



CITY OF MURPHY
invites applications for the position of:

Paramedic or Firefighter/Paramedic

SALARY: \$19.75 Hourly
\$57,500.00 Annually

OPENING DATE: 03/09/21

CLOSING DATE: 03/31/21 05:00 PM

JOB DESCRIPTION:

The City of Murphy is now accepting applications for a full-time firefighter/paramedic with the Murphy Fire Department. Applicants must be currently certified as an Emergency Medical Technician Paramedic (EMT-P) as issued by the Texas Department of State Health Services by March 31, 2021. Applicants who are currently a Certified Firefighter through the Texas Commission on Fire Protection (TCFP) will be given preference.

If the selected candidate is not dual certified at time of hire, the City of Murphy will pay for them to attend the Fire in Texas Online Academy to become a Certified Firefighter as defined by the Texas Commission on Fire Protection (TCFP). The candidate will have twelve weeks to work through the self-paced online presentations, practice tests, assessment tests, and associated course work. At the conclusion of the twelve-week self-paced online portion of training they will attend a fourteen day hands-on skills' session in Sulphur Springs, TX in which the online material is reviewed and all of the skills related to being a firefighter are practiced until mastered. On the final day of the session, the Texas Commission on Fire Protection State Examination will be administered. Per state guidelines, the candidate will have two chances to pass your exam. If they do not pass the exam on or before the second attempt, their employment with the City will be immediately terminated because they would fail to meet the minimum qualifications of a Firefighter/Paramedic in the City of Murphy.

Effective October 1, 2020, the pay range for a full dual certified Firefighter/EMT-Paramedic is as follows

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
57,500	60,375	63,394	66,563	69,892	73,386

The department actively strives to be recognized for maintaining a high standard of excellence in the fire service. A key factor contributing to the success of this goal is our dedication to pursuing only top talent to join our team. Employees are encouraged to continually strive to develop and improve themselves both personally and professionally.

The City of Murphy, TX is a progressive, vibrant, family oriented community that fosters a strong communications link between its local government and citizens. A city dedicated to ensuring that the city remains a highly desirable place in which to live and raise a family.

The city leaders strive to support a proactive city that:

- is safe and secure,
- keeps their citizens and visitors informed,
- encourages civic involvement and community activities,
- upholds a high standard for quality buildings,
- provides access to inviting parks and extensive trails,
- maintains solid relationships with neighboring communities, and
- looks for ways to strengthen business and economic vitality.

The fire department operates out of one fire station that houses one 75' Quint, one Mobile Intensive Care Unit, and a first response squad along with reserve and specialty vehicles providing fire and Emergency Medical Services with ALS transport capability. The department is responsible for protecting an area of approximately 5½ square miles with a population estimated at 18,500. When build out occurs the population is estimated to be near 22,000.

The department also responds under automatic aid agreements for first, or second due responses in many of our surrounding cities. The department is a full career department employing 21 personnel – three lieutenants, three driver engineers, and 15 firefighter/paramedics supported by the Fire Chief, Assistant Chief of Operations, a Fire Marshal, and an administrative assistant. The shift work personnel work a 24/48 schedule providing a staff of seven per day with a minimum staffing level of five.

Under the general direction of the Fire Lieutenant, performs work in a variety of situations including fire prevention, suppression, emergency medical services, and emergency management. The position is responsible for protecting life and property by performing firefighting, emergency aid, hazardous materials and fire prevention duties. The position maintains fire equipment, apparatus and facilities.

EXAMPLES OF DUTIES:

Responds promptly and efficiently to fire, rescue and hazardous materials incidents and alarms

Understands fire ground procedures including fire streams, forcible entry, water supplies, salvage, ventilation, overhaul and command procedures

Uses fire equipment including hose lines, nozzles, pumps, hydrants, extinguishers, ladders, hand tools, extrications tools and breathing apparatus

Responds promptly and efficiently to medical incidents and understands emergency medical procedures including airway management, bandaging, CPR, splinting, spinal immobilization, etc.

Completes daily, monthly, and annual fire and medical training necessary to maintain all required certifications

- training includes in-house quick drill and annual skills testing

Drives and operates department apparatus in emergency and non-emergency situations Paints, tests and inspects fire hydrants

Conducts tours, lectures and video presentations; displays fire apparatus; participates in public demonstrations at local school programs and various civic and City functions

Completes daily reports on the testing of fire and medical equipment

Follows the direction of the driver engineer in performing daily duties as delegated by the fire lieutenant Promotes a positive attitude among department personnel and other contacts

Maintains personal fitness in order to effectively perform essential duties of job

Informs supervisor of reduced ability to effectively perform duties of job is impaired

