



Position Title: Paid On-Call Firefighter/EMT
Department: Fire & EMS
Reports To: Fire Chief
FLSA Status: Non-Exempt

Summary

This is a paid, on-call position that responds to fire, rescue, medical, and other emergency incidents, participates in training and maintenance activities, and provides fire safety education and community relations to the public. Must meet the minimum requirements for duty shift and response to calls.

Essential Position Duties & Responsibilities

The duties and responsibilities listed are intended only as examples of the types of work performed by employees in this position and are not intended to be all-inclusive. 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 City reserves the right to revise or change job duties as organizational needs and job requirements change.

- Performs firefighting activities including driving fire apparatus, operating pumps and related equipment, laying hose, and performing fire suppression, containment, ventilation, and extinguishment tasks.
- Perform Basic (BLS) procedures.
- Safely operates all Fire Apparatus vehicles, Emergency Medical Service vehicles, and specialty vehicles of the Hastings Fire Department, including but not limited to Aerial Apparatus, Class A Pumpers, Grass Fire Rigs, Tankers, Rescue Boats, Rescue Snowmobile, and Rescue Trucks in accordance with NFPA/OSHA Standards
- Performs Fire Suppression, Rescue, and EMS duties in accordance with National Fire Protection Association (NFPA) #1001 and OSHA Standards as may be amended;
- Performs and directs Technical Rescue duties and operations in accordance with NFPA #1601 and OSHA Standards as may be amended;
- Hazardous Materials Operations - Performs duties in accordance with NFPA #472 and OSHA Standards (as may be amended) for hazardous materials incidents.
- Conducts public education on fire prevention, emergency medical techniques, fire suppression activities, personal safety, and other related areas as assigned.
- Performs regular performance checks on all firefighting, EMS equipment, and vehicles, and documents and coordinates to ensure needed repairs are made in a timely manner. Maintain records of operational checks and repairs in accordance with OSHA, NFPA, and DOT standards. Repair of equipment as needed or directed.
- Performs routine maintenance of grounds, building equipment, and structural contents. Coordinates with appropriate building maintenance personnel in accordance with OSHA standards.
- May serve as Incident Commander when first on the scene to initiate the Incident Management System, including but not limited to Size Up, Scene Safety, Personnel Accountability, Apparatus Placement, Suppression, Rescue, Logistics, and EMS. Perform other duties as required, assigned, or apparent.
- Responds to major alarms as required by the minimum response policy.

Knowledge, Skills & Abilities

- Thorough knowledge of modern fire suppression and prevention and emergency medical services procedures, techniques, and equipment; considerable knowledge of applicable laws, ordinances, departmental standard operating guidelines, and regulations.
- Ability to communicate effectively both verbally and in writing, using proper business English, spelling, and grammar.
- Ability to develop and maintain effective working relationships with all co-workers, city staff, the public, and other agency personnel.
- Ability to function in a calm and professional manner during stressful emergency situations.
- Good working knowledge of personal computers and common software applications, such as but not limited to Word, Excel, Access, and Outlook.
- Ability to learn new computer applications and office equipment as needed.
- Ability to address public concerns regarding fire safety and emergency services in a caring manner.
- Ability to communicate effectively in person and while using radios and telephones.
- Ability to effectively multitask and work in an environment consisting of a variety of duties occurring simultaneously.

Minimum Qualifications

- High school diploma or equivalent.
- Must be at least 18 years of age.
- A valid driver's license.
- Working knowledge of Microsoft programs
- Must live within the Hastings Fire Department Service area.
- Must pass the NFPA Standard 1582 for medical and physical fitness standards
- Within the first year of hire, must possess the minimum certification equivalent to the State of Minnesota's equivalent for:
 - Firefighter I
 - Firefighter II
 - Hazardous Materials Operations
 - Emergency Medical Responder
- Within five years of hire, must possess an Emergency Medical Technician (EMT) certificate.

Preferred Qualifications

- Firefighter I, Firefighter II, EMT, or Hazmat certifications.
- Paramedic certification.

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

Must be able to frequently sit, talk or hear, stand, walk, use hands to finger, handle, or operate objects, tools, or controls; and reach with hands and arms. Must be able to occasionally climb or balance, stoop, kneel, crouch, or crawl; and taste or smell. Must frequently lift and/or move up to ten (10) pounds and occasionally lift and/or move up to 100 pounds, occasionally while wearing personal protective equipment (PPE) and SCBA. Specific vision abilities required for this job include close vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. Must wear

PPE, which weighs approximately fifty (50) pounds while performing firefighting tasks; perform physically demanding work while wearing positive pressure breathing equipment with resistance to exhalation and a flow rate specified by the current SCBA manufacturer. Must be willing to perform complex tasks during life-threatening emergencies, work for long periods of time, requiring sustained physical activity, and intense concentration.

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.

Work may be performed in an office, in vehicles, and in outdoor settings during both day and night. Work may be performed in emergency and stressful situations. Must be able to spend excessive time outside exposed to the elements, tolerate extreme fluctuations in temperature while performing firefighting duties, perform physically demanding work in hot (up to 400 degrees Fahrenheit), humid (up to 100% humidity) atmospheres while wearing equipment that significantly impairs body-cooling mechanisms. Experience frequent transitions from hot to cold and from humid to dry atmospheres. Must be able to work in wet, icy, muddy areas and uneven terrain, perform a variety of tasks on slippery, hazardous surfaces, such as on rooftops or from ladders. Must be willing to work in areas where sustaining traumatic or thermal injuries is possible. Must be willing to face exposure to infectious biological agents such as Hepatitis B or HIV. May be exposed to grotesque sights and smells associated with major trauma and burn victims. Must be able to operate in environments of high noise, poor visibility, limited mobility, at heights, and in enclosed or confined spaces.

Supervision of Others

This position is not responsible for the supervision of any staff.

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.