



2021 HIRING SCHEDULE

Post Job Announcement	Wednesday, September 29, 2021
Application Deadline	Wednesday, October 27, 2021
Written Exam <i>(Public Safety Building-1305 E. Broad Street)</i>	Friday, November 5, 2021 at 10:00 a.m. Saturday, November 6, 2021 at 10:00 a.m.
Physical Agility Test <i>(Fire Station 3 – 3100 East Broad St.)</i>	Friday, November 5, 2021 at 1:00 p.m. Saturday, November 6, 2021 at 1:00 p.m.
*Testing locations could change or be added depending on number of applicants testing. ** Applicants will be asked to provide their own leather work gloves for PAT	
Panel Interview/ Chief's Interview <i>(Public Safety Building-1305 E. Broad St.)</i> Bring completed Personal history statement to interviews	November 10, 2021-November 12, 2021
Conditional offers of employment; Polygraph, Background, Medical, Psychological	November 15, 2021
Fire/EMS Orientation	January 3, 2021
Assigned to shift	TBD



Mansfield Fire Department

1305 E. Broad Street, Mansfield, Texas 76063

Mansfield Fire Department Applicant Qualifications

Mike Ross, Fire Chief

Effective: August 14, 2020

The following is a list of conditions that may disqualify an applicant at any time during the hiring process for the Mansfield Fire Department:

- Currently on court-ordered community supervision, probation or indictment for any criminal offense
- Discharge from the military under less than honorable conditions
- An incomplete or falsified application and/or personal history statement
- Having indicators of serious, repeated employment instability
- Having financial history indicating lack of judgement, dependability, or trustworthiness
- Having indicators of inadequate interpersonal skills
- Having indicators that applicant is not suited for employment
- Receiving deceptive polygraph results
- Having unfavorable background investigator's recommendations
- Having unfavorable psychological exam results
- Having an unfavorable medical or drug screening
- The use of marijuana or marijuana substitute recreationally within the past 12 months
- As an adult, illegal drug use (except marijuana) of any kind within the last 5 years
- Misuse of prescription medications (including illegal steroids) on a case by case basis
- Intentional misuse of product on a case by case basis, I.e. tetrafluorethane (propellant in compressed air)
- Manufacture, sale or distribution of any drug illegally regardless of time
- Extensive use of any illegal drug will be considered on a case-by-case basis.
- Having a driver's license that is currently under suspension or revocation
- Convicted within the past three years for any of the following:
 - DUI/DWI or other chemical substance-related driving
 - Hit and Run
 - Failure to stop and render aid at the scene of an accident
 - Failure to disclose identification at the scene of an accident
 - Negligent manslaughter involving a motor vehicle
 - Excessive standard moving violations such as speeding, reckless driving, disregarding a traffic control signal, failure to signal, failure to keep right, following too close, etc.
 - Having multiple convictions (more than two) for failure to maintain financial responsibility



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JOB CLASSIFICATION: Firefighter/Paramedic

DEPARTMENT: Fire

SALARY:

Firefighter Recruit (Certified Paramedic) \$60,000

Firefighter/Paramedic (Fire & Paramedic certified) \$64,500

Full-time /Non-Exempt

JOB DESCRIPTION:

Under general supervision of the station officer, provides direct services, individually and as a member of a team in response to fire, rescue, hazmat and other incidents.

Additionally, a Paramedic/Firefighter will respond to medical emergencies and provide prehospital Advanced Life Support care to victims of injury or illness. A Paramedic/Firefighter is ordinarily the highest medical authority at an emergency medical scene and as such, makes medical decisions based on standing orders, protocols and orders from online and off-line medical direction.

EXAMPLES OF WORK TO BE PERFORMED:

- Performs complex diagnostic and medical procedures including, but not limited to: intravenous cannulation, endotracheal intubation, recognition of cardiac arrhythmias and administration of various medications.
- Drives and operates ambulance or other apparatus as assigned and/or operates as a member of an ALS engine or ALS truck company.
- Accurately completes written and verbal reports on patient care to hospital emergency departments.
- Performs a thorough, daily inspection of the apparatus to which he/she is assigned; notifies station officer of any condition requiring repair or maintenance; insures that the inventory of supplies and equipment is complete; assures that apparatus, equipment, and records are maintained.
- Comprehends and documents complete and accurate patient histories.
- Checks medications and equipment daily to ensure proper control and inventory.
- Lays hose lines, operates nozzles, pumps and hydrants; utilizes fire extinguishers and performs other actions to suppress fire; operate hydraulic, pneumatic, manual and power tools.
- Participates in salvage operation and post fire operations; uses salvage covers, floor runners and other related equipment to reduce property damage from heat, smoke, fire, gases, and water.
- Participates in drills and training evolutions as directed.
- Participates in fire and life safety inspections of commercial and residential properties; checks operating condition of hydrants.