Maintains proficiency in advanced life support procedures and provides advanced life saving functions Checks drugs and equipment daily to ensure proper control and inventory

Completes written and verbal reports of patient care

Performs complex diagnostic and medical procedures such as patient history, intravenous cannulation, endo- tracheal intubation, recognition of cardiac arrhythmia and administration of

drugs

May act as Driver Engineer as needed

Maintains and cleans the building and all apparatus

Ensures the building and vehicles are ready for public inspection at all times

Maintains all required certifications

Performs other duties as assigned

TYPICAL QUALIFICATIONS:

MINIMUM QUALIFICATIONS

High School Diploma or General Education Diploma (GED)

Must be currently certified or obtain certification as an Emergency Medical Technician Paramedic as issued by the Texas Department of State Health Services by March 31, 2021

Applicants currently certified as a Firefighter through the Texas Commission on Fire Protection (TCFP) by March 31, 2021 will be given preference.

Must currently hold or obtain National Incident Management System (NIMS) 100, 200, 700 and 800 certifications within one (1) year of hire date.

Valid Class "B" Driver's License – driving record must be in compliance with City policy

Must be at least eighteen (18) years of age

DISQUALIFIERS

That the applicant:

1. Citizenship: Is not a citizen of the United States of America. (Temporary disqualification until citizenship obtained.)
2. Language Requirement: Has failed to demonstrate his/her ability to read, write, and fluently speak the English language. (Temporary disqualification until deficiency corrected.)
3. Essential Functions of Position: Is unable to perform the essential functions of the position to which he/she seeks appointment, with or without reasonable accommodation. (Temporary disqualification until deficiency corrected.)
4. Physical Ability Test: Is unable to successfully complete the Murphy Fire Department Physical Agility Test within one (1) attempt. (Temporary disqualification for 12 months.)
5. Debt Responsibility: Demonstrates a failure to pay just debts. Candidates will be considered on a case by case basis due to the number of variables involved with factors considered including type and number of debts, reason(s) for the bad credit, extenuating circumstances, and the potential for the credit-related problems impacting the applicant's judgment and integrity. (Temporary disqualification until resolution of bad credit and/or credit related issues.)
6. Felony Conviction: Has been convicted of conduct that constitutes a felony under State or Federal Law or the Code of Uniform Military Justice. (Permanent disqualification).
7. Felony Conduct Admission: Has admitted conduct that constitutes a felony under State or Federal Law, or the Code of Uniform Military Justice and/or has accepted probation and/or deferred

adjudication for such conduct. (Temporary disqualification of up to ten years with a minimum disqualification until the statute of limitation expires for the applicable violation and the Candidate has demonstrated appropriate improvement in judgment.)

8. Class A or B Misdemeanor Conviction: Has been convicted of conduct that constitutes a Class A or Class B Misdemeanor under State or Federal Law or the Code of Uniform Military Justice and/or has accepted probation and/or deferred adjudication for such conduct. (Temporary disqualification for up to five (5) years dependent upon nature of crime and a demonstrated improvement in judgment.)

9. Class A or B Misdemeanor Admission: Has admitted conduct that constitutes a Class A or Class B Misdemeanor under the Texas Penal Code, equivalent Federal Law, or equivalent Code of Uniform Military Justice and/or has accepted probation and/or deferred adjudication for such conduct. (Temporary disqualification until the statute of limitation expires for the applicable violation and the candidate has demonstrated an appropriate improvement in judgment.)

10. Moral Turpitude: Has admitted to conduct involving a crime or act of moral turpitude. Candidates will be considered on a case by case basis with factors considered including the nature of the event and the potential for the conduct impacting the applicant's ability to perform Public Safety duties and uphold the expected conduct and image required of a firefighter. Individuals registered as "sex offenders" will be permanently disqualified. (Temporary or Permanent disqualification based on nature of occurrence.)

11. Pending Criminal Charge: Currently has pending criminal charges of any type, or is on "deferred adjudication" and/or "probation" for a criminal offense other than minor Class C traffic violations. (Temporary disqualification pending the resolution of the criminal charges and/or completion of the deferred adjudication and/or probation requirements and a demonstrated improvement in judgment.)

12. False or Incomplete Information: Has made a false statement in any material fact; withheld information, practiced or attempted to practice deception or fraud in his/her application, examination, background investigation, polygraph examination, or medical examination. (Permanent disqualification).

13. Employment Process Completion: Has failed to complete or satisfactorily meet the employment process requirement of the Fire Department including, but not limited to, missed appointments, failure to return application package or other necessary paperwork, failure to promptly notify the Fire Department of changes in address or telephone numbers, or who otherwise fail to complete the application process. (Temporary disqualification for 12 months.)

