



DEERFIELD TOWNSHIP FIRE RESCUE DEPARTMENT

Firefighter/Paramedic Job Announcement

Full-Time Employment

Deerfield Township is an Equal Opportunity Employer



ABOUT DEERFIELD

Deerfield Township spans 16 square miles in the southwest corner of Warren County and has borders with both Hamilton and Butler Counties. The Township is located along Interstate 71, north of Interstate 275 and is bordered on its east side by the Little Miami Scenic River. It is currently the most populous jurisdiction in the county with over 38,000 residents. Deerfield has a diverse housing stock, excellent schools, a robust park system, and a bustling retail and entertainment scene.

Townships are a political subdivision authorized by the State of Ohio to perform a wide variety of services for a community. They were the first form of local government created in the State of Ohio.

Since the Ohio Constitution was adopted in 1851, the basic structure of township government has remained relatively unchanged. Townships are guided by an elected three member Board of Trustees and an elected Fiscal Officer.

The board sets forth township policies, guides the affairs and functions of the government, and appoints the Township Administrator to manage the day to day operations. The Deerfield Township Administration is made up of several departments including:

- Economic Development
- Finance
- Fire & EMS
- Planning and Zoning
- Service Department - Parks & Recreation/ Cemetery
- Service Department - Public Works

Additionally, the Township partners with the Warren County Sheriff's Department to provide police service.

Visit our website at www.choosedeerfield.com

ABOUT DTFR

Deerfield Township Fire Rescue (DTFR) operates out of three strategically located fire stations with an ISO Class 2 rating. Deerfield's fourth fire station is currently under construction. With the addition of Station 59 in early 2021 and with daily staffing of 20, DTFR will operate three Engine Companies, a cross-staffed Ladder and Heavy Rescue Company, and four Paramedic Transport Units under the direction of a Battalion Chief.



MISSION STATEMENT

The Deerfield Township Fire Rescue Department's mission is to protect the quality of life for present and future generations through interaction with our community, compassionate service, and an atmosphere that encourages duty, honor, trust, and integrity.

VISION STATEMENT

It is the vision of the Deerfield Township Fire Rescue Department to continue to grow and adapt to our ever changing community, and to provide the highest level of public safety to our citizens.

VALUE STATEMENT

Fire and Emergency Medical Services is a customer-driven industry that must meet the expectations of the citizens we service. To meet these expectations, our personnel must exhibit the following core values and principles:

- Duty
- Honor
- Trust
- Integrity



DTFR ORGANIZATION

DTFR is comprised of 52 full-time employees and approximately 50 part-time employees. The department is operated under the direction of the Fire Chief and his command staff that is comprised of three Battalion Chiefs who direct the daily operations of each shift. Each fire station is managed by Captain and two Lieutenants. Station 56 - 8395 Snider Road and Station 57 - 3435 US 22/3 are staffed by six personnel. Station 58 - 2095 Kings Mills Road and Station 59 - on Butler Warren Road are staffed by four personnel. DTFR has two staff officers who work M-F (a Captain of Fire Prevention and an EMS Lieutenant) and a Department Mechanic.

EMPLOYMENT BENEFIT PROFILE

Pay	2021 - \$68,953.25
	2022 - \$71,021.85

Work Week

- 48 hours with 3-week kelly-day
- Overtime after 212 hours in each FLSA period

Insurance

- Choice between High Deductible Health (HSA) Insurance or a PPO Insurance Plan
 - See Collective Bargaining Contract
- Vision and Dental Plan

Pension

- Ohio Police & Fire Pension Fund
- Ohio Deferred Compensation available

Other

- Employees are eligible for 24 hours of additional pay (Contract Time) if the time is available on the schedule per FLSA period
- College Tuition - DTFR pays 100% of college expense for up to 5 employees at a time.

Vacation Time

- After 6 month - 48 hours, After 1 year - 48 hours
- 2 to 5 years - 96 hours,
- 6 to 10 years - 144 hours
- 11 to 15 years - 192 hours
- 16 to 20 years - 216 hours
- 20+ years - 240 hours

Holiday Time

- 96 hours of paid time off each year and time and a half when an employee works ten identified holidays

Sick Time

- 12 hours of sick time accrual per month, up to 48 hours of sick time can be used as personal time annually

Shift Trades

- Employees are eligible to trade shifts within their rank classification.



HIRING PROCESS

DTFR is seeking to hire six Firefighter/ Paramedics with a start date in January of 2021. Lateral hiring is encouraged, employees will advance to vacation time equivalent to their seniority after one year of employment.

Requirements:

- Valid Driver's License
- Ohio Career Firefighter Certification (FFII)
- Ohio EMT-Paramedic Certification
- Ohio Fire Safety Inspector Certification within 12 months of appointment
- Hazardous Materials Technician Training required within 12 months of appt.
- High School Diploma or GED

Process Scoring:

- Application, Resume, & Cover letter -The resume will be graded based upon skills, abilities, and training. Please submit a copy of all fire and EMS certifications, certificates, training, and formal education (fire, EMS, or pub admin) you want considered. The resume will count as 25% of the process score.
- Written Test (IO Solutions Firefighter Selection Tool Examination) - The written exam will count as 25% of the process score, you must obtain at least a 70% on the examination to continue.
- Physical Agility - Valid Firefighter CPAT (certification on or after 10/26/2019) or valid Firefighter Mile (certification on or after 10/26/2019). Physical Agility Test Certification must be submitted by November 20, 2020 at 4:00 p.m. EST. The Agility will be counted as pass/fail.
- EMS Patient Care Simulator Evaluation - The simulator score will count as 25% of the process score, you must obtain at least a 70% on the simulation to continue.
- Community Panel Interview - The interview will counted as 25% of the process score.
- Command Staff Interview - The process score will determine which candidates get a Command Staff Interview. Selections for hire will be made in the Command Staff Interview.
- Psychological Evaluation
- Post Job Offer Police & Fire Medical Examination (unless currently enrolled in the OP&F pension).

