



Firefighter/Paramedic

Salisbury Fire Department

***\$10,000 Sign-On Bonus**

SALARY

\$51,971

TYPE

Full-Time/Part time

SCHEDULE

24/72 shifts

DATE POSTED

9/22/2026

BENEFITS

Full benefits for fulltime

DEPARTMENT PROFILE

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 core values are honesty, integrity, teamwork, and a commitment to excellence, knowledge, creativity, respect, and a balanced life.

POSITION PROFILE

Under the supervision of an assigned supervisor, the FF/Paramedic 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.

Please see next page for complete details on requirements and hiring process including testing dates, etc.

EDUCATION/EXPERIENCE

High school diploma or equivalent required

No experience required

REQUIREMENTS / CERTIFICATIONS

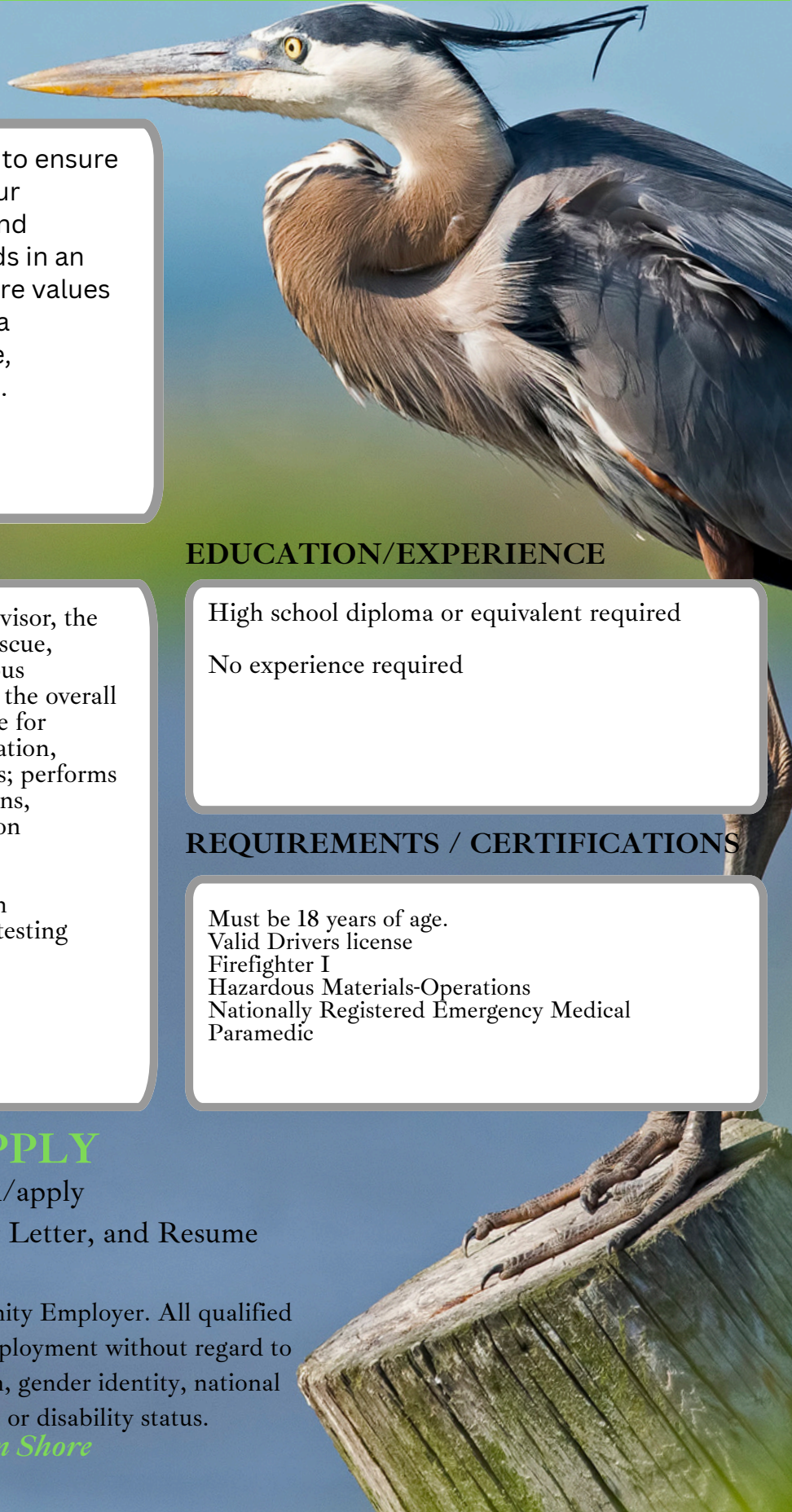
Must be 18 years of age.
Valid Drivers license
Firefighter I
Hazardous Materials-Operations
Nationally Registered Emergency Medical
Paramedic

HOW TO APPLY

1. Visit Salisbury.md/apply
2. Submit City Application, Cover Letter, and Resume

The City of Salisbury is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status, or disability status.