14. Oral Interview Process: Has failed to satisfactorily complete the oral interview process, including, but not limited to any personal or automated interview process. Candidates will be disqualified for failure to verbally communicate effectively and appropriately; failure to demonstrate an understanding of the roles and responsibilities of a Murphy firefighter; failure to present the maturity expected of a Murphy firefighter; failure to accurately and precisely respond to the questions of the interviewers; and failure to demonstrate his/her knowledge of the essential skills, knowledge, and abilities expected of a certified Firefighter or Emergency Medical Technician. (Temporary disqualification until next examination.)

15. Drug Use: Has used illicit substances as indicated by the following guidelines:

a) Admission of use of marijuana five or less times (experimentation) within the last two (2) years. (Temporary disqualification until two (2) years has passed from last use.)

b) Admission of use of marijuana more than five times within the last five (5) years. (Temporary disqualification until five (5) years has passed from last use.)

c) Admission of abuse or misuse of legally obtained prescription medication(s), or illegal use of the prescription medication(s) of another person. Conduct involving the use abuse and/or misuse of prescription medication(s) will be considered on a case by case basis with consideration given to circumstances and elapsed time since last drug use. (Permanent or temporary disqualification based on circumstances.)

d) Admission of use of felony grade substances as defined in the Texas Penal Code. (Temporary disqualification until ten (10) years has passed since last use.)

e) Admission of use of anabolic steroids. (Temporary disqualification until ten (10) years has

passed since last use.)

f) Admission of the use of one or more of the following common name drugs and/or their chemical analogs: (Permanent disqualification)

- Crystal Methamphetamine or Methamphetamine
- Heroin
- OxyContin
- Crack Cocaine
- PCP
- Katamine
- LSD

16. Driving Record: Has a driving record incompatible with the safe operation of emergency vehicles or which present potential liabilities to the City of Murphy.

a) Three or more events (moving violations or preventable accidents) in the preceding thirty-six (36) months. (Temporary disqualification until standard met.)

b) Reckless driving or similar conviction within preceding sixty (60) months. (Temporary disqualification until standard met.)

c) Driving while intoxicated or under the influence of drugs within the preceding sixty (60) months. (Temporary disqualification until standard met.)

17. Prior Employment: Has a history of unstable work including, but not limited to, short terms of employment over the candidate's employment history; employment in an illegal occupation; termination of employment without proper notice; and/or dismissal from any public safety position. Has been disciplined, dismissed, or resigned in lieu of dismissal from any employment for inefficiency, delinquency, misconduct or policy violations. Applicants will be considered on a case by case basis with due consideration of the situation(s). (Permanent or temporary rejection based on circumstances.)

18. Judgment Issues: Exercised poor judgment skills within the preceding five (5) years. The applicant has demonstrated either immaturity or poor judgment in the applicant's decision making process. Examples of such conduct would include, but is not limited to: attendance at parties or social functions at which controlled substances or dangerous drugs are consumed, and such activity is known or should have been known by the applicant; silent acceptance of known illegal conduct by others in his presence; workplace behavior/decisions that adversely affect the business or associates, with little or no objectivity justifiable need for such behavior; arrests for misdemeanor offenses other than minor traffic violations. (Temporary disqualification based on circumstances or until the applicant can demonstrate that the applicant's judgment skills have developed.)

19. Psychological/Medical: Has failed to receive the required recommendation for employment by the Commission's psychologist, psychiatrist, or medical doctor. (Temporary or permanent rejection based on nature of the rejection.)

20. Required Minimal Education: Has failed to meet and/or provide documentation of the minimal educational requirements in accordance with Commission rules. (Temporary disqualification until next examination.)

21. Licensing & Certification: Has failed to meet all legal requirement necessary for future licensing and certification as required by the Texas Commission on Fire Protection and Texas Department of State Health Services. (Temporary disqualification until required certification(s) obtained).

22. Academy Performance: Has a history of substandard performance and/or a negative recommendation or referral from his/her fire and/or EMS training school. (Temporary or permanent disqualification based on nature of the information received from the academy or school.)

23. Office of Inspector General (OIG) List of Excluded Individuals/Entities

Applicants will be screened against the OIG list of excluded individuals. Individuals, whose name appears on the list, those who have been debarred, suspended or otherwise deemed ineligible to participate in the Federal healthcare programs, managed under the U.S. Department of Health and Human Services (DHHS) (i.e. Medicare and Medicaid) will be temporarily disqualified until such

time as the individual's name is removed from the OIG's list.

