



Paramedic/Firefighter Hiring Process is Open for Spring 2024 Academy!

South Metro Fire Rescue is looking for entry-level and experienced Paramedics to join our organization. This recruitment will fill full-time vacancies for our 2024 Spring Recruit Academy and establish an eligibility list for vacancies in the next 18 months from this posting date.

As part of the selection process for our 2024 Spring Recruit Academy, SMFR will be conducting two Paramedic Practical exams that will occur on the following dates:

PRACTICAL EXAM ON 5/5/2023 - APPLICATION DUE ON 5/1/2023

PRACTICAL EXAM ON 9/15/2023 - APPLICATION DUE ON 9/11/2023

We encourage out-of-state applicants to complete applications at least two weeks prior to each practical exam to allow enough time for travel arrangements.

GENERAL STATEMENT OF DUTIES

Performs paramedic, firefighting, emergency medical, and rescue work in emergency situations. Provides advanced and basic life support care under SMFR Medical Director's approved protocols and statutes. Ensures that other EMT personnel provide basic life support under their oversight. Maintains apparatus, vehicles, equipment, and fire stations. Employees are assigned to a field station and perform a wide variety of emergency medical, firefighting, and rescue techniques under direct and limited supervision.

MINIMUM QUALIFICATIONS

- High school diploma or general equivalency diploma (GED).
- Must be 21 years of age by hire date 2/5/2024.
- Valid CPAT certificate through 5/29/2023.
- Possess or be able to obtain a Colorado Driver's License by hire date 2/5/2024.
- Possess and maintain an acceptable driving record in accordance with SMFR's Driving Records Policy.
- Must be able to pass a pre-employment background check, criminal history review, physical, fitness/wellness assessment, medical evaluation, drug screen and psychological exam.

MINIMUM QUALIFICATIONS (CONTINUED)

Colorado Residents - Required Certifications

- Current Colorado State Paramedic Certification
- Current ACLS Certification
- Current BLS Certification

Additional Certifications- If you hold either of the below certifications please provide.

- Current National Registry Paramedic Certification
- Current PALS

Out of State Residents - Required Certifications

- Current National Registry Paramedic Certification
- Current ACLS Certification
- Current BLS Certification

Additional Certifications- If you hold the below certification please provide.

- Current PALS

In order to have the best-trained, most committed paramedics to serve our community, SMFR requires a commitment of a 5-year term of continuous employment as a Paramedic/Firefighter before being eligible for a position change (i.e. applying or competing for other internal promotional opportunities, transfers, or voluntary demotions). This in no way implies or creates a contract of employment for the 5-year term, as all SMFR policies and procedures are applicable.

**** PLEASE NOTE: SMFR does not permit the use of marijuana including the previous 12 months from contingent offer regardless of whether it is legal in the state of Colorado. ***

HIRING PROCESS

Step #1 CPAT

This test consists of eight events commonly performed in the fire service. It is designed to test a candidate's strength and endurance. It is physically demanding and requires the candidate be physically fit to be able to perform essential job tasks and be successful.

Only a CPAT license by the International Association of Firefighters (IAFF) and/or the International Association of Fire Chiefs (IAFC) will be accepted. South Metro Fire Rescue does not host the CPAT test. It is the candidate's responsibility to obtain the certification on their own.

Please see the links below for some agencies that offer a CPAT test.

[Aims Community College](#)

[National Testing Network](#)

Step #2 COMPLETE APPLICATION

SMFR will invite all qualified candidates to participate in one of our scheduled practical exams based on the time of application. Complete application following instructions below:

- Applicants must attach all required valid certifications and documents with their application.
- Please be sure to name each required document/certification indicating the proper name of the document you are attaching.
- Applicants must complete work experience history section. Please include all your work history from the last 10 years, if applicable. You may include more than 10 years.
- If any time gaps in employment during your work history, please create an entry explaining reason for gap.
- You must list your education history.

****Incomplete applications will be declined****

Step #3 PARAMEDIC PRATICALS

The exam will consist of different assessment stations where candidates will be evaluated by SMFR Paramedic/Firefighters. The candidates will be given two hours to complete the practical. The Paramedic's skillset will be evaluated against the National Registry standards.

- For Spring 2024 academy, we will be offering two Paramedic Practical exam sessions. The first one is scheduled for Friday, May 5, 2023 and the second is Friday, September 15, 2023.

Step #4 ORAL BOARDS

Qualified candidates will be invited to participate in the Oral Board process. The Oral Board panel will consist of SMFR personnel of various ranks that will ask behavior-based questions. This is an opportunity for us to get to know you as a person and how you would be as member of the SMFR family. Our advice to you for preparation of the oral boards is to BE YOURSELF!