Capital of the Eastern Shore



Firefighter/Paramedic Hiring Process

Candidates must be trained and proficient in fire suppression, rescue and emergency medical services at the basic life support (BLS) 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 place 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.

If a candidate is hired, they will start as a Probationary Firefighter/Paramedic with a salary of \$49,496 annually. Once they successfully complete the probationary period (6 months), they will be moved to the starting salary of \$51,971 annually.

City of Salisbury, MD

Classification Description

Classification Title: Firefighter/Paramedic

Grade: 2P (FPP)

Department: Fire

FLSA Status: NE

Date: 8/28/2025

Position Profile: 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.

Duties and Responsibilities

Administration/Task Completion

- 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.
- 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.

Skill Proficiency/Technical Aptitude

- Regularly utilize and operate a wide variety of fire suppression, rescue, and emergency medical equipment and tools.
- Drives, operates, and cares for assigned apparatus and equipment.

Leadership/Role Model

- Responds to public inquiries in a courteous manner; provide information within the area of assignment or as directed following department SOPs.
- Attends and participates in assigned meetings, workgroups, boards and committees, and provides information to civic groups regarding departmental functions and activities.

Stewardship/Resources

- 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.
- 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.

- Perform designated activities in the preparation of preplanning, inspections, presentations on fire prevention, suppression procedures and equipment, and conduct tour of department facilities.

Development/Professional Development

- 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.

Performance Expectations

- **Communication:** Articulates thoughts and ideas clearly and effectively to exchange information. Listens to others and provides useful feedback.
- **Work Ethic:** Demonstrates personal accountability, effective work habits, integrity and ethical behavior.
- **Teamwork:** Works well as a part of a team through respectful and collaborative relationships with colleagues, customers, affiliates and stakeholder groups.
- **Problem Solving:** Improves, designs, refines, finds and invents criteria to combine in order to resolve problems. This combines creative and critical thinking.
- **Initiative:** Takes charge before others do and/or without being instructed.

Hazards & Risks

- Incumbents may be subjected to communicable diseases, blood borne pathogens or other infectious environments.
- Incumbents may be required to work extended hours including evenings, weekends and holidays.

Education and Experience

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

Required Certifications, Licenses, & Registrations

- Firefighter I
- Hazardous Materials – Operations
- Nationally Registered Emergency Medical Technician-Paramedic
- Emergency Vehicle Operator Course
- Department FADO – Light Duty (Sedan/Utility Vehicles)
- NIMS 100 & 700

Knowledge, Skills & Abilities

- 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.
- Knowledge of the appropriate safety precautions and procedures.
- Knowledge and ability to memorize the geography, street locations, locations of hydrants, buildings, and routes in the fire district.

- 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.
- Knowledge of the types of training necessary to achieve proficiency for assignment within the division.
- Knowledge of fire protection systems, exiting and evacuation methods, as well as individual characteristics of buildings, including construction, hazards, and built-in protective devices.
- Knowledge of and the ability to understand and follow oral and written directions and all City Employee Handbook and Department Standard Operating Procedures.
- Ability to read and interpret maps, plans, and diagrams.
- Ability to deal with the public courteously and effectively.
- Ability to maintain harmonious working relationships with supervisors, co-workers, members, and other City employees.
- Ability to communicate effectively, both orally and in writing.
- Ability to physically participate in fire suppression and emergency activities as needed.
- Ability to properly interpret and make decisions in accordance with laws, regulations, and policies.

Physical Requirements

- Must be able to safely perform the duties of the position without posing a threat to the safety or health of themselves or others.
- 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.
- 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.
- 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.
- Significant standing, walking, moving, climbing, carrying, bending, kneeling, crawling, reaching, handling, pushing, and pulling.
- Able to work in an outdoor environment subject to extremes in temperature; inclement weather and exposure to dust, fumes, and loud noises intensity.
- Ability to wear and use Self-Contained Breathing Apparatus (SCBA).
- 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.

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.