TOWN OF NEWBURY
# FIRE DEPARTMENT

David C. Evans
Chief of the Department

Wallace J. Ziegler, Sr.
Deputy Fire Chief

## FIREFIGHTER/EMT

**POSITION OVERVIEW**

**POSITION**: Firefighter/EMT (Paramedic Preferred)

**DEPARTMENT**: Fire Department
**HOURS OF WORK**: 42 Hours Weekly (4 Days On/$ Day Off Shift Cycle)
**CLASSIFICATION**: Full-Time, Union Position
**COMPENSATION**: Starting Salary will be determined by New CBA and a generous benefits package
Current: $50,523 - $53,123

Firefighters perform multiple, complex, and high-risk procedures and techniques in responding to fire and non-fire emergencies.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**
The items listed below are intended only as illustrations of the various type of work that may be performed and is not to be considered a full and complete list of all duties and responsibilities. Other reasonably related tasks may be assigned.

• Wearing personal protective ensemble and SCBA, performing fire-fighting tasks (hoseline operations, extensive crawling, lifting and carrying heavy objects, ventilating roofs or walls using power or hand tools, forcible entry, etc.), rescue operations, and other emergency response actions under stressful conditions, including working in extremely hot or cold environments for prolonged time periods
• Wearing an SCBA, which includes a demand valve–type positive-pressure facepiece or HEPA filter masks, which requires the ability to tolerate increased respiratory workloads
• Climbing four or more flights of stairs while wearing fire protective ensemble weighing at least 50 lb. or more and carrying equipment/tools weighing an additional 20 to 40 lb.
• Wearing fire protective ensemble that is encapsulating and insulated, which will result in significant fluid loss and can elevate core temperature
• Wearing personal protective ensemble and SCBA, searching, finding, and rescue- dragging or carrying victims ranging from newborns to adults weighing over 200 lb. to safety despite hazardous conditions and low visibility
• Wearing personal protective ensemble and SCBA, advancing water-filled hoselines up to 2 1#2 in. in diameter from fire apparatus to occupancy (approximately 150 ft.), which can involve negotiating multiple flights of stairs, ladders, and other obstacles
• Wearing personal protective ensemble and SCBA, climbing ladders, operating from heights, walking or crawling in the dark along narrow and uneven surfaces, and operating in proximity to electrical power lines and/or other hazards
• Unpredictable emergency requirements for prolonged periods of extreme physical exertion without benefit of warm-up, scheduled rest periods, meals, access to medication(s), or hydration
• Operating fire apparatus or other vehicles in an emergency mode with emergency lights and sirens
• Critical, time-sensitive, complex problem solving during physical exertion in stressful, hazardous environments, including hot, dark, tightly enclosed spaces, that is further aggravated by fatigue, flashing lights, sirens, and other distractions
• Ability to communicate (give and comprehend verbal orders) while wearing personal protective ensembles and SCBA under conditions of high background noise, poor visibility, and drenching from hose lines and/or fixed protection systems (sprinklers)
• Functioning as an integral component of a team, where sudden incapacitation of a member can result in mission failure or in risk of injury or death to civilians or other team members

Additional non-emergency functions include the following:

• Performs equipment checks; pulls equipment out of compartments for cleaning and maintenance; washes engines, trucks.
• Performs household duties at fire station such as sweeping, mopping, power washing, trash removal.
• Inspects residences, businesses, and industrial locations for compliance with fire codes.
• Educates the public on fire safety issues and rules.

**WORK SCHEDULE**

Full-time firefighters and company officers work an average of 42 hours per week, based on a 4 Day On/4 Day Off rotation. Personnel are assigned to one of two work groups. This schedule will be detailed in the current collective bargaining agreement.

**SUPERVISION**

Reports to the Duty Officer on Shift, or in their absence, the Captains, Deputy Chief, and then the Fire Chief

**MINIMUM QUALIFICATIONS**

- • High School Diploma or equivalent
- • Massachusetts Firefighter 1-2 or Nationally recognized Firefighter I & II
- • Massachusetts/National EMT-B (Paramedic preferred)
- • Active Driver's License (CDL preferred)
- • Able to pass a comprehensive criminal background investigation
- • Must pass Candidate Physical Ability Test (CPAT)
- • Must pass or have a current NFPA 1582 physical
- • Must sign and pass a CORI
- • Drug/marijuana and tobacco products free
- • Basic computer literacy, Windows & Apple

**PHYSICAL REQUIREMENTS**

The physical demands of this position are considered to be: **Heavy** (50 to 100 pounds lifted/ carried or force exerted occasionally; 25 to 50 pounds lifted/carried or force exerted frequently).
• FREQUENTLY = 34 - 66% of the time (2.7 - 5.3 hrs.)
• OCCASIONALLY = 1 - 33% of the time (4.8 min. - 2.6 hrs.)