Those interested should submit a cover letter, along with an application and resume to:

Deerfield Township Administration
Attn: HR Specialist Alicia Hamann
4900 Parkway Drive - Suite 150
Mason, Ohio 45040

Applicants are due by October 26, 2020 at 4:00 p.m. EST. The written examination will be on November 7, 2020.





DEERFIELD TOWNSHIP FIRE RESCUE DEPARTMENT JOB DESCRIPTION

IDENTIFICATION:

POSITION TITLE: **Firefighter/Paramedic – Full-Time**
DEPARTMENT: Fire
IMMEDIATE SUPERVISOR: Lieutenant or Captain

JOB SUMMARY

Under general supervision, performs fire suppression/fire prevention duties; assesses, treats acutely ill and injured citizens; performs rescue procedures, operates emergency fire apparatus and emergency medical equipment; performs fire inspections and prevention programs; participates in Fire/EMS training, station and equipment maintenance; and performs related work as required.

ESSENTIAL JOB FUNCTIONS

- Performs fire suppression duties; deploys fire hose for suppression and water supply; enters fired building locating and extinguishing fire; searches for and rescues fire victims.
- Performs salvage operations; raises and places ladder to preserve property; overhauls fire scene to prevent rekindle.
- Helps preserve fire scene for investigation.
- Operates and maintains fire apparatus including pumpers, aerial ladders and ambulance.
- Performs fire prevention inspections, pre-fire plans on commercial/public facilities; fire prevention educational programs; participates in on-going continuing education programs.



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- Performs emergency medical duties; evaluates sick and injured persons; performs basic and advanced pre-hospital care; operates technical medical monitoring equipment; stabilizes and lifts patients, calculates drug dosages; completes evaluation and treatment forms.
- Performs the functions required for their Area of Responsibility (AOR) as assigned.
- May function as an Acting Lieutenant if so qualified/cleared and when doing so will function under the Lieutenant's job description.
- Provides leadership and guidance to the part-time staff.

OTHER JOB FUNCTIONS

Performs equipment inspections, preventive maintenance of vehicles and equipment, minor repairs to equipment, vehicles and facilities. May be required to assist in or conduct public education programs in Fire or EMS related subjects, completes records and reports. In addition to these duties, the firefighter is required to participate in company-level fire safety inspections.

QUALIFICATIONS

To perform this job successfully, the individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE

- High School Diploma



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LANGUAGE SKILLS

Ability to read, analyze, and interpret common scientific and technical journals, financial reports, and legal documents. Can respond to inquiries or complaints from citizens, regulatory agencies, or members of the business community. Ability to write speeches and articles for publication that conform to prescribed style and format. Can effectively present information to top management, public groups, and boards of directors.

MATHEMATICAL SKILLS

Ability to calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area, circumference, and volume. Ability to work with mathematical concepts such as basic algebra, basic geometry, probability and statistical inference, and fundamentals of plane and solid geometry and trigonometry. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

REASONING ABILITY

Ability to apply principles of logical or scientific thinking to a wide range of intellectual and practical problems. Ability to deal with nonverbal symbolism (formulas, scientific equations, graphs, musical notes, etc.) in its most difficult phases. Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

OTHER KNOWLEDGE, SKILLS AND ABILITIES

Ability to assess, plan, organize, and execute essential job functions without a need for constant supervision; ability to demonstrate a thorough knowledge of rules and regulations of the department and other authorities; ability to cooperate with fellow employees and general public, ability to communicate and interpret information of highly technical nature to construction contractors, building officials, and inspection professionals; ability to understand written and oral instructions; ability to exhibit emotional stability and courage as a Fire Inspector dealing with contractors under



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significant time restraint; must be of good moral character with ability to distinguish and disseminate sensitive information; must become knowledgeable of the geography within the Township, locations and status of water supply systems, alarm systems, and fire suppression systems.

REQUIRED CERTIFICATES, AND/OR LICENSES

- Valid Ohio Driver's License
- Ohio Career Firefighter Certification
- Ohio EMT-Paramedic Certification
- Ohio Fire Safety Inspector Certification within 12 months of appointment
- Hazardous Materials Technician Training required within 12 months of appt.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to use hands to finger, handle, or feel. The employee is occasionally required to stand; walk; sit; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; and taste or smell. The employee must frequently lift and/or move more than 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.



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While performing the duties of this job, the employee is regularly exposed to moving mechanical parts, fumes or airborne particles, and outside weather conditions. The employee is frequently exposed to toxic or caustic chemicals, extreme heat, and risk of electrical shock. The employee is occasionally exposed to wet and/or humid conditions; high, precarious places; explosives; risk of radiation; and vibration. The noise level in the work environment is usually loud.

SELECTION GUIDELINES

- Resume – 25% of grade
- Written Examination Fire/EMS – 25% of total grade
- Patient Care Assessment Center – 25% of grade
- Community Panel Interview – 25% of grade
- Chief's Interview – Pass/Fail

The final selection is subject to the approval of the Township Administrator and Township Board of Trustees.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Established 10/1998
Revised 02/2018