- Cleans and performs general maintenance of fire equipment and fire stations.
- Responds to scenes of accidents or acute illness for which emergency medical care has been requested.
- Required to transfer, lift and move patients while employing appropriate safety and lifting techniques.
- Responds to hazardous materials incidents at an operations level and responds to other calls for assistance as requested by the public.
- Participates in public education programs in schools, civic groups and other locations as requested.
- Conducts departmental training sessions on topics related to the employee's job functions.
- Utilizes city computer system for patient care documentation, record keeping, preincident planning and other job related functions.
- Drives and operates fire apparatus under the direction of the station officer and according to procedures as outlined in Mansfield Fire-Rescue Department SOGs.
- Participates in daily physical training.
- Performs related duties as required.

OTHER DUTIES:

Please note this job description is not designed to cover or contact a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES:

- Must have skill in communicating and understanding written and oral instructions.
- Ability to reason abstractly using mechanical concepts.
- Must have the ability to take effective action in emergency situations.
- Ability to handle high levels of personal stress and to maintain composure under a variety of adverse conditions, including verbal and physical abuse, witnessing death and critical injuries and experiencing risk of personal harm.
- Must get along well with the public.
- Must maintain physical endurance and agility to perform the job functions.
- In addition to basic life support (BLS) skills, must be proficient in advanced life support (ALS) skills including but not limited to IV therapy, cardiac monitoring, advanced airway control and a variety of medication therapies.
- Must maintain familiarity with standing orders provided by off-line medical director.
- Must have knowledge of medical terminology.
- Working knowledge of effective techniques and methods of fire suppression and control; working knowledge of effective operation of policies and procedures established for the Fire Department; some knowledge of hazardous substances and their control.
- Skill in the operation of the apparatus to be driven; skill in maintenance of equipment and station; skill in operation of fire and emergency medical service equipment.

REQUIRED EDUCATION, TRAINING AND EXPERIENCE:

- High School graduate or GED equivalent.
- Certified as Paramedic or Licensed Paramedic by the Department of State Health Services by hire date.
- Current Class B Texas Driver's License or must obtain during first year of employment

DESIRED TRAINING AND EXPERIENCE:

- Basic Firefighter Certification or Certifiable by Texas Commission on Fire Protection (TCFP) is preferred.

SELECTION PROCESS:

- Written Examination
- Physical Agility Test
- Oral Interview (Panel Interview and Chief's Interview)
- Background Investigation
- Polygraph Test
- Psychological Examination
- Medical Examination - prior to appointment, all eligible applicants will be subjected to a
- Physical exam and drug screen.

ESSENTIAL PHYSICAL FUNCTIONS:

1. The physical activity of this position

- Climbing. Ascending or descending ladders, stairs, scaffolding, ramps, poles and the like, using feet and legs and/or hands and arms. Body agility is emphasized.
- Balancing. Maintaining body equilibrium to prevent falling and walking, standing or crouching on narrow, slippery, or erratically moving surfaces.
- Stooping. Bending body downward and forward by bending spine at the waist.
- Kneeling. Bending legs at knee to come to a rest on knee or knees.
- Crouching. Bending the body downward and forward by bending leg and spine.
- Crawling. Moving about on hands and knees or hands and feet.
- Reaching. Extending hand(s) and arm(s) in any direction.
- Standing. Particularly for sustained periods of time.
- Walking. Moving about on foot to accomplish tasks, particularly for long distances or moving from one work site to another.
- Pushing. Using upper extremities to press against something with steady force in order to thrust forward, downward or outward.
- Pulling. Using upper extremities to exert force in order to draw, haul or tug objects in a sustained motion.
- Lifting. Raising objects from a lower to a higher position or moving objects horizontally from position-to-position. This factor is important if it occurs to a considerable degree and requires substantial use of upper extremities and back muscles.
- Fingering. Picking, pinching, typing or otherwise working, primarily with fingers rather than with the whole hand as in handling.
- Grasping. Applying pressure to an object with the fingers and palm.
- Feeling. Perceiving attributes of objects, such as size, shape, temperature or texture by touching with skin, particularly that of fingertips.
- Talking. Expressing or exchanging ideas by means of the spoken word. Those activities in which they must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly.

- Hearing. Perceiving the nature of sounds at normal speaking levels with or without correction. Ability to receive detailed information through oral communication, and to make the discriminations in sound.
- Repetitive motion. Substantial movements (motions) of the wrists, hands, and/or fingers.

