

March 8, 2012

TO: City of Lincoln Personnel Board Members

SUBJECT: Personnel Board Meeting
Thursday, March 15, 2012
1:30 p.m., Council Chambers
County-City Building

A G E N D A

ITEM 1: Request to create the following classifications:

CLASS		
<u>CODE</u>	<u>CLASS TITLE</u>	<u>PROPOSED PAY RANGE</u>
3031	Firefighter Paramedic	(F08) \$26.236 – \$32.873
3032	Firefighter	(F09) \$22.718 – \$29.357
3033	Fire Apparatus Operator	(F10) \$28.251 – \$31.753

ITEM 2: Miscellaneous Discussion.

PC: Joan Ross, City Clerk
John Huff

FIREFIGHTER PARAMEDIC

NATURE OF WORK

This is technical work supporting fire department programs and projects, as assigned, within the Fire Department.

Work involves assisting the Chief Officers of the department in the planning and development of programs, and projects including: conducting fire department and urban search and rescue training at training sites and fire stations, urban search and rescue equipment management, geographic information system management and other assigned projects. Work also involves evaluating fire department personnel in the performance of drills; assisting in the administration of examinations for fire department personnel; maintaining daily training records and examination scores reflecting each employee's individual performance; and coordinating a variety of public awareness and public education programs. Supervision is received from a Chief Officer with work being reviewed in the form of the overall effectiveness of the delivery of firefighting, medical emergency services, ambulance services, and other services as assigned.

EXAMPLES OF WORK PERFORMED

Assists a Chief Officer in the planning and development of the overall fire department and urban search and rescue training program.

Assists in researching, developing and implementing curriculum for desired training programs; conducts research on assigned subjects and prepares reports based on findings.

Conducts classroom training and simulated drill activities at training sites and fire stations. Assists in the development of public awareness and public educational programs; assists in the research and development of educational and informational materials.

Assists in evaluating fire department and urban search and rescue personnel in the performance of drills; assists in administering examinations to fire department personnel.

Maintains daily training records and examination scores for each member of the Fire Department and urban search and rescue.

Maintains urban search and rescue equipment and assets and documents for ongoing readiness of a FEMA task force.

Develops GIS data and maps as directed to support the mission of the department.

Responds to emergencies with engine or truck company; lays and connects fire hose; holds nozzles and directs water streams; ventilates buildings by opening windows, doors and roofs and through the use of positive pressure ventilation (PPV); raises and climbs ladders; and uses chemical extinguishers, forcible entry tools, ropes and other equipment in performing firefighting and rescue activities.

Responds to a variety of medical emergency calls including heart attacks and seizures as well as home, business and automobile accidents; administers cardiopulmonary resuscitation and related ALS emergency medical care; obtains vital signs, patient's medical history and other pertinent information; and utilizes emergency medical equipment in providing emergency medical services.

Performs rescue and extrication operations including searching burning structure for trapped and/or unconscious victims, and operating power extrication tools and equipment.

Drives an engine company, truck company, or ambulance as assigned; operates water pump and regulates pressure in accordance with hydraulic principles and directions from a superior officer; and operates aerial ladder in accordance with fire scene needs and standard operating procedures.

Drives and operates specialized units such as air unit, Haz/Mat unit, and other support vehicles.

Inspects commercial buildings and premises to gain compliance with fire prevention laws and ordinances and to become familiar with the building, its contents, and the surrounding area.

Performs salvage operations including placing salvage covers over furniture and removing water and debris from building.

Participates in group and individual training and drill sessions related to firefighting, emergency medical services, rescue and related topic areas.

Develops and participates in a variety of public awareness and public educational programs including slide shows and other informational material regarding public fire education.

Performs general maintenance work in the upkeep of assigned fire station including cleaning and washing walls and floors; washing and reloading fire hose; and cleaning and maintaining firefighting equipment and fire apparatus.