SUPPLEMENTAL INFORMATION:

KNOWLEDGE, SKILLS & ABILITIES

Skill in operating all fire suppression, rescue and emergency medical services apparatus and equipment Working knowledge of Department policies and procedures

Knowledge of the principles and practices of fire suppression, prevention, and emergency medical services

Basic knowledge of the National Incident Management System (NIMS), Incident Command System (ICS), fire suppression tactics and tactics to resolve other emergencies

Knowledge of ambulance operations

Knowledge of the operation and maintenance of fire and emergency apparatus and equipment
Knowledge of required and recommended record keeping activities

Skill in reading, comprehending, and applying a variety of fire suppression, rescue and emergency medical services

Skill in reasoning and reacting quickly and calmly in emergency situations Skill in presenting information to individuals and groups

Skill in operating a computer to research information and keep appropriate records

Ability to respond to alarms and other emergency situations that require the execution of full physical and mental activity and exertion

Ability to develop and maintain effective working relationships with the public, elected officials, other fire service agencies, and Department staff

Subject to hazards associated with firefighting including working in both inside and outside environments, including all types of weather conditions and exposure to smoke and high heat; work may be in high areas or in close quarters; possible exposure to electrical current, chemicals, and blood-borne pathogens

Ability to adhere to the values of the Murphy Fire Rescue Department as listed below:

Honesty – Don't lie, cheat, or steal

Trust – Trust in people and have faith in principles

Pride and Ownership – Be proud of what we are doing; be responsible for self and for others Fun – Be creative; don't be afraid to laugh and try new things

Compassion – Care for others as if a member of one's family Teamwork – Create and maintain a positive work environment Initiative – Look for solutions; take positive action

Humbleness – Let our actions be louder than our words; remember why we are here Strong work ethic – Hold self and others to a higher standard

Respect – Seek an understanding of others and reserve judgment

Is responsible for encouraging and facilitating a harmonious working environment, therefore, the following interpersonal and personal characteristics are expected:

Displays enthusiasm for the job, which includes attendance, performance, and conduct;

Ability to work effectively and cohesively with others;

Displays courteous, respectful, and polite demeanor towards co-workers and members of the public; and,

Recognizes the importance of being a team member that creates a positive working environment.

PHYSICAL ACTIVITIES REQUIRED

Frequently required to sit, talk, hear, stand, walk; use hands and fingers to feel, handle, or operate objects, tools or controls; and reach with hands and arms

Occasionally required to climb, balance, stoop, kneel, crouch, crawl, taste and smell

Specific vision abilities include close vision, distance vision, color vision to include differentiating red and green, peripheral vision, depth perception and the ability to adjust focus

APPLICATIONS MAY BE FILED ONLINE AT:
<http://www.murphytx.org>

Position #00233
PARAMEDIC OR FIREFIGHTER/PARAMEDIC
JV

206 N. Murphy Rd.
Murphy, TX 75094
972-468-4018

jventura@murphytx.org

Paramedic or Firefighter/Paramedic Supplemental Questionnaire

- * 1. Are you currently certified as a Firefighter with the Texas Commission on Fire Protection?
 Yes No

- 2. If you are not currently certified as a firefighter with the Texas Commission on Fire Protection, when will you be certified if currently enrolled in a program?

- * 3. Are you currently certified as a Paramedic with the Texas Department of State Health Services?
 Yes No

- * 4. If you are not currently certified as a Paramedic with the Texas Department of State Health Services, when will you be certified?

- * 5. Do you currently possess a valid Texas Class B driver's license?
 Yes No

- * 6. Are you a citizen of the United States of America?
 Yes No

- * 7. Do you have the ability to read, write, and fluently speak the English language?
 Yes No

- * 8. Have you ever been convicted of conduct that constitutes a felony under State or Federal Law or the Code of Uniform Military Justice and/or have you accepted probation and/or deferred adjudication for such conduct?
 Yes No

- * 9. Have you ever been convicted of conduct that constitutes a Class A or Class B Misdemeanor under State or Federal Law or the Code of Uniform Military Justice and/or have you accepted probation and/or deferred adjudication for such conduct.
 Yes No
- * 10. Do you currently have pending criminal charges of any type, or are you on "deferred adjudication" and/or "probation" for a criminal offense other than minor Class C traffic violations?
 Yes No
- * 11. Have you used marijuana five (5) or less times (experimentation) within the last two (2) years?
 Yes No
- * 12. Have you ever abused or misused legally obtained prescription medication(s) within the last seven (7) years?
 Yes No
- * 13. Have you illegally used felony grade substances as defined in the Texas Penal Code in the last 10 (ten) years?
 Yes No
- * 14. Have you illegally used anabolic steroids in the last ten (10) years?
 Yes No
- * 15. Have you ever illegally used of one or more of the following common name drugs and/or their chemical analogs? • Crystal Methamphetamine or Methamphetamine • Heroin • OxyContin • Crack Cocaine • PCP • Katamine • LSD
 Yes No
- * Required Question