2. The physical requirements of this position

- Very heavy work. Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

3. Essential Firefighting Functions

- While wearing personal protective ensembles and self-contained breathing apparatus (SCBA), performing firefighting tasks (e.g., hoseline operations, extensive crawling, lifting and carrying heavy objects, ventilating roofs or walls using power or hand tools, forcible entry), rescue operations, and other emergency response actions under stressful conditions including working in extremely hot or cold environments for prolonged periods of time.
- Wearing an SCBA, which includes a demand valve-type positive pressure facepiece or HEPA filter masks, which requires the ability to tolerate increased respiratory workloads.
- Exposure to toxic fumes, irritants, particulates, biological (infectious) and non-biological hazards, and / or heated gases, despite the use of personal protective ensembles and SCBA.
- Climbing four or more flights of stairs while wearing a fire protective ensemble, including SCBA, weighing at least 50LB or more and carrying equipment / tools weighing an additional 20 - 40lbs.
- Wearing a fire protective ensemble, including SCBA, that is encapsulating and insulated, which will result in significant fluid loss that frequently progresses to clinical dehydration and can elevate core temperatures to levels exceeding 102.2°F.
- While wearing personal protective ensembles and SCBA, searching, finding, and rescue-dragging or carrying victims ranging from newborns to adults weighing over 200lbs to safety despite hazardous conditions and low visibility.
- While wearing personal protective ensembles and SCBA, advancing water filled hoselines up to 2 ½" in diameter from fire apparatus to occupancy, [approximately 150 ft.], which can involve negotiating multiple flights of stairs, ladders, and other obstacles.
- While wearing personal protective ensembles and SCBA, climbing ladders, operating from heights, walking or crawling in the dark along narrow and uneven surfaces that might be wet or icy, and operating in proximity to electrical power lines or other hazards.
- Unpredictable emergency requirements for prolonged periods of extreme physical exertion without benefit of warm-up, scheduled rest periods, meals, access to medication(s), or hydration.
- Operating fire apparatus or other vehicles in an emergency mode with emergency lights and sirens.
- Critical, time-sensitive, complex problem solving during physical exertion in stressful, hazardous environments, including hot, dark, tightly enclosed spaces, that is further aggravated by fatigue, flashing lights, sirens, and other distractions.

- Ability to communicate (give and comprehend verbal orders) while wearing personal protective ensembles and SCBA under conditions of high background noise, poor visibility, and drenching from hoselines and/or fixed protection systems (sprinklers).
 - Functioning as an integral component of a team, where sudden incapacitation of a member can result in mission failure or in risk of injury or death to civilians or other team members.
4. **The visual acuity requirements including color, depth perception, and field vision.**
- The worker is required to have visual acuity to perform an activity such as: operating machines, and power saws, where the seeing job is at or within arm's reach; performs mechanical or skilled trades tasks of a non-repetitive nature, such as carpenter, technicians, service people, plumbers, painters, mechanics, etc.
 - The worker is required to have visual acuity to operate motor vehicles and/or heavy equipment.
 - The worker is required to have visual acuity to determine the accuracy, neatness, and thoroughness of the work assigned or to make general observations of facilities or structures.
5. **The conditions the worker will be subject to in this position**
- The worker is subject to both environmental conditions. Activities occur inside and outside.
 - The worker is subject to extreme cold. Temperatures typically below 32° for periods of more than one hour. Consideration should be given to the effect of other environmental conditions, such as wind and humidity.
 - The worker is subject to extreme heat. Temperatures above 100° for periods of more than one hour. Consideration should be given to the effect of other environmental conditions, such as wind and humidity.
 - The worker is subject to noise. There is sufficient noise to cause the worker to shout in order to be heard above ambient noise level.
 - The worker is subject to vibration. Exposure to oscillating movements of the extremities or whole body.
 - The worker is subject to hazards. Includes a variety of physical conditions, such as proximity to moving mechanical parts, moving vehicles, electrical current, working on scaffolding and high places, exposure to high heat or exposure to chemicals.
 - The worker is subject to atmospheric conditions. One or more of the following conditions that affect the respiratory system of the skin: fumes, odors, dust, mists, gases, or poor ventilation.
 - The worker is required to function in narrow aisles or passageways.
 - The worker will be required to work 24 hour shifts and up to 72 hour continuous shifts. During this time the worker may experience several interruptions of sleep, meals and/or other activities. The employee will be expected to perform essential job functions despite the potential for fatigue resultant from extended shift work.

AMERICANS WITH DISABILITIES

The City of Mansfield complies with the Americans with Disabilities Act of 1990 and it is our policy to ensure that no person is discriminated against based on their disability. The City of Mansfield offers equal employment opportunity to qualified individuals and strictly prohibits the discrimination against qualified individuals on the basis of disability. The City of Mansfield shall provide reasonable accommodations to applicants and employees who are otherwise qualified to perform the essential job duties when doing so does not create an undue hardship for the city.

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

The City of Mansfield provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training. The City of Mansfield is mandated by federal law to provide a drug-free working environment for the safety of its employees and the public. All employment is contingent upon passing a post-offer employment drug test and /or physical.

***** No applicant will be admitted to the Test Site without an official picture ID (driver's license, Texas state-issued ID card, or military ID). The following IDs will not be accepted: Employer IDs, Student IDs, and other state IDs other than driver's license. YOU WILL NOT BE ADMITTED TO THE TEST SITE WITHOUT THE REQUIRED ID.**