



**BUCKSKIN FIRE DEPARTMENT**  
AN AT-WILL EMPLOYER  
8500 Riverside Drive, Parker, AZ 85344  
Phone: 928-667-3321  
FAX: 928-667-3431

**EMPLOYMENT OPPORTUNITY ANNOUNCEMENT**  
**PLEASE NOTE: Initial position was for a 2 year term only**  
**As per SAFER Grant Contract**  
**Only 1 year remains for SAFER Grant Contract**  
**(Terminates 2/20/2018)**

**POSITION: Firefighter/Emergency Medical Technician (EMT)\* or Firefighter/Paramedic\*\***

- \$15.00 hr, plus stipend for medic based on 56 hour/week shifts.
- Annual stipends for IEMT; IEMTC; & Paramedic up to \$6,000 depending on medical certification level.
- Benefits Include: Employee Medical Insurance; APSRS Retirement; Mandated Cancer Policy; State Compensation Fund; Holiday Pay; Vacation Pay; Accruable Sick Leave.

**REQUIREMENTS: At the time of employment, candidates must:**

- Be at least 18 Years of age
- Be at least a high school graduate or G.E.D. equivalent
- Be an Arizona Certified Firefighter I & II or posses equivalent state certificate.
- Be an Arizona Certified Emergency Medical Technician or higher
- Possess a valid AZ driver's license
- Be a Certified Open Water Diver at the time of hire.

**RESIDENCY REQUIREMENTS:**

All employees of the Buckskin Fire Department (BFD) must establish and maintain full time residency within 40 miles of Buckskin Fire District boundary limits from m.p.162 to m.p.148 Hwy. 95 north of Parker, AZ.

**"NO SMOKING" POLICY:**

Buckskin Fire District does not permit the use of tobacco products including, but not limited to smoking and chewing tobacco by BFD personnel while on duty or on the BFD premises.

**JOB RELATED ESSENTIAL QUALIFICATIONS:** At the time of employment, applicants must have knowledge, skills, and experience in the following areas:

- **Fire:** Fire behavior, fire suppression techniques and strategies, and related activities such as laying hose and directing water streams.
- **Rescue:** Operation of extrication tools & equipment; assistance/conducting rope high angle rescue; SCUBA diving and watercraft operations; operation of hand tools and power tools in the use of building and equipment maintenance and repair.

- **Medical:** Basic Life Support (BLS) first aid assessment and techniques, Advanced Life Support (ALS) cardiopulmonary resuscitation techniques, as applicable to the applied position.
- **Communication:** Speaking and hearing - ability to converse, respond, and relay information accurately via telephone, radio, pager, inter-com and in person; ability to comprehend verbal orders; ability to compose accurate written reports.
- **Physical:**
  - Visual ability must be sufficient to meet the NFPA Standard.
  - Ambulatory Movement & Dexterity: Ability to perform rescue operation skills that require the full range of motion and dexterity of all limbs and extremities, including but not limited to the ability to climb, balance, stoop, kneel, crouch, reach, stand, push, pull, lift, drag, jump, and run.

**JOB RELATED DUTIES:** At the time of employment, applicants must be willing and able to:

- **Maintain a state of readiness:** Respond to all types of emergency calls, day or night, on or off duty.
- **Fire:** Respond to and perform all operations necessary to ensure the confinement and extinguishment of a fire and/or other hazardous conditions.
- **Rescue:** Respond to and initiate rescues as required by the circumstances; and to interact with other emergency responder units.
- **Medical Aid:** Respond to and render medical aid as an emergency medical technician (EMT) or higher level of medical certification.
- **Public Assistance and non-emergencies:** Respond to non-emergency situations and provide courteous service as the circumstances require.
- **Respect all levels the Bucksfire Fire District Authority:** Obey all lawful orders issued by superiors and when promoted, issue lawful orders as required by the circumstances.
- **Maintain Medical Certification Level:** Meet all continuing education requirements with respect to firefighter and medical level certification.

**TESTING PROCESS:** Candidates will be scored separately during each phase of the testing process. Upon completion of the Testing Process, each candidate's separate scores will be added together.

**1. PHYSICAL AGILITY TEST:** Candidates will be evaluated according to their physical ability to perform tests that simulate essential tasks at fire and rescue scenes. This is a timed test. A time of 4 minutes and 45 seconds or better is considered excellent.

Candidates will progress in a continuous manner along a predetermined path and sequentially perform 7 different events as follows:

1. Pull 200 feet of 2 1/2 inch hose, uncharged, fully extended, with nozzle attached. Candidates will be disqualified if they drop the nozzle.
2. Strike a simulated ventilation prop 25 times in an acceptable manner, overhead, with a sledge hammer.

3. Move 5 sections of 2 1/2 inch hose, uncharged, 1 at a time, a distance of 25 feet; and then return all 5 sections to the starting point, 1 at a time; hose sections must be placed, not dropped.
4. Simulate an attic crawl on a ladder on the ground; candidates must crawl the full length of the ladder with their feet touch each rung, step off the ladder, and then return to the starting point using the same crawl technique for the entire length of the ladder.
5. Drag backwards a manikin weighing 185 pounds a distance of 50 feet.
6. Simulate a ladder raise; 2 sections of dry hose will be used; candidates will hoist two rolls of dry hose, hand-over-hand, by using a rope to pull the hose rolls to the top of the hose tower.
7. Pull a 1 3/4 inch hose, charged and extended, 100 feet. Candidates will be disqualified if they drop the nozzle.

