



EXCELLENCE
SERVICE
STRENGTH IN UNITY

ADMINISTRATIVE OFFICE
9 – 12th Avenue South Nampa, ID 83651

p 208.468.5770 f 208.468.5780

Nampa Fire Department Job Description

Title:	Entry Level Fire Fighter -	Effective Date: 8/23/2021
	Paramedic	Approved By: Chief Carpenter
Division:	Suppression	
FLSA Class:	Non-Exempt	

JOB DESCRIPTION SUMMARY

These positions protect life and property through controlling, extinguishing, and preventing fires; provides advanced life support; regularly maintains firefighting equipment, apparatus, and quarters; responds to man-made and natural disasters. In emergency situations, performs hazardous tasks requiring strenuous physical exertion for extended periods of time in cramped surroundings, hot, smoky environments with limited visibility, and at considerable heights. Work is usually performed under the direction of a commanding officer, although individuals may exercise independent judgment in emergency situations.

ESSENTIAL FUNCTIONS

Essential functions will vary according to the work environment and may include, but are not limited to the following:

RESPONDS TO MEDICAL EMERGENCIES:

Delivers safe medical care and treatment based on the individual needs of the patient and in accordance with the Nampa Fire Protection District policies, procedures, and guidelines. Delivers compassionate care and treatment of sick or injured individuals of a diverse community, suffering from non-urgent to life-threatening problems, frequently under unfavorable conditions.

PARAMEDIC FUNCTIONS

- Under established protocols or the direct instructions of a physician, applies advanced life support skills to triage, rescue, and treat injuries or ill persons.
- Responds to medical emergencies throughout the fire district.
- Provides patient care functions, including but not limited to gathering patient information and medical history, performing patient exams, formulating a plan for treatment, and rendering treatment consistent with patient care protocols and/or instructions.
- Obtains information from and provides explanation/counseling to patients, relatives, and others involved related to the emergency.
- Directs medical activities at multiple patient scenes or mass casualty incidents until relieved by a qualified supervisor, performs triage.
- Maintains the confidentiality of patient information as required by law. Completes medical incident reports, records patient information, completes incident and billing forms and forwards files as required by established protocols or practice.



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- Inspects, tests, and maintains emergency aid equipment as needed through cleaning and/or sanitizing.
- Performs periodic maintenance checks, repair, or referral for repair or replacement. Maintains emergency vehicle and equipment in orderly and sanitary condition.
- Attends continuing education as required by the department to maintain skills as well as certification.
- Delivers advanced life support therapies and interventions including the administration of various medications in multiple forms and routes.

RESPONDS TO TECHNICAL RESCUE AND HAZARDOUS MATERIAL INCIDENTS

Effectively applies technical knowledge to solve complex problems regarding the rescue persons or property, often under diverse and stressful circumstances. Anticipates various outcomes, makes appropriate decisions, and acts deliberately in emergency scenarios. Activities will generally be limited to “operations” level; however, some personnel may be trained at a technician level and/or as an instructor.

PERFORMS SUPPRESSION ACTIVITIES:

Performs extremely strenuous physical work while wearing self-contained breathing apparatus (SCBA), under some of the following conditions:

- Selects and deploys various hose lines and nozzles up to 5 inches in diameter to be used to direct water or chemicals onto fire.
- Carries, positions, climbs, and works from ladders and other high areas under adverse conditions.
- Removes injured or incapacitated victims from danger and administer first aid as required.
- Uses hand and power tools as well as other mechanical equipment to breach doors, walls roofs or floors, for various reasons.
- Communicates clearly and concisely using electronic devices and equipment. This includes the ability to do so while wearing personal protective equipment (PPE) and/or an SCBA under adverse conditions such as high background noise, poor visibility, and drenching from hose lines and/or fixed protection systems (sprinklers).
- Works in a safe manner at all times, in accordance with state regulations and District policies and procedures.

CONTINUOUSLY PARTICIPATES IN INITIAL AND ONGOING TRAINING:

Completes training as required to meet District, State, and federally recognized and accepted standards. Training may include classroom instruction, practical and hands-on instruction, evaluations, examinations, and certification in a variety of areas. Completes physical fitness training.

ACTIVELY PARTICIPATES IN FIRE PREVENTION / PUBLIC EDUCATION / PUBLIC RELATION ACTIVITIES:

Actively participates in fire prevention activities in accordance with District policies, procedures, and guidelines, while projecting a professional public image. Actively participates in public presentations and explanations to individuals or small groups. Positively interacts with a diverse population, including children. Treats all persons respectfully, including fellow employees. Works cooperatively with fellow



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employees and contributes to a positive team environment. Conducts code enforcement inspections and effectively identifies and relates code issues to members of the public.

PERFORMS STATION AND EQUIPMENT RESPONSIBILITIES:

Completes daily cleaning chores, assigned project(s), apparatus checks, and other applicable duties as assigned; performs general maintenance work to District facilities. Maintains and operates equipment including vehicle system operation and basic maintenance; power tool operation and basic maintenance.

COMPLETES REPORTS AND RECORD KEEPING:

Completes and processes forms, writes incident reports, and other documents. Accurately enters electronic data.

