



GRAND LAKE FIRE PROTECTION DISTRICT



Job Title:	Firefighter / Paramedic
Reports To:	Shift Lieutenant
Department:	Grand Lake Fire Protection District
Location:	Grand Lake, CO
Date:	August 2023
Rate:	Starting at \$60k per year with increase to \$63,960.00 per year at the one-year anniversary

Summary:

Controls and extinguishes fires, protects life and property, and maintains equipment as an employee of the fire district by performing the following duties.

Benefits:

GLFPD offers a robust benefits package to full-time staff. Pension and retirement benefits include enrollment in FPPA Defined Benefit System and up to 8% company match to FPPA 457 Deferred Compensation Plan. GLFPD pays for employee's health insurance premiums and offers affordable vision, dental and spouse/dependent health insurance options. Paid sick and vacation leave based on years-of-fire-service at any agency. The Family and Medical Leave policy includes enrollment in FAMLII benefits without the tax deduction and a 50% match of sick time use for up to 12 weeks (subject to change when FAMLII takes effect). Additional benefits include an extensive employee assistance program, tuition assistance, education incentive program, length of service raises, and PPE & uniform provisions.

Essential Duties and Responsibilities include the following: (Other duties may be assigned.)

- Responds to fire alarms, hazardous materials incidents, medical emergencies, and other emergency calls.
- Selects hose nozzle, depending on type of fire, and directs stream of water or chemicals onto fire.
- Positions and climbs ladders to gain access to upper levels of buildings or to assist individuals from burning structures.
- Creates openings in buildings for ventilation or entrance.
- Searches buildings and rescues victims from structures and vehicles.
- Protects property from water and smoke by use of waterproof salvage covers, smoke ejectors, and deodorants.
- Provides emergency medical care including advanced life support, first aid, and CPR to injured persons and those in need of medical care.
- Assists other paramedics and other qualified personnel in advanced life support emergency medical care.
- Tests and maintains power tools and equipment.
- Communicates with superior during fire by portable two-way radio.
- Contains, controls, and decontaminates hazardous materials spills.
- Performs a variety of salvage and clean-up operations, including removing water, chemicals, and debris.
- Inspects buildings for fire hazards.
- Makes presentations on fire safety, burn prevention, and fire prevention to schools and community groups.

- Maintains apparatus, quarters, buildings, equipment, grounds, and hydrants.
- Participates in drills, demonstrations, and courses in hydraulics, pump operation and maintenance, and firefighting techniques.
- Drives and operates firefighting vehicles and equipment.

Supervisory Responsibilities:

- None

Competency:

To perform the job successfully, an individual should demonstrate the following competencies:

- Problem Solving - Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Uses reason even when dealing with emotional topics.
- Technical Skills - Assesses own strengths and weaknesses; Pursues training and development opportunities; Strives to continuously build knowledge and skills; Shares expertise with others.
- Oral Communication - Speaks clearly and persuasively in positive or negative situations; listens and gets clarification; Responds well to questions; Demonstrates group presentation skills; Participates in meetings.
- Team Work - Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed; Recognizes accomplishments of other team members.
- Written Communication - Writes clearly and informatively; Presents numerical data effectively; Able to read and interpret written information.
- Change Management - Communicates changes effectively; Prepares and supports those affected by change.
- Leadership - Exhibits confidence in self and others; Inspires and motivates others to perform well; Inspires respect and trust; Accepts feedback from others; Displays passion and optimism.
- Quality Management - Looks for ways to improve and promote quality; Demonstrates accuracy and thoroughness.
- Ethics - Treats people with respect; Keeps commitments; inspires the trust of others; Works with integrity and ethically; Upholds organizational values.
- Organizational Support - Follows policies and procedures; Completes administrative tasks correctly and on time; supports organization's goals and values; Benefits organization through outside activities.
- Strategic Thinking - Develops strategies to achieve organizational goals; Understands organization's strengths & weaknesses; Analyzes market and competition; Identifies external threats and opportunities; Adapts strategy to changing conditions.
- Adaptability - Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.
- Dependability - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals; Completes tasks on time or notifies appropriate person with an alternate plan.
- Initiative - Volunteers readily; Seeks increased responsibilities; Looks for and takes advantage of opportunities; Asks for and offers help when needed.
- Innovation - Generates suggestions for improving work; Presents ideas and information in a manner that gets others' attention.

- Judgment - Displays willingness to make decisions; Exhibits sound and accurate judgment; Supports and explains reasoning for decisions; Includes appropriate people in decision-making process; Makes timely decisions.
- Motivation - Sets and achieves challenging goals; Demonstrates persistence and overcomes obstacles; Measures self against standard of excellence; Takes calculated risks to accomplish goals.
- Professionalism - Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.
- Quality - Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality; Applies feedback to improve performance; Monitors own work to ensure quality.
- Quantity - Completes work in timely manner; Strives to increase productivity; Works quickly.
- Safety and Security - Observes safety and security procedures; Determines appropriate action beyond guidelines; Reports potentially unsafe conditions; Uses equipment and materials properly.

Qualifications:

To perform this job successfully, an 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.

Certificates and Licenses:

- Colorado State FF-I; Hazardous Materials Operations;
- Colorado State Paramedic; (*NREMT Paramedic preferred*)
- Current ACLS, PALS, CPR
- ICS 100, 200, 700, 800
- *S130- S190; L-180*

GLFPD Qualifications:

- Completion of the GLFPD Diver Operator Driver Tasks Books for all emergency response apparatus.
- Successful yearly completion of the NWCG Pack Test.
- Successful yearly completion of the GLFPD Strength and Agility Testing.
- Successful yearly completion of the GLFPD MAYDAY Competency Testing.
- Attendance to one of the GLFPD biannual Live Fire Training.

Education/Experience:

One-year structure / wildland fire and paramedic medicine experience.

Language Ability:

Ability to read and interpret documents in English such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers, employees, or community members.

Math Ability:

Ability to add, subtracts, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

Reasoning Ability:

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.

Computer Skills:

To perform this job successfully, an individual should have knowledge of Word Processing software and Spreadsheet software.

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. While performing the duties of this job, the employee is frequently exposed to work near moving mechanical parts; work in high, precarious places; outdoor weather conditions and extreme cold (non-weather). The employee is occasionally exposed to wet or humid conditions (non-weather); fumes or airborne particles; extreme heat (non-weather); risk of radiation and vibration.

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. The employee must regularly lift and /or move up to 50 pounds, frequently lift and/or move up to 100 pounds and occasionally lift and/or move more than 100 pounds. Specific vision abilities required by this job include Close vision, Distance vision, Peripheral vision, Depth perception and Ability to adjust focus. While performing the duties of this job, the employee is frequently required to stand; walk; sit; use hands to finger, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; talk or hear and taste or smell.

Applications

Applicant that are interested should submit a letter of interest and resume to Chief Seth St. Germain:

- sstgermain@grandlakefire.org
- P.O. Box 1408 Grand Lake Co 80447 – Attention Chief St. Germain

Following the review of the letter of interest and resume, applicants will receive an application.