



DAISY MOUNTAIN FIRE DISTRICT
JOB ANNOUNCEMENT

EMCT – PARAMEDIC

Estimated Annual Earnings: \$49,690 - \$67,334.40

Non-Exempt - Paid Hourly, Based on a 48/96 Schedule

OPENING DATE: 03/14/2022

CLOSING DATE: OPEN

AS THE EMPLOYER OF CHOICE, WE OFFER EXCELLENT BENEFITS AND AN OUTSTANDING WORKING ENVIRONMENT!

This recruitment will be utilized to establish a hiring list from which vacancies will be filled. You are encouraged to print this bulletin because it contains important dates and information that will not be available online once this position closes.

EMCT PARAMEDIC JOB DESCRIPTION

MAJOR FUNCTIONS:

The function of this job classification is to work with a fire department team in EMS functions, transport of patients, operation of a fire department ambulance, and to assist in non-fire suppression duties. These activities are often performed under conditions which require strenuous physical and emotional exertion. Emergency Medical Care Technician's participate in supervised drills and training in EMS skills. Some time is spent in special and routine maintenance of equipment and apparatus and routine care of buildings and grounds, as well as public education activities. The Emergency Medical Care Technician is assigned to a fire captain that supervises them during emergency events, routine station activities, and equipment maintenance. May be assigned to work on special assignments which call for special abilities and knowledge attained through experience and training. May be assigned to either a 40-hour or 56-hour schedule, depending on the needs of the Fire District.

Essential Functions

- Help transfer patients to the emergency department of a healthcare facility and report their observations and first aid treatment to hospital staff.
- Do an on-the-spot assessment of the patient's condition and determine a proper course of treatment.

- Use backboards and restraints to immobilize patients and secure them in the ambulance for transport.
- Create a patient care report, documenting the medical care given to the patient at the scene and en-route to the hospital.
- Replace used supplies and check or clean equipment after use.
- Administer EMS to injured persons, frequently using advanced techniques to restore cardio-pulmonary functions.
- Follow department policies and procedures.
- Operate fire department apparatus in a safe manner, including emergency vehicle operation.
- Perform general maintenance work in the up keep of the Fire Department property and apparatus.
- Participate in public education activities.
- Operate Computer Aided Dispatch equipment.
- Demonstrate continuous effort to improve operations, decrease turnaround times, streamline work processes, and work cooperatively and jointly to provide quality seamless customer service.
- Must be able to pass pre-hire physical exam.
- Participate in physical fitness activities to maintain physical conditioning to comply with medical and physical fitness requirements.
- Timely use of all department electronic communication, i.e., Firehouse, Target Solutions, regularly check DMFD email, etc.
- Maintain regular attendance and punctuality, according to department policies.
- Ability to follow and positively model support of DMFD's Mission, Vision and Values.

Knowledge of:

- Ambulance apparatus, equipment, tools, devices, and facilities, and their proper use and maintenance.
- Emergency scene operations and incident command structure.
- Emergency Medical techniques.
- Medical Documentation and related laws.
- Arizona Motor Vehicle Laws.

Ability to:

- Work cooperatively with other District employees and the public.
- Work at heights greater than ten feet.
- Operate power driven machinery.
- Observe or monitor people's behavior to assess patient condition.
- Communicate orally with customers, clients or the public in face-to-face one-on-one settings.
- Understand and follow oral and written instructions in the English language.
- Ability to recognize hazards identified by fire diamonds.
- Tolerate extreme fluctuations in temperature while performing job duties.
- Work for long periods of time, requiring sustained physical activity and intense concentration.
- Rely on sense of sight and hearing to help determine the nature of an emergency and make operational decisions.
- Comprehend and make inferences from written material in the English language.
- Work in a variety of weather conditions with exposure to the outdoor elements.
- Work safely without presenting a direct threat to self or others.
- Make fine, highly controlled muscular movements to adjust the position of control mechanisms such as operating levers, pedals, and valves.
- Follow medical direction and off-line treatment protocols and perform essential skills within the scope of practice for Paramedic.
- Work with outside agencies and communicate patient information to hospital staff in a thorough and concise manner.
- Learn job related material through structured lecture and reading and through oral instruction and observation. This learning takes place in both a classroom setting and in an on-the-job training setting.

