## JOB INFORMATION

<table>
<thead>
<tr>
<th>Job Title:</th>
<th>Paid-On-Call Firefighter</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department:</td>
<td>Fire</td>
</tr>
<tr>
<td>Reports to Position:</td>
<td>Fire Chief</td>
</tr>
<tr>
<td>Location:</td>
<td>Station 1 or 2</td>
</tr>
<tr>
<td>Effect. Date:</td>
<td>03/20/2018</td>
</tr>
<tr>
<td>Civil Service:</td>
<td>No</td>
</tr>
<tr>
<td>Bargaining Unit:</td>
<td>N/A</td>
</tr>
<tr>
<td>Pay Grade:</td>
<td>Stipends</td>
</tr>
<tr>
<td>Overtime Status:</td>
<td>Not eligible</td>
</tr>
<tr>
<td>FLSA Status:</td>
<td>N/A</td>
</tr>
</tbody>
</table>

## JOB SUMMARY

Provide a brief description as to the primary purpose of this job (no more than three to five sentences):

This is a position within the municipal fire department that is utilized by request and paid a designated stipend for the type of job called upon to complete. The paid-on-call (POC) firefighter trains for and participates in activities that protect life and property via skilled firefighting and rescue operations. Work often includes performing strenuous, hazardous tasks during emergency situations. Additional time spent training and studying modern firefighting techniques. Direction and supervision is received from ranking officers and career firefighters.

## ESSENTIAL JOB DUTIES/WORK PERFORMED

List essential job functions that comprise the job; describe in terms of actions (verbs) and desired outcomes in order of most important first:

- Respond to emergency calls and/or fire stations as requested (paged or response alert).
- Possible fire scene duties: hose operations, fire nozzle operations, ladder operations (raising, retracting, climbing and working off), use of fire extinguishers, salvage and overhaul, operation of thermal imager, operations of all firefighting operating tools.
- Possible station duties: Communications (radio/phone/computer, etc.), assist in emergency operations center, maintenance of equipment and apparatus.
- Delivery of fire or medical apparatus to a scene.
- Removal of persons from danger and administer of CPR or First Aid when necessary.
- Participate in public education and other public events as a Marion Fire representative.
- Attendance of Marion Firefighter Association scheduled meetings and training throughout the year.
- Attend other off-site training courses, if available.
- Perform work as required.

## REQUIRED KNOWLEDGE AND SKILLS

List key dimensions (measurements for success) for this position:

- Ability to learn a wide variety of firefighting duties and methods within a specified probationary period.
- Knowledge of basic first aid and CPR and be able to apply skill in application.
- Knowledge of the district's geography, including the location of streets, major buildings and water supply sources.
- Ability to establish and maintain effective working relationships with fellow employees and the general public.
- Ability to understand and follow oral and written instructions.
- Skill in operating motor vehicles.
- Valid Iowa driver’s license. Ability to operate personal vehicle within the parameters of the motor vehicle laws of the State of Iowa and Marion Fire Department policies.
- Must possess a knowledge of the rules and regulations set forth in the Marion Fire Department Duty Manual.
- Must obey all City of Marion rules, policies and regulations.
- Remaining calm in difficult and dangerous situations.
- Exercising judgment consistent with a person of sound, medically sane mental health.
ESSENTIAL FUNCTIONS & PHYSICAL ABILITIES

List key relationships (to whom and the nature of the relationship) and leadership received and from whom associated with this position:

- Ability to read, speak, write and understand English to effectively communicate with citizens and employees by telephone, two-way radio, in written form or face-to-face.
- Ability to hear speech and other commands effectively to allow for the taking of directions from dispatchers and command officers and to avoid injury from accident.
- Possess full physical agility and bipedal mobility to effectuate rescue of individuals, movement of unconscious persons and carrying of heavy equipment and hose lines.
- Conforms with the Marion Fire Department chain-of-command and functions within the National Incident Management System (NIMS) during emergency operations.
- Possess mental functions free of significant aberration, which are essential for rational decision making in firefighting operations, the application of emergency medical procedures or technical rescue activities.
- Shall not pose a direct threat to the health or safety of other individuals in the work place or citizens encountered during work.
- Must be able to function while wearing a self-contained breathing apparatus (SCBA) and full turnout gear.
- Ability to work long hours outdoors, occasionally under adverse weather conditions.
- Specific examples of essential job functions are as follows: Drive fire apparatus or other department vehicles; dragging and carrying various sizes of fire hose; directing streams of water through fire nozzles; carrying, raising and climbing ladders; carrying equipment and performing tasks from a ladder; carrying unconscious persons down a ladder; using forcible entry tools; wearing breathing apparatus while performing search/rescue or extinguishing operations; radio transmissions; washing gear, equipment and trucks; physical fitness; salvage and overhaul; etc.

QUALIFICATIONS

List the minimum requirements to be considered for this position:

- High school diploma or equivalent.
- Iowa or National Fire Fighter I certification desirable.
- Must have valid Iowa driver’s license.
- Firefighter I certification must be obtained within the first year and maintained thereafter.
- Must meet residency requirements – live within the City of Marion or Marion Township.

WORKING CONDITIONS

List working conditions for this position:

- Firefighters work under extremely dangerous conditions.
- Works in a physically and mentally stressful environment.
- May need to work long hours in the outdoors and in adverse conditions.

REQUIRED BACKGROUND CHECKS

List working conditions for this position:

- Worker’s Compensation Background Check
- Sex Offender Registry
- Criminal Background Check
- Drug Screening
- Driving Record
- Pre-Employment Physical