

FIREFIGHTER/EMT

The City of Carlsbad is accepting applications for the position of **Firefighter/EMT**. The Carlsbad Fire Department is establishing an eligibility list for the position of Firefighter/EMT for current and anticipated openings.

The Fire Department is seeking community-oriented, articulate individuals to provide emergency services to the citizens of Carlsbad. The selection process will involve several phases to include written test, fitness and physical evaluation, oral review board, drug screening, and a background investigation.

Minimum qualifications required include: U.S. citizenship, high school diploma or GED, possession of a valid driver's license with good driving record and the ability to obtain a New Mexico Class E driver's license.

Vision correctable to 20/20. Hearing, physical strength, flexibility, maneuverability, cognitive and mental abilities sufficient to perform the essential functions of the classification.

Ability to communicate clearly and concisely, both verbally and in writing. Ability to work rotating shifts, weekends and holidays including overtime as required. Good work history is essential.

Current National Registry EMT-B Basic License or higher is required. New Mexico Firefighter Level II certification required.

Only those applicants that possess an EMT-B or higher level of licensure and Firefighter II certification will be eligible for the test phases. Those applicants that do not possess a current EMT-B license and Firefighter II certification are ineligible.

In addition to an excellent benefit package, starting base salary will be based on level of EMT licensure as listed below.

EMT-B	\$55,958
EMT-I	\$61,115
EMT-P	\$63,918

All new hires are required to be certified at a minimum of EMT-I level of licensure within 18 months from date of hire. Newly hired employees will receive an increase in salary after one year from

date of hire or date of EMT-I certification (whichever is later) as follows:

EMT-I	\$70,486
EMT-P	\$73,642

Candidates that currently possess an EMT-I or an EMT-P license and, while simultaneously possessing said license, also have previous EMT and/or firefighting experience will be eligible for placement into the Firefighter Rank with the City of Carlsbad Fire Department commensurate with the years of qualifying service.

Candidates hired based upon the above criteria will receive pay increase depending on level of EMT licensure and years of qualifying service (max. 25 years qualifying service) as follows:

EMT-I	\$70,486 - \$76,125
EMT-P	\$73,642 - \$79,533

Additional base hourly increases will be given for advanced education degrees, certifications and specialty teams as follows:

Associates Degree	\$0.72
Bachelors Degree	\$1.42
Masters Degree	\$2.14
Haz-Mat Team	\$0.40
ARFF	\$0.40
Arson Investigator	\$0.40
Dive Team	\$0.40
Technical Rescue	\$0.40
CISD	\$0.40
Bi-lingual	\$0.40
Wildland RMP	\$0.40

The selection process involves three (3) test phases. Each phase must be completed to be eligible for the next phase.

Candidates will be required to take and complete the following three (3) tests to be considered for employment as a Firefighter/EMT:

1. Firefighter Written Examination
2. Combat Test
3. Oral Interview

The first step in the selection process will involve a written, entrance level firefighter examination. The written examination will be a job specific test and testing will be scheduled by the

Fire Department. Those applicants passing the written test phase will be eligible for the combat test.

The Combat Test will be conducted by the Fire Department at the Carlsbad Fire Department Station #1 (401 S. Halagueno). The applicants who pass the written exam phase will be contacted by the Fire Department and set up for the combat test. All applicants must bring the Carlsbad Fire Department medical release signed by a physician to participate in the Combat Test. The medical release form will be handed out when application is received. Those applicants passing the combat test phase will be eligible for the oral interview.

Oral interviews will be conducted by the Fire Department at the Carlsbad Fire Department Station #1 (401 S. Halagueno). The applicants who pass the combat test phase will be contacted by the Fire Department to set up interview date & time.

Attendance and participation in each testing phase is mandatory for continued consideration for the position of Firefighter/EMT. Failure to attend any phase or failure to bring the required documentation will be considered a withdrawal of your application and your application will not be considered further for this position.

To be considered for this position apply at the City Municipal Building, 101 N. Halagueno or respond to City of Carlsbad, Personnel Department, P.O. Box 1569, Carlsbad, NM 88221 or via email to hr@cityofcarlsbadnm.com. Applicants must include a City of Carlsbad employment application filled out completely. Resumes are not required, but may be included if desired. Applications accepted until the positions are filled.

An information letter, including medical release form, will be handed out upon submission of an application.

EOE M/F/V/D