

THE LEBANON DIVISION OF FIRE
IS NOW RECRUITING

CAREER FIREFIGHTERS

DESCRIPTION

The Lebanon Fire Division is now accepting applications with the intent of filling **two (2) Career Firefighter/Paramedic positions, with up to six (6) additional positions** to be filled on the horizon.

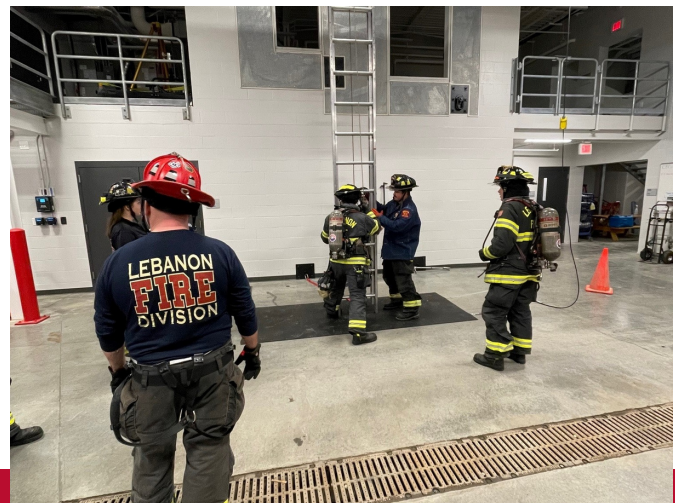
The Fire Division is an ISO Class 4 Fire and EMS Department consisting of approximately 20 full-time and 27 part-time personnel, serving over 20,000 residents, covering 13 square miles, including 5 industrial parks. LFD operates from two stations, including a brand new 20,000 square foot facility complete with four bays, ten bunk rooms, six offices, a kitchen/dining/day room area, a training room with a kitchenette, a laundry room, a training tower, a decontamination area and a fitness room. In addition to the new station, LFD operates new engines and new medics.

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 be currently enrolled in an Ohio paramedic program, OR complete an Ohio paramedic program within three (3) years of hire
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 \$59,590.21 - \$69,329.33 annually for paramedics, based on qualifications and years of service, with top out of \$76,435.59
- \$47,320 - \$49,239 annually for EMTs, based on years of service
- Lateral Entry - Employees may be placed at the step level appropriate 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 with 9 EDO's per year
- Overtime after 104 hours in a pay period
- No mandated overtime

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

- 144 hours 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 our region for the 2-149 Employee Category, and a spot on the Healthiest 100 Workplaces Nationally
- Top tier wellness participants (82% of participating employees in 2021) receive 10% off their insurance cost share and an additional 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 in order as listed:

1. **Friday, April 1, 2022 @ 1500:** Application, resume, driver's license, and certifications due
2. **Monday, April 4, 2022:** Written Exam
3. **Tuesday, April 12, 2022:** Physical Agility Test – Modified CPAT with 11 minute pass/fail
4. **Thursday, April 21, 2022:** Panel Interview
5. **Monday, April 25, 2022:** 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 Pam Stotts at 50 S Broadway Street, Lebanon, OH 45036 or pstotts@lebanonohio.gov. Applications are due by **April 1, 2022 at 1500 hours EST**. The City of Lebanon requires a pre-employment medical examination and drug screening, and is an Equal Opportunity Employer.