Throughout the test, candidates are required to wear a structural turn-out jacket, a self-contained breathing apparatus, and a helmet. Firefighting gloves are optional. A facemask is not required. Candidates will be monitored for symptoms of exhaustion and dehydration.

2. **WRITTEN TEST:** Candidates will be evaluated according to their general knowledge and written communication skills. Candidates will have two hours in which to complete the test.
3. **ORAL BOARD EXAMINATION:** Candidates will be evaluated according to their oral communication skills and will be asked about their background, their knowledge and skills related to firefighting and rescues, and their knowledge about Buckskin Fire Department operations.
4. **INTERVIEW WITH THE FIRE CHIEF:** Candidates will be evaluated according to their commitment to a career as a Firefighter EMT or Paramedic and their commitment to a career with Buckskin Fire Department.

*During the interview, candidates will be required to provide the Fire Chief with a printed copy of their Department of Motor Vehicles driving record.*

# Schedule of Events

**FILING DATES:** Applications are available at the Buckskin Fire Department. Candidates must submit their completed applications on or before the Closing Deadline Dates.

- ✚ Opening Date: **TBA**
- ✚ Closing Date: **TBA**

## **\*\*\*EXAMINATION LOCATION, DATE AND TIMES\*\*\***

Buckskin Fire Department Station 11  
All Phase I Testing will be conducted on \_\_\_\_\_ **TBA** \_\_\_\_\_

### **WRITTEN EXAM:**

- Candidates must be present at the BFD classroom no later than 8:00am.
- Candidates who are inexcusably late will be disqualified.
- Candidates must complete the written examination within two hours.
- Upon completion of the test, each Candidate will be assigned a number for the Oral Interview.

### **AGILITY TEST:**

- Candidates must be present at the BFD classroom no later than 8:00 A.M. for group instruction & familiarization of the agility test.
- **Candidates who are inexcusably late will be disqualified.**
- A walk-through of the course will be conducted for Candidates prior to the agility test at which time any questions will be addressed.
- Thereafter, Candidates will return to the classroom to await their turn at the test.
- The agility test will begin at upon completion of the Written Test. *(You will be directed by staff)*
- Upon completion of the test, each Candidate will be checked for vital signs during their cool down phase. A number will be assigned for the Oral Interview to be held the following day.

**Interview Date(s): to be announced**

### **ORAL INTERVIEW:**

- Oral interview begin at 8:00 a.m.
- Candidates must be present at BFD at their assigned time.
- **Candidates who are inexcusably late will be disqualified.**

### **INTERVIEW WITH FIRE CHIEF:**

- The interview with the Fire Chief will be scheduled upon successful completion of prior phase.
- Candidates must be present at BFD at assigned time.
- **Candidates who are inexcusably late will be disqualified.**

## NOTIFICATION OF RESULTS:

- All candidates who completed the Phase I testing process will be notified of the results by telephone by BFD Administration.

**Only the candidates with the top cumulative scores will be eligible for the Final Selection Process.**

## FINAL SELECTION PROCESS:

The top candidates who successfully complete the Testing Process will be placed on a 12 month Employee Eligibility List from which BFD personnel vacancies will be filled.

**This list expires 12 months from completion date of Testing Process.**

The Candidate(s) selected for hire will be required to subject to a Pre-Employment Background Investigation, Physical Examination, and SCUBA Dive Evaluation Test as described below.

**1. PRE-EMPLOYMENT BACKGROUND INVESTIGATION:** Candidates are required to submit to a pre-employment fingerprint and background check. Candidates with felony and/or sexual offense convictions will not be hired. Candidates with misdemeanor convictions will be evaluated on a case-by-case basis. Any candidate who is found to have intentionally falsified any information during the testing process will be disqualified.

**2. PRE-EMPLOYMENT PHYSICAL EXAMINATION:** Candidates are required to submit to a pre-employment physical examination and will be evaluated according to their physical capabilities to perform the essential tasks of firefighting and rescue. Candidates are also required to pass a mandatory drug screen. The costs of this examination will be paid for by Buckskin Fire Department.

**3. AFTER HIRE:** Employee will be **required** to become Padi-certified open water diver within the first 3 months.

**Candidates who are hired by Buckskin Fire Department must successfully complete a one-year probationary period in order to qualify for permanent employment.**

Information contained herein is subject to change and does not constitute an expressed or implied contract. Any provision contained in this information sheet may be modified or revoked without notice.

*Equal Employment Opportunity* - All candidates will be considered for employment without regard to race, color, religion, sex, national origin age, disability or any other non-merit factor.

### **How/Where to Apply:**

Applications available online and at Buckskin Fire Dept; Station 11  
8500 Riverside Drive  
Parker, AZ 85344

- + **Applications provided upon request.** (928) 667-3321; Fax: (928) 667-3431
- + **Submit Application and Resumé:** completed applications to Fire Chief.
- + **Email to:** bfd11@buckskinfiredeparment.com
- + **Qualified Applicants:** Will be added to the eligibility list.

