



Firefighter/EMT

City of Bath Fire & Rescue Department

The City of Ships is currently accepting applications for the position of full-time Firefighter/EMT. Our small, family-friendly city has recently been celebrated as one of the best small cities in America and a distinctive destination by the National Trust for Historic Preservation.

Lateral transfer pay and vacation accumulation are available for candidates with current career Fire/EMS service up to 10 years of experience.

The probationary starting wage for a Basic EMT is \$25.71/hour, for an Advanced EMT is \$26.23/hour, and for a Paramedic is \$28.07/hour. On July 1, 2024, there will be a \$0.50 increase and on January 1, 2025, there will be a 2% increase. The collective bargaining agreement expires June 30, 2025. This position is eligible for a generous benefits package including PTO, health insurance, vision insurance, dental insurance, and participation in a two-thirds retirement plan through the Maine State Retirement Program **3C (2/3@ 25yrs.)**. The Bath Fire & Rescue Department is a progressive department that provides an allowance for professional development.

Applicants must currently possess a valid driver's license. The selected candidate must also possess a valid Maine Basic EMT; Advanced EMT; or Paramedic license prior to the job start date and be Firefighter I & II certified. ***Exception to this requirement: if an applicant is licensed as a Paramedic without Firefighter I & II certification, the Paramedic applicant shall be eligible for hire, however, is required to obtain Firefighter I & II level certification within two years of hire date. Additionally, if an applicant possesses a Maine Basic EMT license, the applicant shall be eligible for hire, however, is required to be licensed as an Advanced EMT within two years of hire date.** A copy of your valid driver's license, Maine EMS license, and Firefighter I & II certifications must be attached to your application materials. Leading candidates for this position will be required to successfully pass an in-depth background check and pre-employment (medical) examinations. All candidates will be required to undergo the Bath Fire & Rescue Department physical agility test. A CPAT will not be accepted. Candidates who successfully pass the physical agility test will move on to a written test. **However, if a candidate possesses a current Maine AEMT or Paramedic license, the written test will be waived. The physical agility and written exam will be scheduled on an individual basis. A study guide may be obtained from the City Clerk.**

Interested candidates should apply by submitting all the following required materials: City of Bath job application, cover letter (addressed to Chief Lawrence A. Renaud Jr.), resume, signed physical agility test liability release, signed statement of physician form, signed background check authorization form, copies of valid driver's license and Maine EMS licensure, and documentation of all applicable certifications and training.

Important information about this process, including the job description, application, medical clearance forms, and other relevant materials required to undergo the physical agility test, etc. can be found on the city website at www.cityofbath.com/jobs.

All application materials can be obtained online or at the City Clerk's Office, 55 Front St., Bath, Maine. The City of Bath is an equal-opportunity employer.

**APPENDIX A
JOB DESCRIPTION**

CLASS TITLE:	Firefighter, AEMT	CODE NUMBER:	302
DEPARTMENT:	Fire	GRADE NUMBER:	
UNION:	Local 1611 AFL- CIO	STATUS:	Non-Exempt
DATE:	August 2021		

GENERAL PURPOSE:

Protects life and property by performing fire fighting, medical aid, hazardous materials operations, and fire prevention duties. Maintains fire equipment, apparatus, and facilities. Performs emergency and non-emergency medical aid activities.

SUPERVISION RECEIVED:

Receives general direction from the Fire Chief and direct supervision from the Fire Captain on duty.

SUPERVISION EXERCISED:

May assist to coordinate, instruct, or supervise the work of volunteers or new recruits, as assigned.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Performs emergency and non-emergency medical aid activities including administering first aid, transfer services, family support, patient training, writing incident reports, and providing other assistance as required. Prepares all EMS reports, licensing reports, patient care reports, SCBA reports, keeps track of all CEH's certification and expirations of CPR, PHTLS. Paramedics responsible for Drug Box checks, ACLS and PALS records for re-licensing.

Performs fire fighting activities including driving fire apparatus, operating pumps and related equipment, laying hose, and performing fire combat, containment, gas spills and extinguishment tasks. Receives and relays fire calls and alarms. Operates radio and other communication equipment.

Participates in fire drills, inspection of buildings, hydrants, attends classes in fire fighting, emergency medical, hazardous materials operations, and related prevention programs.

Maintains fire equipment, apparatus and facilities. Performs minor repairs to departmental equipment. Performs general maintenance work in the upkeep of fire facilities and equipment; cleans and washes walls and floors; cares for grounds around station; makes minor repairs, maintains and tests apparatus and equipment.