- Observe or monitor objects to determine compliance with prescribed operating or safety standards.
- Bend or stoop repeatedly or continually over time to perform emergency medical services or perform duties on the fire ground.
- Move objects between 20-50 pounds short distances (20 feet or more).
- Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull, or otherwise move objects, including the human body.
- Exerting in excess of 50 to 100 pounds of force occasionally, and/or in excess of 25 – 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.
- Use appropriate personal protective equipment (PPE) and protective clothing to prevent exposure to hazardous materials and infectious diseases.

REQUIREMENTS FOR ALL POSITIONS:

- Age: 18 years of age at time of hire.
- U.S. Citizen: Yes
- Disclosure of vaccination status will be required prior to start of employment.
- High School Grad/GED: Yes
- Valid Arizona State Driver's License: Yes
- Ability to read/speak English: Yes
- Must attend all hours of annual training required to maintain State EMCT certification.
- Some positions will require the performance of other essential and marginal functions depending upon work location, assignment, or shift.
- Some positions require the use of personal or District vehicles on District business. Individuals must be physically capable of operating the vehicles safely, possess a valid driver's license and have an acceptable driving record. Use of a personal vehicle for District business will be prohibited if the employee is not authorized to drive a District vehicle or if the employee does not have personal insurance coverage.

REQUIRED CERTIFICATIONS:

EMCT-Paramedic Requirements:

- Current State of AZ Paramedic certification.
- Current CPR for healthcare provider.
- Current Advanced Cardiac Life Support (ACLS) certification.
- Current Pediatric Life Support (PALS) certification, or equivalent.
- National Registry Paramedic encouraged, but not required.

HIRING PROCESS:

Applicants for the Daisy Mountain Fire District must apply online for an assessment test and video interview at www.publicsafetyanswers.com/dmfd. The top candidates from the first interview will be invited to participate in a second interview with the Daisy Mountain Fire District executive staff, scheduled on an as-needed basis.

VETERAN'S PREFERENCE POINTS:

Veteran's will be given five (5) additional points added to the overall cumulative score. Valid honorable discharge paperwork will be required at the time of application. (Veteran's preference points will only be added once all portions of the examination process have been successfully completed.)

EDUCATION POINTS:

Education points will be added to the overall cumulative score after successful completion of all parts of the examination.

- Associate's Degree will receive three (3) points.
- Bachelor's Degree and above will receive five (5) points.

MINIMUM QUALIFICATIONS:

An equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of this position may be considered.

DISQUALIFYING FACTORS:

- Felony conviction;
- DUI conviction within 5 years of application;
- Non-disclosure of criminal conviction at time of application;
- Less than 10 points on driving record within a 12-month period;
- Less than 16 points on driving record within a 36-month period;
- The Daisy Mountain Fire District is a contracted Medicare provider; therefore, no applicant can be on the federal exclusionary list. Candidates must successfully complete a thorough background investigation and driver's license evaluation.

OTHER REQUIREMENTS:

This position requires satisfactory criminal background, fingerprint and reference checks, and may require a Motor Vehicle History Report and Public Records Check. Employment offers are contingent upon successfully passing any of the above requirements. In addition, the Daisy Mountain Fire District will verify that an applicant's name does not appear on the Office of Inspector General's List of Excluded Individuals/Entities (OIG LEIE). This verification will be performed by the Daisy Mountain Fire District upon hire and monthly thereafter. If an employee's name is found on such a list, the offer of employment will be rescinded.

TO APPLY:

- Online assessment test and video interview at www.publicsafetyanswers.com/dmfd.
- Open from MARCH 14, 2022 until filled.
- Final Round In Person Staff Interview dates to be determined.

