

THE LEBANON DIVISION OF FIRE
IS NOW RECRUITING

CAREER FIREFIGHTER/ PARAMEDICS

DESCRIPTION

The Lebanon Fire Division is now accepting applications with the intent of filling **seven (7) Career Firefighter/Paramedic positions.**

The Fire Division is an ISO Class 3 Fire and EMS Department consisting of approximately 29 full-time and 12 part-time personnel, serving over 20,000 residents, covering 13 square miles, including 5 industrial parks. LFD operates from two stations, including a brand new 20,000 square foot facility complete with four bays, ten bunk rooms, a state of the art training room, a training tower, a decontamination area and a fitness room. In addition to the new station, LFD operates an updated apparatus fleet.

The FF/PM is assigned to fire and/or medic apparatus as determined by the shift supervisor and will be responsible for fire suppression, emergency medical services, technical rescue, and hazardous materials response with the City and surrounding communities as requested through existing mutual aid agreements.

Applicants must possess at the time of application:

1. Valid Ohio Driver's License
2. High School Diploma or GED
3. Ohio paramedic certification OR will obtain certification before 9/30/24
4. Ohio Level II Firefighter or equivalent

Lateral Entry - Selected candidates that are current full-time employees of another government fire department are eligible for step level review, sick leave transfer and vacation accrual rate adjustments as outlined in the collective bargaining agreement.



SALARY & BENEFITS



PAY

- Starting \$67,372.10 - \$85,504.47 annually for paramedics, based on qualifications and years of service
- Lateral Entry – **FULL lateral available** based on qualifications and years of service, see collective bargaining agreement
- Two-week pay period, with pay date every other Friday
- The ability to pick up hours

SCHEDULE

- 24/48 work schedules
- 9 EDO's per year
- Overtime after 104 hours in a pay period
- **No mandation**

INSURANCE

- Competitive benefits
- The City pays 82-92% of the cost of insurance, depending on Wellness Program participation
- Vision and Dental

LIFE INSURANCE

- \$50,000 at no cost to the employee
- Additional available for purchase

PENSION

- Ohio Police & Fire Pension Fund
- Deferred Compensation available

HOLIDAY TIME

- Holiday time each year, prorated by employee hire date
- Holidays worked at time and a half

SICK TIME

- 6.47 hours of sick time accrued per pay period
- Lateral Entry – Sick time is transferrable, without limit, with written verification from previous employer

VACATION

- Date of hire but less than 1 year – 48 hours
- After 1 year but less than 5 years – 120 hours
- After 5 years but less than 10 years – 144 hours
- After 10 years but less than 15 years – 168 hours
- After 15 years – 216 hours
- Immediate usage permitted
- Lateral Entry - Accrual credit is awarded with prior full-time government service

PERSONAL LEAVE

- 48 hours each year

WELLNESS PROGRAM

- Voluntary participation in the Wellness Program which earned Lebanon the title of the Healthiest Employer in Ohio and the 59th Healthiest Workplace Nationally
- Top tier wellness participants (82% of participating employees in 2021) receive 10% off their insurance cost share and an additional personal day off

OTHER

- New fire station, new engines and new medics
- Six month probationary period
- Shift trades available
- Annual service credit after 5 years
- Tuition reimbursement of up to 90% for approved continuing education, see collective bargaining agreement





HIRING PROCESS

The process will consist of the following:

1. Friday, May 3, 2024 @ 1600: Application, resume, driver's license, and certifications due
2. Friday, May 3, 2024 @ 1600: National Testing Network (NTN) FireTeam and PSSA scores must be submitted via NTN; A passing score is 70% or better
3. Thursday, May 9, 2024: EMS Assessment & Physical Agility Test – Modified CPAT with 10:20 min pass/fail; FFM and CPAT accepted if pass date is within 12 months
4. Monday, May 13, 2024: Peer Panel Interviews
5. Thursday & Friday, May 23 & 24, 2024: Final Interview with City Manager and Fire Chief
6. Conditional Offer: Background Investigation, Voice Stress Analyzer, and Pension Physical (or standard physical if currently enrolled in the OP&F pension) including drug screening

Applications may be obtained at lebanonohio.gov. Completed applications along with resume and copies of required certifications should be submitted to Alyson Hall at 601 N Broadway Street, Lebanon, OH 45036 or ahall@lebanonohio.gov.

The City of Lebanon requires a pre-employment medical examination and drug screening, and is an Equal Opportunity Employer.

POSITIONS OPEN UNTIL FILLED