Presents programs to the community on safety, medical, and fire prevention topics. Completes municipal errands and pre-plan of new construction. Public Service activities such as burn permits, extinguisher training, air bottle training and preparation, and general public service.

Ensure compliance on EMS calls, EMS advanced life policies and procedures as applied to the department, verbal contact with medical control, initiation of new procedures as spelled out in state protocols.

Performs other related duties as required.

PERIPHERAL DUTIES:

Training for fire fighting, medical emergencies, hazardous material operations and other related topics are an ongoing endeavor that may require on and off duty participation to maintain a high level of skill.

MINIMUM QUALIFICATIONS:

- (A) High school diploma or GED equivalent;
- (B) Possess a valid driver's license
- (C) Possess and maintain a minimum of AEMT EMT license from Maine EMS or National Registry of Emergency Medical Technicians, EVOC certification; ability to get AEMT certification within 2 years of employment
- (D) Firefighter I & Firefighter II certifications and Hazardous Material Ops within 2 years of employment
- (E) Must be able to read and write the English language; and
- (F) Able to pass FF/AEMT written and physical agility entrance exams, as prescribed by the Bath Fire & Rescue Department.

SPECIAL REQUIREMENTS:

- (A) Working knowledge of Emergency Vehicle Operation & Control; working knowledge of Advanced Emergency Medicine;
- (B) Ability to learn the operation of fire suppression and other emergency equipment; Ability to learn to apply standard fire fighting, medical aid, hazardous material operations, and fire prevention techniques; Ability to perform strenuous or peak physical effort during emergency or training activities for prolonged periods of time; Ability to act effectively in emergency and stressful situations; Ability to follow verbal and written

instructions; Ability to perform station maintenance as directed; Ability to communicate effectively orally and in writing; Ability to establish effective working relationships with employees, other agencies, and the general public;

(C) Desirable course work - EVOC, Hazardous Materials Operations, PHTLS, Paramedic, ACLS, PALS, and other specialized certifications.

PHYSICAL DEMANDS:

While performing the duties of this job, the employee is frequently required to stand; walk; use hands to finger, handle, or operate objects, tools, or controls; and reach with hands and arms. The employee is occasionally required to sit; climb or balance; stoop, kneel, crouch, or crawl; talk or hear; and taste or smell. The employee must frequently lift and/or move up to 50 pounds and occasionally lift and/or move over 150 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

As NFPA guidelines require, employees must undergo an annual physical medical examination. This exam is to be performed by the medical provider(s) authorized in the union bargaining agreement.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Dear Applicant,

Your interest in the position of Firefighter/EMT for the City of Bath is appreciated. The City of Bath is located on the Kennebec River and has a long history of shipbuilding. The population of 8,408 swells daily with the influx of Bath Iron Works employees. The Bath Fire & Rescue Department has been protecting the City of Ships since 1804. Currently, the Bath Fire & Rescue Department has two fire engines, a ladder truck, and three ambulances. The Bath Fire & Rescue Department handles fire calls for Bath with mutual aid to surrounding towns and provides ambulance service for Bath and three surrounding towns. In 2022, we responded to a total of 2,525 calls with 2,031 being EMS. The Bath Fire & Rescue Department has 26 full-time members. Full-time members are represented by Local 1611 I.A.F.F.

The City of Bath Fire & Rescue Department welcomes the challenging future and continuously strives to provide the highest quality service to our citizens.

***PLEASE READ THIS LETTER CAREFULLY AS IT CONTAINS DETAILED INFORMATION
IMPORTANT TO YOU AS AN APPLICANT***

QUALIFICATIONS

Candidates must be legally authorized to work in the United States, have a high school diploma or equivalent G.E.D., and be at least 18 years of age. Candidates must possess a valid driver's license.

Candidates must be in good physical condition and be able to meet or exceed the physical demands outlined in the job description. Applicants are required to pass a preliminary physical agility test as part of the hiring process, and NFPA guidelines require firefighters to undergo annual medical examinations. If a candidate possesses a current Maine AEMT or Paramedic license, the written test will be waived.

Those applying must be of good moral character and must authorize the city to complete a background check, which may include criminal and personal history. History of crime, traffic violations, drug use, and poor work or personal reference responses will affect candidacy.

EXAMINATION STEPS

Include the completion of all application materials, written tests, medical evaluation, interview, thorough background investigation, and a physical agility test. Upon receipt of your completed application material, you will be scheduled to start the examination process for the position. All leading candidates will appear before an Oral Board which will be conducted by the City of Bath's Personnel Service Commission. Leading candidates will receive oral interviews with the Fire Chief. Details concerning the remainder of the screening process will be provided at that time.