SPRING 2024 PARAMEDIC/FIREFIGHTER
SPRING 2024 ACADEMY HIRING PROCESS TIMELINE

PRACTICAL EXAM PROCESS FOR MAY 5, 2023	
May 1, 2023	Application deadline for Practical Exam on 5/5/2023
May 4, 2023	EMS Open House (optional event open to applicants scheduled for Practical Exam)
May 5, 2023	Paramedic Practical Exam
May 6 & 7, 2023	Oral Boards
May 10, 2023	Contingent Job Offers
May 11, 2023	Background process for successful candidates from May's Practical Exam starts
PRACTICAL EXAM PROCESS FOR SEPT 15, 2023	
Sept 11, 2023	Application deadline for Practical Exam on 9/15/2023.
Sept 14, 2023	EMS Open House (optional event open to applicants scheduled for Practical Exam)
Sept 15, 2023	Paramedic Practical Exam
Sept 16 & 17, 2023	Oral Boards
Sept 18, 2023	Contingent Job Offers
Sept 19, 2023	Background process for successful candidates from September's Practical Exam starts.
Dec 18, 2023	Final Job Offers
Feb 5, 2024	Spring 2024 Paramedic Fire Academy New Employee Orientation
Feb 6, 2024	Spring 2024 Paramedic Fire Academy Starts

****The hiring process timeline is subject to change at any time****

COMPENSATION

- 16 Week Academy - \$24.80/hour
 - All candidates will go through the 16-week academy regardless of previous experience and everyone is paid the same wage during academy.
- 2024 Paramedic Wages
 - Paramedic IV – \$76,248
 - Paramedic III – \$95,310
 - Paramedic II – \$105,899
 - Paramedic I - \$117,667

Recruit Paramedic 16-week academy – Probationary Approximately 10 hours of overtime per week	\$24.80/hour \$1,364.13/week (calculation below) $\$24.80 \times 40 \text{ hours} = \992 $\$37.20 \times 10 \text{ hours OT} = \372.10
Entry Level Paramedic IV Upon graduation of academy 8 month - Probationary	\$26.11/month \$76,248/annual
Experienced Paramedic Paramedic III Upon graduation of academy	\$32.64/hour \$95,310/annual

****Move up to steps/grades annually on anniversary date****

EXPERIENCED PARAMEDIC/FIREFIGHTERS:

- We value previous paid paramedic experience and are willing to compensate our new hires based on the paid experience they bring to SMFR.
- To qualify for experienced paramedic pay upon completion of our 16-week academy, applicants must have a least 3 years of paid experience as a paramedic with a full-time fire service agency whose primary responsibility is fire protection and emergency medical service (within the last 12 months), **or** 3 years of full-time paramedic experience in an emergency medical services or medical field (within the last 12 months).

ADDITIONAL COMPENSATION:

- SMFR strongly values education and in turns compensates employees who have a degree with an education differential from the date of hire as follows:
 - Associates 1% of base wage
 - Bachelors 3% of base wage
 - Masters 5% of base wage
 - PhD 6% of base wage

Click on this link for a full job description: [Paramedic/Firefighter](#)

SMFR BACKGROUND STANDARDS

South Metro Fire Rescue strives to have a highly qualified and diverse workforce with strong organizational morale. We only hire individuals who share our organizational values of integrity, compassion, and unwavering professionalism. As professional Firefighters and Paramedics, we must uphold public trust as we have unsupervised access to customer's personal property and have unsupervised, intimate, physical, and emotional contact with customers in a time of maximum physical and emotional vulnerability. To ensure we unequivocally uphold this trust, all applicants must meet our established background standards. Some standards are automatic disqualifiers, while others will provide for an opportunity for review and determination on a case-by-case basis.

INTEGRITY

- Providing inaccurate or misleading statements throughout the selection process.
- Any intentional omission, misstatements, conflicting information, or discrepancies of information required as part of the employment application, background questionnaire, wellness/fitness assessment questionnaire.
- Falsification of any document.
- Failure to provide required documents or successfully complete any portion of the required background process.
- Knowingly offering, soliciting, or accepting a bribe.

DRIVING HISTORY

- More than three Class "B" violations or chargeable accidents with the last three years (moving violations not listed as Class A violations (i.e. speeding, defective vehicle).
- Any conviction of a Class "A" violation within the last three years (driving while intoxicated, driving under the influence of drugs, negligent homicide using a motor vehicle, driving during a period of suspension or license revocation; using a motor vehicle for the commission of a felony, aggravated assault with a motor vehicle, operation of a motor vehicle without owner's authority, permitting an unlicensed person to drive, reckless driving, hit and run driving).

CRIMINAL

- Current incarceration, work release, parole, or probation for any crime.
- Current participant as a defendant resulting from a criminal charge.
- Certain felony and misdemeanor convictions, including, but not limited to, crimes against a person; any bias-motivated crime; arson; impersonating a peace officer, firefighter, or public servant; obstruction of government operations, including obstruction of a peace officer, firefighter, or related government official; false reporting to fire, emergency, or law enforcement authorities; perjury; and various convictions of theft, fraud, and forgery.
- Other criminal convictions are not automatic disqualifiers and will be evaluated to determine if the criminal act jeopardizes the health and safety of the public. The following criteria will be considered:
 1. The seriousness of the crime.
 2. Whether the crime relates to the performance of the duties of a Firefighter / Paramedic.

3. How much time has elapsed since the crime was committed.
4. Whether the crime involved violence to, or abuse of, another person.
5. Whether the crime involved a minor or a person of diminished capacity.
6. Whether the applicant's actions and conduct since the crime occurred are consistent with the holding of a position of public trust.
7. Whether the applicant is a repeat offender.
8. Whether the applicant has complied with all court orders and probationary requirements associated with the conviction.

NARCOTICS

- Any distribution or manufacture of a controlled substance.
- Any use of marijuana or marijuana-containing products, including THC or Synthetic use, within the last one year, as marijuana is an illegal controlled substance under Federal law.
- Any use of illegal narcotics, including but not limited to, cocaine, LSD, heroin, mushrooms, steroids, or amphetamines, within the last five years.