What to expect at the eHIRE SOLUTIONS website:

- Review all information related to the Daisy Mountain Fire District EMCT-Paramedic position, including minimum requirements and salary.
- Input your contact data, upload resume, etc.
- Detailed information about the online testing process.
- Conduct online job assessment test and video interview.

Daisy Mountain Fire District is a drug free workplace and an Equal Opportunity Employer committed to a diverse workforce.



HOW TO APPLY:

Online testing and video interviews will be accepted at:

www.publicsafetyanswers.com/dmfd



At Daisy Mountain Fire & Medical, you are not just an employee - you are a member, part of a family and a team. You become a member the day you join the organization in any capacity and put on the DMFM uniform. You will always be associated with our family.

We are all members of this family and team by choice. And we hope you choose us!

TO LEARN MORE ABOUT US:

www.daisymountainfire.org



JOIN OUR FAMILY!

**DAISY MOUNTAIN
FIRE & MEDICAL**

WE ARE RECRUITING FOR
PARAMEDICS
TO JOIN OUR TEAM.



PARAMEDIC

\$49,690 - \$67,334.40

ARE YOU INTERESTED IN A REWARDING CAREER THAT ALLOWS YOU TO HAVE **PRIDE PROTECTING PEOPLE?**

As a paramedic you will work alongside other members of DMFM to provide emergency medical treatment at the scene of an accident or illness and transport sick and injured persons to medical facilities. You will analyze and take command of patient care with full responsibility for patients until you are relieved by proper medical staff.

As a non-sworn union member, you have the following workplace benefits:

- ❖ 6% of salary in 457b plan
- ❖ Tuition reimbursement - Up to \$3,000 annually
- ❖ Uniform allowance - \$1,110 annually
- ❖ Generous Sick & Vacation Leave
- ❖ Holiday Pay - 110 hours annually
- ❖ Longevity Pay bonus after 2 years
- ❖ 48/96 Schedule
- ❖ Work out of a fire station with private bedroom
- ❖ Preferred status for advancement
- ❖ Horton Ambulances
 - Top safety rating
- ❖ Power gurneys with a power lift system

WE AT DAISY MOUNTAIN FIRE & MEDICAL CARE ABOUT THE HEALTH & WELLNESS OF OUR MEMBERS!

ONE WAY WE SHOW OUR APPRECIATION IS THROUGH OUR EXCELLENT BENEFIT PACKAGE:

PLEASE SEE BELOW FOR A SAMPLING OF OUR CURRENT HEALTH & WELLNESS BENEFITS:

- ❖ BCBS of Arizona PPO
 - \$2,800 Deductible for Individual
 - \$5,600 Deductible for Family
 - No payroll deduction for Individual
 - Up to \$159.60 per pay period for Family
- ❖ HSA Funding - Employer Paid
 - \$3,450 annually for Individual
 - \$4,500 annually for Family
- ❖ Choice of two (2) PPO Dental Plans
- ❖ VSP Enhanced Vision Plan (Employee Paid)
- ❖ \$100,000 Life & AD & D Coverage
 - Members may choose to purchase supplemental coverage for themselves and family
- ❖ Employer Paid Short & Long Term Disability
- ❖ Employer Paid Employee Assistance Program
- ❖ Voluntary AFLAC Plans

CANDIDATE REQUIREMENTS

- Age 18+
- Valid Arizona Driver's License
 - Or the ability to obtain one prior to employment
- Valid State of Arizona EMCT-Paramedic Certification
 - Or National Registry Certification
- CPR Healthcare Provider Certification
- ACLS & PALS Certification
- Less than 10 points on driving record in the last twelve months
- **IF YOU ARE STILL IN SCHOOL, AND WITHIN 3 MONTHS OF GRADUATING WITH YOUR PARAMEDIC CERT, WE WOULD ENCOURAGE YOU TO APPLY. WE WILL WORK WITH YOU TO FIND A MUTUALLY AGREEABLE START DATE AFTER YOU GRADUATE!**