The City of Bath reserves the right to accept or reject any applications that are not completed in their entirety or have misrepresented information.

Be sure to submit all the required material:

- 1) Completed application
- 2) Cover letter addressed to Chief Lawrence A. Renaud Jr.
- 3) Resume with three references
- 4) Signed Physical Agility Test liability release
- 5) Signed Statement of Physician regarding the Physical Agility Test
- 6) Signed Background Check Authorization form
- 7) Photocopy of EMT license
- 8) Photocopy of Firefighter certification
- 9) Photocopy of your current state-issued driver's license

Please submit your complete application packet to the address below:

City Clerk's Office
Bath City Hall
55 Front St.
Bath, ME 04530

Again, thank you for considering the City of Bath Fire & Rescue Department, and good luck!

CITY OF BATH APPLICATION FOR EMPLOYMENT



Date _____

Full Legal Name _____ Preferred Name
(if applicable) _____

Street Address _____ City _____ State _____ ZIP _____

Telephone _____ Email: _____

POSITION APPLIED FOR

Wage or salary desired? \$ _____ When can you start? _____

How did you learn about this opening? _____

Are you eligible to work in the United States? [☐] Yes [☐] No

Have you worked for the City of Bath before? [☐] Yes [☐] No

Have you been told the essential functions of the job or have you been shown a copy of the job description listing the essential functions of the job? [☐] Yes [☐] No

Can you perform these essential functions with or without reasonable accommodations? [☐] Yes [☐] No

What days and times are you available to work? _____

Are you able to work overtime if required? [☐] Yes [☐] No

Are you willing to undergo a background check as part of the hiring process? [☐] Yes [☐] No

EDUCATION	NAME & LOCATION OF SCHOOL	MAJOR	DIPLOMA/ DEGREE
High School			
College/Univ.			
College/Univ.			
Other Training/Education			

List relevant certifications or licenses

What other experiences, skills or qualifications would make you a good fit for this job?

Why would you like to work for the City of Bath?

How does this position fit with your long-term goals?

WORK HISTORY May we contact your present employer? [] Yes [] No

Most Recent Employer	Address	Telephone
Date Started?	Starting Position	
Date Left?	Position on Leaving	
Name and Title of Supervisor		
Description of Duties	Reason for Leaving	
Previous Employer	Address	Telephone
Date Started?	Starting Position	
Date Left?	Position on Leaving	
Name and Title of Supervisor		
Description of Duties	Reason for Leaving	
Previous Employer	Address	Telephone
Date Started?	Starting Position	
Date Left?	Position on Leaving	
Name and Title of Supervisor		
Description of Duties	Reason for Leaving	

REFERENCES

REFERENCE NAME	TELEPHONE AND/OR EMAIL	RELATIONSHIP

APPLICANT'S CERTIFICATION AND AGREEMENT

I certify that the facts set forth in this Application for Employment are true and complete to the best of my knowledge.

I understand that if I am employed, false statements, omissions or misrepresentations may result in my dismissal. I authorize the City of Bath to make an investigation of any of the facts set forth in this application.

DATE _____ APPLICANT'S SIGNATURE _____

Bath, Maine is an equal opportunity employer

55 FRONT ST, BATH ME | (207) 443-8330 | TTY: Dial 711 (Maine Relay)

TO WHOM IT MAY CONCERN: I am an applicant for a position with the **Bath Fire/Rescue Department** who needs to thoroughly investigate my employment background and personal history to evaluate my qualifications to hold the position for which I applied. It is in the public's best interest that all relevant information concerning my personal and employment history be disclosed to the above department.

I hereby authorize any representative of the **Bath Fire/Rescue Department** bearing this release to obtain any information in your files pertaining to my employment records and I hereby direct you to release such information upon request of the bearer. I do hereby authorize a review of and full disclosure of all records, including personnel records or any part thereof, concerning myself, by and to any duly authorized agent of the **Bath Fire/Rescue Department** whether said records are of public, private or confidential nature. The intent of this authorization is to give my consent for full and complete disclosure. I reiterate and emphasize that the intent of this authorization is to provide full and free access to the background and history of my personal life for the specific purpose of pursuing a background investigation that may provide the specific data for **Bath Fire/Rescue Department** to consider in determining my suitability for employment in that department. It is my specific intent to provide access to personnel information, however, personal or confidential it may appear to be.

