

FIREFIGHTER - RECRUIT

JOB DESCRIPTION

Classification Responsibilities: Firefighter-Recruit is a trainee class used to prepare incumbents for performing public safety work involving the protection of life and property and the delivery of Mesa Fire and Medical Department programs. Preparation involves training in fire suppression, EMS (Emergency Medical Services), and emergency and nonemergency incident response. A Firefighter-Recruit must demonstrate the ability to use fire suppression and emergency medical services skills in accordance with Mesa Fire and Medical Department standards, as well as engage in fire code enforcement, public education, and station and equipment maintenance activities prior to academy graduation. This class is also responsible for performing related duties as required.

Distinguishing Features: While enrolled in the Mesa Firefighter-Recruit Training Academy, employees are assigned to work 8-hour shifts and 40-hour work weeks, and receive close supervision from a Fire Captain assigned as the Fire Training Officer who reviews and evaluates work in progress and upon completion to ensure conformance to standard operating procedures. Upon successful completion of the academy, Firefighter-Recruits are promoted to the Firefighter classification and begin serving their regular probation period as a City of Mesa Firefighter. Incumbents are then required to work 24-hour shifts and 56-hour work weeks, although they may be assigned to work 8-hour shifts and 40-hour work weeks while assisting on special projects. New Firefighters receive close supervision from a Fire Captain who reviews and evaluates their work in progress. This class is FLSA nonexempt.

QUALIFICATIONS

Employee Values: All employees of the City of Mesa are expected to uphold and exhibit the City's shared employee values of Knowledge, Respect, and Integrity.

Minimum Qualifications Required. Must be at least 18 years of age. Graduation from high school or GED. Current EMT (Emergency Medical Technician) or Paramedic certification by scheduled intern orientation date, which must be completed and kept current. State of Arizona EMT or Paramedic certification will be required before confirmation of conditional offers and must be kept current thereafter. Applicants will be required to provide documentation that they have passed a CPAT (Candidate Physical Abilities Test) from a CPAT licensee within 12 months of the specified date. To continue in the testing process, the CPAT licensee must verify the CPAT result.

Special Requirements. Must possess a valid Arizona Driver's License by hire date, and must have an acceptable driving record. Must pass a pre-employment physical. Must meet and maintain NFPA (National Fire Protection Association) and Mesa Fire and Medical Department physical standards. Must meet the qualifications to wear a tight fitting respirator by passing a medical evaluation in accordance with CFR 1910.134 by hire date and must maintain certification.

Substance Abuse Testing. Due to the safety and/or security sensitive nature of this classification, individuals shall be subject to pre-employment or pre-placement alcohol, drug and/or controlled substance testing as outlined in City policy and procedures.

Preferred/Desirable Qualifications. Successful completion of Fire Science coursework from a regionally-accredited college or university and previous firefighting experience (full-time, part-time, or volunteer) is preferred. Bilingual in Spanish is preferred.

ESSENTIAL FUNCTIONS

(This position requires that Recruits learn to perform the essential functions of the Firefighter class. Most of these essential functions can be learned through the successful completion of the Mesa Firefighter-Recruit Training Academy).

Communication: Communicates with management and coworkers in order to establish and maintain effective working relationships, receive technical instruction and direction, and follow orders based on this information. Communicates the ability to perform fire suppression, emergency medical services, fire code enforcement, public education, and station and equipment maintenance duties.

Upon successful completion of the academy, new recruits communicate with the general public, other City employees, and Fire and Medical Department personnel in performing community service and public education duties, which includes: conducting business inspections, presenting public safety training classes, participating in school programs, answering questions, delivering emergency and nonemergency medical care, and ensuring other patient needs. In addition, Firefighters prepare written communication in documenting technical and legal matters.

Manual/Physical: Learns to use firefighting equipment, including: chain saws, rescue saws, blowers, fire hoses, hydraulic or pneumatic rescue equipment, axes, pike poles, and other common hand tools used in delivering Fire and Medical Department services (examples: rescuing trapped or endangered persons and forcing entry into locked vehicles or structures) or in performing routine maintenance duties.

