



The CITY OF HIBBING  
Invites applications for the position of:

## **Firefighter/Paramedic- Firefighter/EMT**

(Full-Time/ Entry Level/Immediate openings)  
An Equal Opportunity Employer

APPLICATIONS ACCEPTED: September 10<sup>th</sup>, 2018  
APPLICATION DEADLINE: Open until filled  
STARTING SALARY: \$3,856 Monthly (Firefighter/EMT)  
\$4,627 Monthly (Firefighter/Paramedic)

The City of Hibbing seeks to fill immediate openings for the positions of Firefighter/Paramedic and Firefighter/EMT. Paramedics and EMT's who do not have NFPA 1001 certification or IFSAC equivalent firefighter training may apply. If hired, these applicants will be trained to this level during the first 4-6 weeks of employment. Obtaining firefighter certification and licensure within the 4-6 week time frame is a condition of continued employment. All costs associated with this training will be covered by the city. Applicants with Paramedic licensure will be preferred in this process. EMT's currently enrolled in a paramedic training program are encouraged to apply. The city has been awarded a Staffing for Adequate Fire and Emergency Response (SAFER) grant from the Federal Emergency Management Agency (FEMA). This grant period, which runs for 36 months, started in November of 2017. After the 36 month period the City of Hibbing will have the opportunity to decide whether to continue to support the positions created by this grant.

### **Minimum Qualifications**

- Certification with the National Registry of Emergency Medical Technicians as a Paramedic or EMT, and the ability to be licensed as Paramedic or EMT in the State of Minnesota
- Ability to obtain State of Minnesota firefighter licensure
- High School Diploma or GED/HSED
- Valid CPR certification
- Valid driver's license equivalent to Minnesota Class "D"
- Ability to pass all entry level testing and background check
- Current Candidate Physical Ability Test (CPAT) certification or ability to obtain CPAT certification within one year of employment
- There is no residency requirement for SAFER grant employees during the 36 month grant period.

### **Job Summary**

Responds to emergencies and performs fire suppression activities, pre-hospital emergency medical care and transport, inter-facility patient transports, search and rescue, damage control, and property preservation. This person performs with limited supervision tasks that are within department standard operating procedures as well as established patient care protocols. This person maintains a state of readiness of all facilities and equipment by scheduled inspections, testing, and maintenance. This person promotes health and safety of the department and community through training and education. This person performs other related work as directed.

### **Contractual Salary and Benefits**

The City of Hibbing offers a generous salary and benefit package. All full-time Firefighter/Paramedics and Firefighter/EMT's are represented by IAFF Local 173 and its contract with the City of Hibbing. Please visit the City of Hibbing website at [www.hibbing.mn.us](http://www.hibbing.mn.us) for further information on the IAFF contract and benefits.

### **Certified Physical Ability Test (CPAT)**

All Firefighter/Paramedics and Firefighter/EMT's must pass the CPAT within the one year probationary period. This test consists of a series of physical tasks, such as climbing stairs, carrying tools or raising ladders, which closely approximates physical tasks routinely performed by firefighters on the job. Most tasks are timed. Applicants are advised to prepare for the agility test for purposes of safety as well as to enhance their chance for a higher score. With adequate preparation, the average healthy, fit individual should be able to complete the test safely and satisfactorily. During testing, all procedures will be explained in detail and demonstrated if necessary. CPAT screening procedures meet the following criteria: they are job related, they are not discriminatory on the basis of sex, race, age, etc., they represent what experts feel are the most crucial phases of firefighting and emergency medical activities and are indicative of a variety of firefighting and emergency tasks; and they are quantifiable.

**Please view the video below for a detailed description of the CPAT.**

<https://www.youtube.com/watch?v=n3fGVOI9dQ8&t=155s>

**Lake Superior College ERTC CPAT Information**

<https://degrees.lsc.edu/regional-fire-department-testing-cpat/>

For questions regarding the application or hiring process, please contact Fire Chief Jankila at (218)362-5966 or [erikjankila@ci.hibbing.mn.us](mailto:erikjankila@ci.hibbing.mn.us)