I consent to your release of any and all public and private information that you may have concerning me, my work record, my background and reputation, my military service records, educational records, my financial status, my criminal history record, including any arrest records, any information contained in investigatory files, efficiency ratings, complaints or grievances filed by or against me, the records or recollections of attorneys at law, or other counsel, whether representing me or another person in any case, either criminal or civil, in which I presently have, or have had an interest, attendance records, polygraph examinations, and any internal affairs investigations and discipline, including any files which are deemed to be confidential, and/or sealed.

I hereby release you, your organization, and all others from liability or damages that may result from furnishing the information requested, including any liability or damage pursuant to any state or federal laws. I hereby release you, as the custodian of such records of organization, including its officers, employees, or related personnel, both individually and collectively, from any and all liability for damages of whatever kind, which may at any time result to me, my heirs, family or associates because of compliance with this authorization and request to release information or any attempt to comply with it.

I direct you to release such information upon request of the duly accredited representative of **Bath Fire/Rescue Department** regardless of any agreement I may have made with you previously to the contrary. The law enforcement organization requesting the information pursuant to this release will discontinue processing my application if you refuse to disclose the information requested.

For and in consideration of ***Bath Fire/Rescue Department's*** acceptance and processing of my application for employment, I agree to hold ***Bath Fire/Rescue Department and the City of Bath***, its agents and employees harmless from any and all claims and liability associated with my application for employment or in any way connected with the decision whether or not to employ me with ***Bath Fire/Rescue Department***.

I understand that should information of a serious criminal nature surface as a result of this investigation, such information may be turned over to the proper authorities.

I understand my rights under Title 5, United States Code, Section 552a, the Privacy Act of 1974, with regard to access and to disclosure of records, and I waive those rights with the understanding that information furnished will be used by ***Bath Fire/Rescue Department*** in conjunction with employment procedures.

A photocopy or fax copy of this release form will be valid as an original thereof, even though the said photocopy or fax copy does not contain an original writing of my signature.

This waiver is valid for a period of 1 year from the date of my signature.

Should there be any questions as to the validity of this release, you may contact me at the address listed on this form.

I agree to pay any and all charges or fees concerning this request and can be billed for such charges at the address listed on this form.

I agree to indemnify and hold harmless the person to whom this request is presented and his agents and employees, from and against all claims, damages, losses and expenses, including reasonable attorney's fees arising out of or by reason of complying with this request.

Name _____ D.O.B. _____ SS# _____

Address _____ City _____ State _____ Zip _____

Home Phone # _____ Work Phone # _____

Signature _____ Date _____

**Bath Fire & Rescue Department
Physical Agility Liability Release
(Updated January 2024)**

I _____, hereby state that I have applied for employment with the Bath Fire & Rescue Department. I understand that the application and hiring process includes a job-related pass/fail physical fitness test consisting of the following activities:

Preparing for the physical agility test. It must be emphasized that regardless of a person's level of fitness, a person should be in good health before beginning any physical training program that emphasizes cardio-respiratory (heart-lung) fitness, strength and muscular endurance, and flexibility. Most people can improve their level of physical fitness through an intensive training program that includes running for cardio-respiratory fitness, weightlifting to develop muscular strength, and stretching exercises to increase flexibility.

How to evaluate your level of physical fitness. From a training standpoint, you should gradually work up to the point where you can run 1.5 miles in 12 minutes or less to establish your cardio-respiratory fitness. Your strength should be gradually developed to where you can do 7 chin-ups, 20 push-ups, and 40 sit-ups with comparative ease. This is about the minimum fitness level for a candidate to safely complete the physical agility test. It must be emphasized that following the guidelines is no guarantee of passing the test. However, your chances of passing will be greatly increased if adequate preparatory physical training has taken place.

What is cardio-respiratory fitness? Cardio-respiratory fitness is the ability of the heart to deliver oxygen to the muscles and other tissues. This is called aerobic power. Simply stated, the ability to perform exercise and/or physical work is directly dependent upon how well the body delivers oxygen to the working muscles. A highly fit person will be able to deliver large amounts of oxygen to the muscles, and therefore be capable of prolonged muscular exercise (for example: fighting fires). On the other hand, the out-of-shape individual will not be capable of delivering adequate amounts of oxygen to the muscles and therefore will become fatigued quickly and be forced to stop working much sooner.

What about muscular strength? Strength can be defined as the ability to apply force. Since nearly all movements are performed against some resistance, a certain degree of muscular strength is needed to perform any activity. Firefighters perform activities against much greater resistance than the average individual. Therefore, the firefighter must have above-average muscular strength, endurance, and power to handle firefighting equipment and perform the duties of a firefighter effectively and safely.