An employee in this class may be temporarily reassigned to a higher level classification as necessary.

Performs related work as required.

DESIRABLE KNOWLEDGE, ABILITIES, AND SKILLS

Knowledge of the street system, principal buildings, business districts, and physical layout of the City.

Ability to identify symptoms and provide ALS emergency medical care to victims of vehicular, fire, and other injury causing accidents.

Ability to understand and follow oral and written instructions.

Ability to learn and to apply a variety of firefighting principles and techniques, and to learn the operation of firefighting equipment and apparatus.

Ability to operate and maintain firefighting apparatus, equipment and tools.

Ability to think and act quickly, calmly, and appropriately in emergency situations.

DESIRABLE TRAINING AND EXPERIENCE

Graduation from senior high school or equivalent supplemented by college course work from an accredited vocational or technical college with a degree in fire science or technology plus some experience performing firefighting, hazardous materials response, and emergency medical activities. Hazardous Materials Awareness, Operations, or Technician certification is desired. Possession of a valid National Registry Para Medic certification.

Experience as a member of a FEMA US&R task force. Experience with data bases and geographic information systems.

MINIMUM QUALIFICATIONS

Graduation from senior high school or equivalent; or any equivalent combination of training and experience which provides the desirable knowledge, abilities and skills. As per Lincoln Municipal Code section 2.76.220 (b), all applicants for this class must be at least nineteen years of age. Candidates must also meet such physical requirements as are established by the City.

NECESSARY SPECIAL REQUIREMENTS

Possession of a valid driver's license when operating a vehicle is necessary to the satisfactory performance of assigned duties.

Possession of State of Nebraska certification as a Fire Fighter I within 120 days of appointment.

Possession of a valid Emergency Medical Technician-P Para Medic certification at the time of application and Nebraska Emergency Medical Technician - P within 120 days of appointment and successful completion of the Lincoln EMS system certification for ALS within 1 year of appointment is necessary to the satisfactory performance of assigned duties.

FIREFIGHTER

NATURE OF WORK

This is technical work supporting fire department programs and projects, as assigned, within the Fire Department.

Work involves assisting the Chief Officers of the department in the planning and development of programs, and projects including: conducting fire department and urban search and rescue training at training sites and fire stations, urban search and rescue equipment management, geographic information system management and other assigned projects. Work also involves evaluating fire department personnel in the performance of drills; assisting in the administration of examinations for fire department personnel; maintaining daily training records and examination scores reflecting each employee's individual performance; and coordinating a variety of public awareness and public education programs. Supervision is received from a Chief Officer with work being reviewed in the form of the overall effectiveness of the delivery of firefighting, medical emergency services, ambulance services, and other services as assigned.

EXAMPLES OF WORK PERFORMED

Assists a Chief Officer in the planning and development of the overall fire department and urban search and rescue training program.

Assists in researching, developing and implementing curriculum for desired training programs; conducts research on assigned subjects and prepares reports based on findings.

Conducts classroom training and simulated drill activities at training sites and fire stations. Assists in the development of public awareness and public educational programs; assists in the research and development of educational and informational materials.

Assists in evaluating fire department and urban search and rescue personnel in the performance of drills; assists in administering examinations to fire department personnel.

Maintains daily training records and examination scores for each member of the Fire Department and urban search and rescue.

Maintains urban search and rescue equipment and assets and documents for ongoing readiness of a FEMA task force.

Develops GIS data and maps as directed to support the mission of the department.

Responds to emergencies with engine or truck company; lays and connects fire hose; holds nozzles and directs water streams; ventilates buildings by opening windows, doors and roofs and through the use of positive pressure ventilation (PPV); raises and climbs ladders; and uses chemical extinguishers, forcible entry tools, ropes and other equipment in performing firefighting and rescue activities.

