Support line - (866) 563-3882

Physical Ability Test (PAT)

Platte Valley Fire Protection District conducts an in-house physical ability test (PAT). The PAT consists of Structural Component followed by a wildland component. The structural component must be completed in less than 4 minutes 30 seconds. The Wildland Component must be completed in less than 3 minutes 50 seconds. If at any time during the test the time limit is exceeded, the member will be asked to stop. A four-minute rest period is allowed between the structural/wildland components.

Structural component must be completed in Bunker coat, SCBA, Helmet, and gloves. Wildland component will be completed with 45lb weight vest. Members are allowed to wear comfortable shorts and tennis shoes throughout the process.

A. Structural Component (must be completed in less than 4 min 30 sec)

1. Climb to the 3rd Floor with high rise pack descend to 2nd floor, hoist one 2 ½ inch hose roll to the top of the floor, then lower in a controlled manner. If rope slides out of hands, you will be asked to complete hose raise again.
2. Raise and lower 24 foot extension ladder in a controlled manner. If the ladder slips, you will be asked to complete again.
3. Drag a 1 ¾ inch charged hose line 75 feet Around a safety cone and return to starting line.
4. Drag a 165 pound dummy 35 feet, turned 180 degrees, and then dragged back to starting line. Dummy's feet must stay on the ground and the dummy cannot be picked up or carried on your back or shoulders.
5. Carry a fan 75 feet above the waist, turn 180 degrees, and place on a 4 foot platform

B. Wildland Component (must be completed in less than 3 min 50 seconds)

1. Carry a 40 pound weight vest ¼ mile in Less than 3 minutes 50 seconds

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Medical Skills Assessment

Applicants that are accepted into the testing process will complete an EMS medical and trauma skills assessment. The EMS skills assessment will be conducted at the District's Fire Station during your shift ride along. All EMS skills assessment components will be based on National Registry standards using National Registry skills check-off forms.

EMT National Registry skills sheets can be found at:

https://www.nremt.org/nremt/about/psychomotor_exam_emt.asp

Paramedic National Registry skills sheets can be found at:

https://www.nremt.org/nremt/about/psychomotor_exam_advanced.asp

Shift Ride Along

Applicants that are accepted into the testing process will complete a shift ride along (working interview). Each applicant will spend 12 hours with a duty crew. This allows the applicant the opportunity to learn our District, as well as the opportunity for our crews to learn about you in an informal setting.

Oral Board & Executive Staff Interviews

Applicants that are accepted into the hiring process will be invited to an oral board panel interview. Oral board interviews will be conducted at the District's Fire Station. Applicants will need to be prepared to present an oral resume presentation that is not to exceed 15 minutes, followed by a standard panel interview. The oral resume should be presented using PowerPoint (or other digital presentation), follow a standard resume format, include pertinent information, and can include pictures, video clips, and other visual aids. Those successfully completing the oral board panel interview may be invited to an Executive Staff interview.

Hiring Packet & Required Documentation

The position posting(s), position description(s), District employment application, and a submittal checklist can be located at and printed from the District's website at www.plattevalleyfire.org or can be picked up in person at the Platte Valley Fire Station located at 27128 CR 53, Kersey, CO 80644.

The District reserves the right not to hire any of the applicants for the position in its sole discretion. Interested candidates must submit the documentation listed below **by 4:30 P.M. MST Friday, April 13, 2018**. Incomplete application packets will not be considered.

- ✓ District Application
- ✓ Cover Letter & Resume
- ✓ Essay Responses (Emailed per Instructions)
- ✓ Copy of High School Diploma/GED or College Degree
- ✓ Copy of Colorado Firefighter 1 Certificate (or higher)
- ✓ Copy of Colorado HazMat Operations Certificate (or higher)
- ✓ Copy of Colorado Paramedic
- ✓ Copy of CPR Card
- ✓ Copy of ACLS Card
- ✓ Copies of Pertinent Certificates (Red Card, Swiftwater, Blue Card, etc)

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The above documents can be submitted by one of the following ways:

- Deliver in person to the Platte Valley Fire Station, located at 27128 CR 53, Kersey, CO 80644
- Mail to the District's Office (Attn: Annie Spalding) at 27128 CR 53, Kersey, CO 80644
- E-Mail to Administrative Assistant Annie Spalding at aspalding@plattevalleyfire.org
(make sure you confirm your application packet was received)

Important Dates

Application Due Date: Friday, April 13th, 2018 at 4:30 p.m. MST

NTN Testing Due Date: Friday, April 13th, 2018 at 4:30 p.m. MST

**** Applicants accepted into the hiring process will be invited to the following dates:**

Candidate Physical Ability: Saturday, April 28th, 2018

Oral Board Panel Interviews: Monday, May 14th or Tuesday, May 15th, 2018

Executive Staff Interviews: Tuesday, May 22nd or Wednesday, May 23rd, 2018

Questions?

Additional information can be found on the employment page of the District's website at <http://plattevalleyfire.org/employment/>

Questions (email preferred) regarding the hiring process can be directed to Administrative Assistant Annie Spalding at aspalding@plattevalleyfire.org

Application Packet Submittal Checklist

- ✓ District Application
- ✓ Cover Letter
- ✓ Resume
- ✓ Essay Responses (Emailed per Instructions)
- ✓ Copy of High School Diploma/GED or College Degree
- ✓ Copy of Colorado Firefighter 1 Certificate (or higher)
- ✓ Copy of Colorado HazMat Operations Certificate (or higher)
- ✓ Copy of National Registry EMT and/or Colorado EMT Certificate (or Paramedic)
- ✓ Copy of CPR Card
- ✓ Copy of ALS Card (if Paramedic)
- ✓ Copies of Pertinent Certificates, for example:
 - Red Card
 - Driver/Operator
 - Swiftwater
 - Dive
 - Blue Card
 - Technical Rescue



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Firefighter/Paramedic Candidate 2018 Essay Questions

Please read each question carefully. Some questions have **multiple** parts. Each essay should be written in a professional manner (no specific format), and each question should be referenced at the beginning of each answer. All essays responses must be completed in Microsoft Word. PDF documents will not be accepted. Each essay response should be a separate document.

1. Your life is based on choices, with an outcome strictly of what you make it to be. In 400 words or more, what choices have you made in your life that prepared you for a **career firefighter/paramedic** position? These choices should be choices that you made knowing that a career in the Fire/EMS field was your goal. Why do you believe this is the right career for you?
2. Our District operates by its R.U.L.E, which are our values (Relationships, Unity, Leadership, Excellence). In 400 words or more, how would you see yourself integrating into an established shift/crew utilizing these values?
3. Firefighter/Paramedics operate in a unique situation when on incidents. They are outranked by their Captain, and yet are responsible for making decisions and running the medical/trauma incident. In 400 words or more, describe:
 - a. How you gain your Captain's trust to run these types of incidents
 - b. How you efficiently utilize crew members to affect a positive patient outcome
 - c. An experience you have had running a complex medical or trauma incident as the Paramedic
4. You may have heard of the FULLY INVOLVED standard of performance (Mark VonAppen). This standard of performance includes the following:
 - a. Do your job
 - b. Treat people right
 - c. Give all out effort
 - d. Have an all in attitude

Explain in 400 words or more how you have and/or will meet this standard of performance.

Due Date: All essay responses must be submitted to Administrative Assistant Annie Spalding by email aspalding@plattevalleyfire.org no later than 4:30 p.m. on **Friday, April 13th, 2018.**