



**CITY OF GRANTS PASS, OREGON**  
**CLASS SPECIFICATION**  
**FIREFIGHTER EMT**

**FLSA Status :** Non-Exempt  
**Bargaining Unit :** IAFF  
**Salary Grade :** F01

**CLASS SUMMARY:**

Respond to and assist with mitigation of all hazard incidents both emergent and non-emergent. Perform basic or advanced emergency medical care and rescue depending on EMT certification level. Maintain documentation relative to patient incident and treatment. Perform as trained, following Departmental guidelines, making appropriate decisions, and communicating effectively in stressful situations. Operate Fire Apparatus in absence of Engineer. These tasks are illustrative only and may include other related duties.

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**CORE COMPETENCIES:**

- ***Integrity/Accountability:*** Conducts oneself in a manner that is ethical, trustworthy and professional; demonstrates transparency with honest, responsive communication; behaves in a manner that supports the needs of Council, the citizens and co-workers; and conducts oneself in manner that supports the vision and goals of the organization taking pride in being engaged in the community.
  - ***Vision:*** Actively seeks to discover and create ways of doing things better using resources and skills in an imaginative and innovative manner; encourages others to find solutions and contributes, regardless of responsibilities, to achieve a common goal; and listens and is receptive to different ideas and opinions while solving problems.
  - ***Leadership/United:*** Focuses on outstanding results of the betterment of the individual, the organization and the community; consistently seeks opportunities for coordination and collaboration, working together as a team; displays an ability to adjust as needed to accomplish the common goal and offers praise when a job is done well.
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**ESSENTIAL CLASS DUTIES:** These duties are a representative sample; position assignments may vary.

All Firefighters perform some or all of the following essential duties depending upon assignment. Time devoted to each function may vary according to assignment, shift, or department needs.

- Responds to and assists with all hazard incidents both emergent and non-emergent.
- Adheres to and ensures compliance with city and department policies, rules, guidelines, and procedures.
- Provides medical care at medical emergency scenes to level of Oregon licensing with full standing orders.
- Responds and manages emergent and non-emergent alarms in the absence of an Engineer or higher rank until relieved.

***Employees of the City of Grants Pass uphold the values of Integrity, Vision, Accountability, Leadership, United and Excellence in our service to our community.***

- Operates safely and competently all emergency vehicles and apparatus, and any specialized technical equipment required of the classification.
- Performs fire suppression, emergency medical, rescue and hazardous material duties.
- Maintains required records and reports to the level of EMT certification.
- Cleans, maintains, tests and inspects fire and EMS equipment, apparatus, Cleans and maintains vehicles, fire station, and property. Performs minor/routine repairs as needed.
- Inspects properties for fire and life safety hazards and Oregon Fire Code violations; documents and recommends corrective action to property owners.
- Participates in training and pre-fire planning activities, provides training to other agencies when directed.
- May lead special programs as assigned, such as radio maintenance, hose maintenance, ladder maintenance, etc. Performs public education and other non-emergency public services.
- Delivers excellent customer service to diverse audiences.
- Maintains effective work relationships.
- Arrives to work, meetings, and other work-related functions on time, in appropriate attire and ready to perform job duties. Maintains regular job attendance.

**Training and Experience** (positions in this class require):

A high school diploma or equivalent and one year of experience in emergency services or a job related field are required with formal education and/or specialized training preferred.

**Licensing Requirements** (positions in this class require):

- Valid driver's license, with the ability to attain a Class C Oregon Driver's License within 30 days of employment
- Valid State of Oregon Emergency Medical Technician License
- NFPA Firefighter 1 certificate

The following certifications are preferred at the time of hire and required by completion of the trial service period:

- DPSST Wildland FFT1
- NFPA Fire Apparatus Driver/Operator certificate
- IS-700.a, IS-800.b, and IS-100
- Oregon Company Inspector

**Special Requirements**

- Must successfully pass a comprehensive background investigation including criminal history check;

- The individual shall not pose a direct threat to the health or safety of the individual or others in the workplace.
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**Knowledge** (positions in this class require):

Knowledge of:

- Essential duties to maintain and meet all qualifications, skills and requirements of the Firefighter/EMT classification;
  - Skill level required of classification, including certification and recertification requirements;
  - Firefighting, fire prevention, investigation, basic hazardous materials identification, department policy and procedures;
  - Standing orders as issued by the Department's Supervising Physician and EMS Officer;
  - Public service skills and ability to maintain composure, think clearly, and apply knowledge under emergency and non-emergency conditions;
  - Safe and efficient operation of emergency apparatus and equipment.
  - Operation of specialized technical equipment such as Life Pak's, monitors, etc.;
  - City of Grants Pass area, including emergency routes, Fire Department connections, major building locations, and target hazards;
  - Personal computers to perform the essential duties of the classification;
  - Effective work relationships with management, coworkers, and other agency personnel;
  - Functional knowledge of diesel and gasoline engines, pumps, transmissions, transfer cases, hydraulic brakes and air brakes, and ability to maintain department equipment;
  - Safe operation of motor vehicles and fire apparatus during response to hazard emergency and non-emergency scenes, including maneuvering apparatus in tight and/or narrow quarters;
  - Physical stamina to work with limited sleep or meals as needed;
  - City and Department policies;
  - Health and physical fitness standards established by the Grants Pass Fire Rescue; and
  - Applicable Federal, State, and local laws, rules and regulations.
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**Skills** (positions in this class require):

Skill in:

- Applying principles and techniques of modern firefighting prevention, suppression, and investigation;
  - Providing basic emergency medical services;
  - Mechanical aptitude;
  - Multi-tasking and decision making while under pressure and/or stress;
  - Safely and skillfully operating vehicles and using firefighting tools and equipment;
  - Building and maintaining effective working relationships with the public, fellow employees, and other agencies; and
  - Communication and interpersonal skills as applied to interaction with coworkers, supervisors and the general public, sufficient to exchange or convey information and receive work direction.
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**Physical Requirements:**

Positions in this class typically require: climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, pushing, pulling, fingering, talking, hearing, seeing, and repetitive motion. Incumbents must maintain a sufficient level of physical fitness and ability to pass an annual agility test.

Very Heavy Work: Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.

Incumbents may be subjected to moving mechanical parts, electrical currents, vibrations, fumes, odors, dusts, gases, poor ventilation, chemicals, oils, extreme temperatures, inadequate lighting, work space restrictions, intense noises and travel.

Positions in this class require regular attendance and punctual employee presence. Incumbents will be required to work varied schedules and travel during employment. This position will regularly be required to work evenings and weekends and will be subject to overtime and callback.

Employees in this class shall live within 45 minutes of the Hillcrest, Parkway or Redwood Public Safety Station as calculated pursuant to department policy.

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**Note:**

The above job description is intended to represent only the key areas of responsibilities; specific position assignments will vary depending on the business needs of the department. When job duties and responsibilities change and develop, this job description will be reviewed and is subject to change based on business needs of the City.

Incumbents are responsible for knowing, understanding and promoting the department's mission statement, purpose statement, and core values.

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**Classification History:**

Revised January 20, 2004; July 27, 2011; November 18, 2015; June 22, 2018