



DEPARTMENT: Salisbury Fire Department

POSITION: Firefighter/Paramedic

TYPE: Full-time/Part-time

SALARY: \$43,758 (Selected candidate will receive a \$10,000 Sign-on

BENEFITS: Full Range of Benefits

CLOSING DATE: Open until Filled



Overview: We are Salisbury, Maryland, and our town was born from the headwaters of the **Wicomico River**. This special place, nestled squarely between the beaches and the bay, has been attracting people to its stunning location for almost **300 years**. Now one of the largest cities on the peninsula, Salisbury serves as the **Capital of the Eastern Shore**, combining vibrant economic opportunity, quality public education, world-class healthcare, reinvigorated environmental stewardship, globally known corporations, and an energetic and inspiring team of community leaders, to chart its own course, and craft a sound plan for its future.

Department: The Salisbury Fire Department strives to ensure the health, safety, and well-being of our community by providing prevention and mitigation of fire and life safety hazards in an effective and efficient manner. Our Mission is to ensure the health, safety, and well-being of our community by providing prevention and mitigation of fire and life safety hazards in an effective and efficient manner. Our Core Values are honesty, integrity, teamwork, a commitment to excellence, knowledge, creativity, respect, and a balanced life.

Profile Candidates must be trained and proficient in fire suppression, rescue and emergency medical services at the advanced life support (ALS) level. Persons applying for these positions must be at least 18 years of age on the date of appointment and must pass a written and a physical agility test. Candidates selected for appointment will be required to undergo a comprehensive physical examination as well as a background investigation. Candidates not selected will be placed on an active hiring list for future consideration.

Applicants will be notified of the next testing date. Testing will take at the Salisbury Fire Department Administrative Headquarters located at 325 Cypress Street in Salisbury MD. (Please bring all your turnout gear on day of testing). All applicants must review the information listed in the Fire Department's Application Packet. The Fire Department's Application Packet can be picked up Monday thru Friday from 8:30 am until 4:30 pm at the Salisbury Fire Department Administrative Headquarters or found on-line at www.salisbury.md/careers.

Preferred Education: High School Diploma or G.E.D

Requirements/Certifications: Prior to employment you must have the following: Current licensure as a Paramedic; Class "C" MD driver's license or equivalent; Firefighter I and hazardous materials (operations).

How to Apply: Submit City application, cover letter, driving record and resume online at www.salisbury.md/apply

City of Salisbury HR, 125 N. Division St., Salisbury, MD 21801 jobs@salisbury.md; 410-548-1065; fax: 10-548-3748

City of Salisbury

Classification Description



Classification Title: Probationary Firefighter/Paramedic
Department: Fire
Date: 11/1/2018

Pay Grade: 1P (FPP)
FLSA Status: NE

General Statement of Job

Under the supervision of an assigned supervisor, performs fire suppression, rescue, emergency medical assistance, and hazardous materials mitigation activities in support of the overall mission of the Fire Department; responsible for participating in fire prevention, public education, disaster preparedness and training activities; performs non-emergency services including inspections, equipment testing and other standard station routines; performs other duties as assigned. This employee will have one year or less of full-time service with the Department.

Specific Duties and Responsibilities

Essential Functions:

(The following are intended only as illustrations of the various types of work performed and the omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position)

1. Performs a variety of duties involved in response to fire and other emergency situations for the protection of life, property and environment by responding to calls or reports of actual, possible or potential occurrence of fire, explosion, uncontained hazardous/volatile material/chemical contamination or other property and/or life threatening emergency condition to suppress, control, remove, contain or otherwise mitigate the hazardous situation or materials;
2. Performs all phases of fire suppression work including ventilation, overhaul, salvage and clean-up activities at fire scene; place fire hoses; set ladders, operate fire streams, ventilate and enter burning structures to extinguish fires and rescue victims; operate pneumatic and auxiliary equipment such as generators or pumps, operate rope systems, technical rescue and hazmat equipment;
3. Regularly utilize and operate a wide variety of fire suppression, rescue, and emergency medical equipment and tools;
4. As required, cleans, services, and tests designated fire apparatus and equipment to ensure constant readiness for emergency response, inventory associated tools, equipment and effect their appropriate placement; report to superior's observations of actual or potential equipment deterioration, malfunction, failure or loss;