Responds to a variety of medical emergency calls including heart attacks and seizures as well as home, business and automobile accidents; administers cardiopulmonary resuscitation and related emergency medical care; obtains vital signs, patient's medical history and other pertinent information; and utilizes emergency medical equipment in providing emergency medical services.

Performs rescue and extrication operations including searching burning structure for trapped and/or unconscious victims, and operating power extrication tools and equipment.

Drives an engine company, truck company, or ambulance as assigned; operates water pump and regulates pressure in accordance with hydraulic principles and directions from a superior officer; and operates aerial ladder in accordance with fire scene needs and standard operating procedures.

Drives and operates specialized units such as air unit, Haz/Mat unit, and other support vehicles.

Inspects commercial buildings and premises to gain compliance with fire prevention laws and ordinances and to become familiar with the building, its contents, and the surrounding area.

Performs salvage operations including placing salvage covers over furniture and removing water and debris from building.

Participates in group and individual training and drill sessions relating to firefighting, emergency medical services, rescue and related topic areas.

Develops and participates in a variety of public awareness and public educational programs, including slide shows and other informational material regarding public fire education.

Performs general maintenance work in the upkeep of assigned fire station including cleaning and washing walls and floors; washing and reloading fire hose; and cleaning and maintaining firefighting equipment and fire apparatus.

An employee in this class may be temporarily reassigned to a higher level classification as necessary.

Performs related work as required.

DESIRABLE KNOWLEDGE, ABILITIES, AND SKILLS

Knowledge of the street system, principal buildings, business districts, and physical layout of the City.

Ability to identify symptoms and provide emergency medical care to victims of vehicular, fire, and other injury causing accidents.

Ability to understand and follow oral and written instructions.

Ability to learn and to apply a variety of firefighting principles and techniques, and to learn the operation of firefighting equipment and apparatus.

Ability to operate and maintain firefighting apparatus, equipment and tools.

Ability to think and act quickly, calmly, and appropriately in emergency situations.

DESIRABLE TRAINING AND EXPERIENCE

Graduation from senior high school or equivalent supplemented by college course work from an accredited vocational or technical college with a degree in fire science or technology plus some experience performing firefighting, hazardous materials response, and emergency medical activities. Hazardous Materials Awareness, Operations, or Technician certification is desired.

National Registry Paramedic certification.

Experience as a member of a FEMA US&R task force. Experience with data bases and geographic information systems.

MINIMUM QUALIFICATIONS

Graduation from senior high school or equivalent; or any equivalent combination of training and experience which provides the desirable knowledge, abilities and skills. As per Lincoln Municipal Code section 2.76.220 (b), all applicants for this class must be at least nineteen years of age. Candidates must also meet such physical requirements as are established by the City.

NECESSARY SPECIAL REQUIREMENTS

Possession of a valid State of Nebraska driver's license when operating a vehicle is necessary to the satisfactory performance of assigned duties.

Possession of State of Nebraska certification as a Fire Fighter I within 120 days of appointment.

Possession of valid Nebraska Emergency Medical Technician certificate within 120 days of appointment is necessary to the satisfactory performance of assigned duties.

03/12

PS3032

FIRE APPARATUS OPERATOR

NATURE OF WORK

This is technical work supporting fire department programs and projects, as assigned, within the Fire Department.

Work involves assisting the Chief Officers of the department in the planning and development of programs, and projects including: conducting fire department and urban search and rescue training at training sites and fire stations, urban search and rescue equipment management, geographic information system management and other assigned projects. Work also involves evaluating fire department personnel in the performance of drills; assisting in the administration of examinations for fire department personnel; maintaining daily training records and examination scores reflecting each employee's individual performance; and coordinating a variety of public awareness and public education programs. Supervision is received from a Chief Officer with work being reviewed in the form of the overall effectiveness of the delivery of firefighting, medical emergency services, ambulance services, and other services as assigned.

EXAMPLES OF WORK PERFORMED

Assists a Chief Officer in the planning and development of the overall fire department and urban search and rescue training program.