Learns to perform firefighting and related duties while under the following conditions: wearing personal protective equipment weighing approximately 70 pounds; high humidity (up to 100 percent) situations while wearing personal protective equipment that significantly impairs body cooling; relying on self-contained breathing apparatus for ventilation; and in environments with extreme temperature fluctuations (400+ degrees Fahrenheit). Learns to perform the following: ventilate burning buildings by opening windows and holes in roofs and floors; position and climb ladders to gain access to the upper levels of buildings; assist in advancing hose lines and making connections to hydrants; direct streams of water on fires; search and rescue operations inside burning buildings; and emergency medical treatment.

Upon successful completion of the academy, new recruits must also be able to perform fire inspection duties, such as inspecting alarm and fire control systems for compliance with fire code enforcement standards and inspecting buildings for compliance with the UFC (Uniform Fire Code), fire prevention ordinances, etc. Operates motor vehicles (automobile and fire apparatus) requiring a standard Arizona Driver's License to participate in defensive driving classes, as well as other academy training programs. Enters data into a personal computer to document incidents and reports. Distinguishes colors to identify fire chemicals by smoke color, as well as to identify the NFPA 704m System (hazardous materials). Detects the following: natural gas leaks, traffic sounds, sounds of impending building collapse, alarms, sirens, calls for assistance, and other signs of alarm or warning.

Moves heavy objects (up to 185 pounds or more) including: 5" fire hoses, EMS and salvage equipment, smoke ejectors, and persons on backboards with the assistance of an aid, in performing firefighting, EMS, and related duties, for prolonged periods of time and at near maximum heart rates. Participates in a daily physical fitness program in preparation for the performance of firefighting and related duties. Digs up the ground to fight brush fires and rescue trapped persons from cave-ins. Moves dirt and burned building debris. Works in small, cramped areas when rescuing trapped, endangered, or injured people. Works in a variety of weather conditions. Works with solvents, fuels, cleaning fluids, chemicals, and similar solutions using protective equipment to mitigate hazardous materials incidents. Cleans and maintains Fire and Medical Department buildings, apparatus, and grounds. Meets scheduling and attendance requirements.

Mental: Comprehends and makes inferences from written material, including: Mesa Fire and Medical Department procedures manuals, UFC, IFSTA (International Fire Service Training Association) manuals, EMT manuals, the ERG (Emergency Response Guide), and DOT (Department of Transportation) shipping placards and labels. Interprets equipment instructions and preplans in order to operate equipment. Reads and interprets plans. Learns job-related material through on-the-job training and in classroom settings regarding firefighting techniques and methods, firefighting equipment operation, and emergency medical service care.

Knowledge/Skill/Abilities: (Knowledge and skills are obtained through the successful completion of the Mesa Firefighter-Recruit Training Academy.)

Knowledge of:

firefighting methods and modern fire prevention practices;
the UFC and the procedures involved in inspections;
emergency medical methods and procedures; and
overhaul and salvage operations.

Skill in the operation and care of fire apparatus and equipment.

Ability to:

learn a variety of methods and tasks in firefighting, fire prevention, and related activities;
learn to operate heavy motorized firefighting equipment;
function effectively in emergency situations;
engage in moderate to strenuous physical activity and work long hours under emotional stress during emergency situations;
participate in EMS and fire drills;
participate in physical fitness programs and comply with department medical and fitness requirements;
learn the street system and physical layout of Mesa;
understand and follow oral and written instructions; and
establish and maintain effective working relationships with employees, coworkers, supervisors, and the general public.

The duties listed above are intended only as general illustrations of the various types of work that may be performed. Specific statements of duties not included do not exclude them from the position if the work is similar, related, or a logical assignment to the position. Job descriptions are subject to change by the City as the needs of the City and requirements of the job change.

Revised to Update Minimum Qualifications 12/15

CT/jh/vl

CS3919.DOCX (40-hour week)

PAY GRADE: 43

EEO-PSW

IND-7710

JOB FCTN-PUB

SWORN-Yes

INCREMENTS 62-200