KNOWLEDGE, SKILLS, ABILITIES

Knowledge of:

Understanding of basic mechanical and operating principles that may be involved in the operation and maintenance of firefighting equipment and understanding of fire extinguishing systems fire prevention methods and fire safety.

- Principles and practices of first aid including EMT training.
- Modern office procedures, methods, equipment, basic computer skills and ability to learn and apply new technologies and skills.
- Business letter writing, basic report preparation and principles and procedures of record keeping

Skilled in:

- Anticipating, analyzing, diagnosing, and resolving problems.
- Interacting with others using tact, patience, and courtesy.
- Using initiative, problem solving skills, and independent judgment within established guidelines.

Ability to:

- Learn and practice modern methods, principles, techniques, and standards applied to firefighting, fire inspection, natural or man-made disasters and related fields.
- Understand, interpret, and apply documents such as operating instructions, applicable policies, procedures, fire codes, adopted ordinances and safety rules.
- Perform current EMS policies and procedures in effect in the Treasure Valley EMS System.
- Maintain confidentiality.
- Possess working knowledge of geography and street locations of response areas.
- Perform effectively under considerable stress while confronted with emergency situations related to the job of a Firefighter/EMT or Paramedic.
- Learn and obey traffic laws, ordinance and regulations involving equipment and vehicle operation.
- Maintain and establish effective and cooperative working relationships with District employees, public and public officials. Work effectively in a team environment.
- Adapt to changes in the work environment and to shifts in organizational philosophy and expectations.
- Conduct oneself in a professional manner as defined by District policy.
- Learn current computer applications utilized by the District and utilize applications to



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perform and complete tasks and/or requirements of the job.

- Effectively present information to moderate size groups.
- Complete comprehensive work assignments and meet deadlines.
- Communicate in English clearly, concisely, and effectively, both orally and in writing.
- Add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions, and decimals.
- The ability to compute the friction loss and fire flows required for producing proper waterflows during pumping operations.
- Learn and effectively utilize knowledge of hazards and chemical properties of a variety of materials.

SUPERVISORY RESPONSIBILITIES

This position has no supervisory responsibilities, however, may require giving assignments and/or directions to co-workers or members of the public during emergency operations.

EDUCATION/EXPERIENCE

A high school diploma or equivalent required.

CERTIFICATES AND LICENSES

- A valid Driver's License is required.
- Current EMT-P License or NREMT-P Certification
- American Heart Association Advanced Cardiac Life Support
- American Heart Association Pediatric Advanced Life Support

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job (includes functions as described in NFPA 1982). Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, an employee is regularly required to talk and hear; use hands or fingers to handle and feel; use of the telephone and computer; requires manual dexterity and visual acuity to operate firefighting equipment frequently and a computer or other standard office equipment frequently. Employee may sit occasionally but will also need mobility and ability to stand and walk continuously for long periods of time.

This position will require the employee to be able to perform strenuous work for extended periods of time, while performing some or all the following:

- Wear a respirator (SCBA).
- Climb six (6) or more flights of stairs while wearing fire protective ensemble weighing at least 50 lbs. or more while carrying equipment/tools, typically weighing an additional 20lbs. to 40 lbs.
- Perform expected duties while wearing fire protective ensemble that is encapsulating and insulated and will result in significant fluid loss that frequently progresses to clinical dehydration which can



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elevate core temperature to levels exceeding 102.2°F (39°C).

- Search, locate, rescue-drag, and carry victims ranging from newborn to adult weighing over 200 lbs. to safety despite hazardous conditions and low visibility.
- Work in unpredictable emergency situations for prolonged periods of physical exertion without benefit of warm-up, scheduled rest periods, meals, access to medication(s), or hydration.
- Work in dark, confined, disorienting spaces; work in overheated environments; work under adverse and stressful conditions.

WORK ENVIROMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

The work area will encompass a wide variety of settings including but not limited to, administrative duties in an office setting; regular exposure to outside weather conditions and could include emergency locations above or underground and in or around water, hazardous traffic areas and under unfavorable or unsanitary conditions which may include burning debris, falling structures, biohazards, air and blood-borne pathogens; confined spaces; commercial and residential structures, etc. Employees are regularly exposed to wet and humid conditions, fumes, airborne particles, toxic or caustic chemicals, extreme heat, and risk of electrical shock. Employees may find themselves in hostile or psychologically demanding environments, involving emotional or psychological stress.

The noise level in the work environment is usually moderate but may reach extremes where hearing protection is required. Work is usually performed during 48-hour shifts. Work may be assigned to a standard 40-hour work week.

SPECIAL REQUIREMENTS

- Requires ability to pass a pre-employment drug screening examination and any subsequent testing.
- Requires ability to pass a comprehensive background check.
- Upon initial employment, the probationary Firefighter must successfully complete the Department / District's designated accredited firefighter training academy.
- Employee must be insurable under the Department's/District's existing vehicle and umbrella liability insurance carrier.
- Employee must meet the medical and physical requirements as specified in NFPA 1582, the Nampa Fire Department's physical and fitness assessment as outlined in SOP 1023 and SOP 1024.