Assists in researching, developing and implementing curriculum for desired training programs; conducts research on assigned subjects and prepares reports based on findings.

Conducts classroom training and simulated drill activities at training sites and fire stations. Assists in the development of public awareness and public educational programs; assists in the research and development of educational and informational materials.

Assists in evaluating fire department and urban search and rescue personnel in the performance of drills; assists in administering examinations to fire department personnel.

Maintains daily training records and examination scores for each member of the Fire Department and urban search and rescue.

Maintains urban search and rescue equipment and assets and documents for ongoing readiness of a FEMA task force.

Develops GIS data and maps as directed to support the mission of the department.

Responds to emergencies as Fire Apparatus Operator of engine or truck company; places equipment in most efficient position; directs hose connections at pump; operates pumps, making sure proper nozzle pressure and water flow is maintained; operates ladder power lift and other equipment as

required; operates life saving equipment and aerial ladder in accordance with fire scene needs and standard operating procedures.

Responds to a variety of medical emergency calls including heart attacks and seizures as well as home, business and automobile accidents; administers cardiopulmonary resuscitation and related emergency medical care; obtains vital signs, patient's medical history and other pertinent information; and utilizes emergency medical equipment in providing emergency medical services.

Performs rescue and extrication operations including searching burning structure for trapped and/or unconscious victims, and operating power extrication tools and equipment.

Performs general firefighting and rescue duties as assigned.

Participates in training and attends regular classes in firefighting, emergency medical care, equipment operation and care, and related activities; spends considerable time studying street, fire hydrant and principle business locations to assure familiarization with assigned area.

Cleans and services assigned apparatus and equipment and maintains it in readiness condition; reports mechanical failures or difficulties to a superior.

Inspects commercial buildings and premises to gain compliance with fire prevention laws and ordinances and to become familiar with the building, its contents, and the surrounding area.

Performs general maintenance work in the upkeep of assigned fire station including cleaning and washing walls and floors; and washing and reloading fire hose.

An employee in this class may be temporarily reassigned to a higher level classification as necessary.

Performs related work as required.

DESIRABLE KNOWLEDGE, ABILITIES AND SKILLS

Knowledge of the street system and physical layout of the City including location of fire hydrants and principle businesses within assigned area.

Knowledge of hydraulic principles relating to the proper and efficient operation of fire apparatus.

Ability to understand and follow oral and written instructions.

Ability to learn and apply a variety of firefighting principles and techniques, and to learn the operation of firefighting equipment and apparatus.

Ability to operate and maintain firefighting apparatus, equipment and tools.

Ability to think and act quickly, calmly and appropriately in emergency situations.

Skill in the operation of firefighting apparatus and related equipment.

DESIRABLE TRAINING AND EXPERIENCE

Graduation from senior high school or equivalent supplemented by college course work from an accredited vocational or technical college with a degree in fire science or technology plus some experience performing firefighting activities which includes the safe and efficient operation of fire apparatus and related equipment, hazardous materials response, and emergency medical activities. Hazardous Materials Awareness, Operations, or Technician certification is desired.

Experience as a member of a FEMA US&R task force. Experience with data bases and geographic information systems.

MINIMUM QUALIFICATIONS

Graduation from a senior high school or equivalent plus some experience performing firefighting and EMS activities; or any equivalent combination of training and experience which provides the desirable knowledge, abilities and skills.

NECESSARY SPECIAL REQUIREMENTS

Possession of a valid State of Nebraska driver's license when operating a vehicle is necessary to the satisfactory performance of assigned duties.

Current certification as a Fire Apparatus Operator in the Emergency Services Division of the Lincoln Fire Department.

Possession of State of Nebraska certification as a Fire Fighter I or equivalent.

Possession of valid Nebraska Emergency Medical Technician or Paramedic certificate at time of appointment is necessary to the satisfactory performance of assigned duties.