5. Participates in drills and training exercises including those related to firefighting, emergency medical service, technical rescue, extrication, hazardous materials, physical fitness and other related areas or as directed and authorized by the Department or the City;
6. As directed, performs general maintenance work on Department equipment, apparatus, and physical facilities such as cleaning, polishing and minor adjustments and repairs of apparatus and accessories; hydrant testing; washing and polishing vehicles, washing, hanging and drying hose, vacuuming carpets, washing walls and floors, and checking and replenishing disposable supplies;
7. Perform designated activities in the preparation of preplanning, inspections, presentations on fire prevention, suppression procedures and equipment, and conduct tour of department facilities;
8. Drives, operates and cares for assigned apparatus and equipment;
9. Responds to public inquiries in a courteous manner; provide information within the area of assignment or as directed following department SOPs;
10. Attends and participates in assigned meetings, workgroups, boards and committees, and provides information to civic groups regarding departmental functions and activities;
11. Incumbents may be subjected to communicable diseases, blood borne pathogens or other infectious environments;
12. Incumbents may be required to work extended hours including evenings, weekends and holidays.
13. Performs related duties and responsibilities as required or assigned.

Required Knowledge, Skills and Abilities

1. Knowledge of modern firefighting, fire prevention, fire safety inspection, natural or man-made disasters, and related areas with regards to the application of proper principles, practices, techniques and procedures, including the proper utilization, operation and maintenance requirements of various types of fire apparatus, equipment, tools, devices and facilities;
2. Knowledge of the appropriate safety precautions and procedures;
3. Knowledge and ability to memorize the geography, street locations, locations of hydrants, buildings, and routes in the fire district;
4. Knowledge of equipment and appliances used in the performance of the duties and the locations of and the types of fire and rescue equipment available for the handling of any types of emergency calls;
5. Knowledge of the types of training necessary to achieve proficiency for assignment within the division;
6. Knowledge of fire protection systems, exiting and evacuation methods, as well as individual characteristics of buildings, including construction, hazards, and built-in protective devices;
7. Knowledge of and the ability to understand and follow oral and written directions and all City Employee Handbook and Department Standard Operating Procedures;

8. Ability to read and interpret maps, plans, and diagrams;
9. Ability to deal with the public courteously and effectively;
10. Ability to maintain harmonious working relationships with supervisors, co-workers, members, and other City employees;
11. Ability to communicate effectively, both orally and in writing;
12. Ability to physically participate in fire suppression and emergency activities as needed;
13. Ability to properly interpret and make decisions in accordance with laws, regulations, and policies.

Physical Requirements

(Note: The physical demands herein are representative of those that must be met by an employee to be successfully perform the essential functions of this class)

1. Must be able to safely perform the duties of the position without posing a threat to the safety or health of themselves or others;
2. All candidates and incumbents are required to successfully pass a pre-employment/membership and an annual or bi-annual comprehensive medical evaluation including respiratory fitness as well as the medical fitness standards as specified in NFPA 1582;
3. Must have the use of sensory skills in order to effectively communicate and interact with other employees and the public through the use of the telephone and personal contact as normally defined by the ability to see, read, talk, hear, handle or feel objects and controls;
4. Physical capability to effectively use and operate various items of office related equipment, such as, but not limited to a, personal computer, calculator, copier, and fax machine;
5. Significant standing, walking, moving, climbing, carrying, bending, kneeling, crawling, reaching, handling, pushing, and pulling;
6. Able to work in an outdoor environment subject to extremes in temperature; inclement weather and exposure to dust, fumes, and loud noises intensity;
7. Ability to wear and use Self-Contained Breathing Apparatus (SCBA);
8. Maintain physical activity over prolonged periods of time, including attacking a fire, walking, stooping, kneeling in awkward positions; and moving and lifting heavy objects exhibiting physical strength, endurance and agility.

Required Education and Experience

1. High school diploma or G.E.D.;
2. Must be 18 years of age;
3. Valid Class "C" motor vehicle license of state in which the employee resides.

Certificates, Licenses, Registrations, Skills:

1. Firefighter I;
 2. Hazardous Materials – Operations;
 3. Nationally Registered Paramedic;
 4. One (1) year or less of service;
 5. Emergency Vehicle Operator Course;
 6. Department FADO – Light Duty (Sedan/Utility Vehicles)
 - a. All members are required to obtain FADO – Light Duty before the end of their probationary period.
 7. NIMS 100 & 700.
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The above job description is not intended as, nor should it be construed as, exhaustive of all responsibilities, skills, efforts, or working conditions associated with this job.

Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of this job.