Percentage of work day and/or intermittence is noted if appropriate. N/A denotes "not applicable." Surface, body part involved, object used, weight, distance, and average/maximum times are noted below.
***FREQUENTLY***
• Standing: Dynamic standing, raising ladders, operating a hose, clearing debris, inspecting equipment, sweeping or mopping, power washing
• Walking: Walking from and to truck or engine multiple times at fire or accident scene
• Walking on rough ground or uneven surfaces: When working in fire scenes that have no pavement or smooth surfaces, working on surfaces strewn with debris
• Twist or Turn: Frequently, removing and replacing protective gear, tools and equipment from the truck, removing, deploying and replacing ground ladders, moving or removing furniture or other obstacles
• Reaching Waist to Shoulder: Pulling hoses off of truck or engine, carrying/using axes or other tools, moving or removing furniture or other obstacles, retrieve and store items and supplies
• Handling/grasping: Using tools, hoses, first aid cases, ladders, protective gear, backboards, removing victims, sweeping, mopping
***OCCASIONALLY***
• Running: Running from truck or engine to fire or accident scene with tools, equipment, fan or other items; running to pull a dry hose; running to transport a victim on a backboard; running up or down a staircase
• Sitting: Riding in a truck or engine to and from a fire or accident scene
• Driving: If assigned to drive equipment to and from a fire or accident scene

• Balance: When climbing ladders or stairs, suppressing fires at or near rooftops or several stories above ground, walking or running on wet or muddy surfaces, carrying victims

• Work at heights: When suppressing fires at or near rooftops roof tops or several stories above ground, climbing/standing on a ladder, standing on top of parked equipment

• Climb stairs or ladders: Deploying and climbing a ground or aerial ladder to enter a building or suppress a fire; climbing stairs in a building to reach sources of fires or to access and retrieve victims

• Bend/stoop: Unwinding hoses, laying a hose, coupling and uncoupling a hose, mopping a floor, dismantling a vehicle, unpacking and re-packing medical equipment and supplies

• Crouch/Squat: Unwinding hoses, pulling hose, coupling and uncoupling a hose, administering first aid to a victim

• Crawl/Kneel: Crawl on the floor or through wreckage to access a victim; kneel: unwinding hoses, laying/pulling hose, coupling and uncoupling a hose, administering first aid to a victim

• Awkward positions: Reaching over or under wreckage or debris to reach and remove a victim, administer first aid to a victim, or remove debris and obstacles at an accident or fire scene

• Reaching Shoulder to Overhead: Climbing up ground or aerial ladders, hoisting ground ladders onto shoulder, pulling up to enter a truck or engine, swinging an ax or a sledgehammer overhead

• Reaching floor to waist: Holding/carrying ground ladders with other Firefighters, putting on boots and pants, picking up hoses from the ground, shoveling debris

• Extension/flexion: Extension: pushing ladders back into trucks or engines, pushing on internal or external doors in buildings, shoving debris away at a fire or MVA scene; flexion: retrieving hoses, grasping ground ladders below waist

• Power Grasping: Moving/pulling/operating a charged hose, breaching a wall, hanging on to ladder rungs after strenuous exercise

• Finger/Feel: Checking vital signs on a patient, adjusting oxygen and mask, putting on and removing protective gear, writing reports, typing on a computer, using self- contained breathing apparatus

• Operate Foot Control: If assigned to drive equipment

**EXPOSURE TO ENVIRONMENTAL CONDITIONS**

Personnel operating in this job classification must have the ability to operate in the following adverse environmental conditions:

• Fumes, chemicals, dust, odor: Exposed to extremely toxic and hot gases, fumes and smoke; exposure to hazardous substances

• Exposure to extreme changes in temperature: Exposed to extremely high temperatures in enclosed spaces from fires; normal Northeast seasonal changes and temperatures

• Vibration: Vibration occurs when using power equipment such as chain saw, or riding in an engine or truck

• Light: Duties may be performed at night, or inside buildings where visibility is extremely poor due to thick smoke or electricity outage

• Noise: Exposed to loud and very loud noises from pumps, engines, trucks, sirens, and loud voices from commanders and fellow Firefighters

• Ventilation: Exposed to extremely poor ventilation conditions at fire scenes

**SPEAKING, HEARING, AND VISION REQUIREMENTS**

Essential to be able to speak to and hear fellow Firefighters, Commanders, and victims. Near and far acuity essential to perform duties of this position; must be able to see and operate equipment and tools in dark and/or smoky conditions.

**COGNITIVE/PSYCHOLOGICAL REQUIREMENTS**

The following mental/psychosocial functions are considered essential for the performance of the duties of this position:

• Cope with and perform under chaotic and emergency situations; guide and communicate with victims who may be distressed, incoherent, English-limited, or who may be children

• Ability to maintain focus on task while integrating information from multiple, simultaneous sources such as radio communications, and communications from fellow Firefighters

• Recall, process and apply detailed and complex emergency response protocols and instructions

• Organize and prioritize time, decisions, and resources

• Adapt quickly and efficiently to changing, priorities, tasks, emergencies and environmental circumstances

• Respond to and execute orders from commanders

- Cope with heights; ability to ascend and descend ground and aerial ladders
- Ability to perform duties professionally and satisfactorily in a 12-hour shift
- Ability to self-assess and report any diminishing physical and/or psychological capacities affecting job performance
- Ability to skillfully perform repetitive tasks
- Ability to work and cooperate with a close-knit team

**APPLICATION INSTRUCTIONS**

Candidates must return a completed application, cover letter, resume, and copies of relevant fire and EMS certifications, either electronically to **firechief@townofnewbury.org** or by mail to:

**David C. Evans**
**Chief of the Department**
**3 Morgan Ave.**
**Newbury, MA 01951**