What about flexibility? Flexibility allows the individual to perform required moves without causing injury. Firefighting and many extremely vigorous activities can be performed more safely if the person has good flexibility.

The Physical Agility Test:

Applicants are encouraged to bring their own SCBA mask, turnout coat, firefighter helmet, and either extraction or structural gloves. Applicants must wear pants and closed-toed shoes to the test. If you do not have these items, please contact the Bath Fire Dept at 207-443-5034 prior to the test date to make accommodations.

Do not take the physical agility test lightly. It is more difficult than it appears. Your chances of passing the test will be greatly increased if adequate preparatory training has been undertaken. Physical training should emphasize cardio-respiratory (heart-lung) fitness, strength, and muscular endurance. Running and weight training are two of the best approaches to this end. Prior to the test starting a set of vitals will be obtained, which will entail a blood pressure check and pulse check. Due to the strenuous nature of the test, the Bath Fire Department reserves the right to not allow candidates to run the test based on the vital signs obtained.

Below are descriptions of the six (6) tasks that must be completed in five minutes (5 mins) or less to pass the physical agility test.

Keep in mind that these tasks are performed while wearing a firefighter's coat, helmet, structural firefighting gloves, and a self-contained breathing apparatus (no mask).

The following tasks are not in order of accomplishment for the day of the test and once time passes indicating the start of the test, as a group, all candidates will be walked through the test one time, to be shown the order and expected outcome of each station.

1. Hose Hoist:

Requirement: Hoist 1 ¾ inch fire hose from ground level to the second story which is approximately 16 to 20 feet.

Procedure: Hoist a rolled and tied 50-foot section of 1 ¾ inch fire hose, from the ground level to the second story, and pull hose roll over the rail, and set it onto deck.

Penalty: The candidate will have failed the test if the rope slips through their hands.

Job Relatedness: Firefighters are required to hoist fire hoses and other tools to the upper stories of buildings.

2. Hose Pull:

Requirement: Extend one hundred fifty (150) feet of dry 2 ½" fire hose a minimum of one hundred fifty (150) feet.

Procedure: The applicant will approach one hundred fifty (150) feet of dry 2 ½" fire hose and nozzle, which is in an accordion fold. The hose is placed on the applicant by Fire Department personnel. The applicant CANNOT reach back beyond a six (6) foot mark on the hose. The applicant moves forward until all the hose is extended.

Penalty: The applicant must extend the hose the full one hundred fifty (150') feet or they will have failed the exam.

Job Relatedness: 2 ½" hose is carried on engine companies in lengths up to three hundred fifty (350) feet. A firefighter occupying the nozzle position on an engine company is responsible for extending the line to the point of attack.

3. Ladder Extension:

Requirement: Fully raise (extend) the top (fly) section of an extension ladder and safely lower it completely by using the attached rope (halyard).

Procedure: The applicant will fully raise (extend) and lower the top (fly) section of the fixed extension ladder by using the demonstrated hand-over-hand method; both feet of the applicant must always remain in contact with the ground while raising and lowering the ladder.

Penalty: Allowing the rope (halyard) to slip through the hands in an uncontrolled manner is an unsafe practice and is unacceptable. A ten (10) second penalty will be added to the applicant's total time if the halyard slips and the top section falls three (3) or more rungs. If there is a second slip the candidate will have failed the test.

Job Relatedness: Rescue from elevated levels is sometimes required via ground ladders.

4. Keiser Force Machine:

Requirement: Using a 9-pound short hammer, drive the Keiser Force Machine 5 feet using a controlled chopping motion.

Procedure: The applicant will position their feet appropriately on the Keiser Force Machine. Using the 9 lb. short hammer provided to them, they will strike the Machine and be required to move the Keiser Force Machine 5 feet.

Job Relatedness: To effectively ventilate the roof of a small building, the firefighter would be required to strike the roof a minimum of fifty (50) times, penetrating the roofing materials with each blow.

5. Roof Ladder Forearm Carry:

Requirement: Lift a fourteen (14) ft. roof ladder that is raised against a building, move horizontally by ten (10) feet, then return to the original placement.

Procedure: The applicant will approach a fourteen (14) ft. roof ladder that has been extended and placed on ladder rack attached to a building. Using a forearm carry, the applicant will lift the ladder off the rack and take lateral steps to the right for ten (10) feet. The applicant will then take steps to the left and return ladder to its original position. Ladder must not touch the ground during the carry.

Job Relatedness: This event simulates removing the ladder from the fire truck and placing on the scene.

6. Dummy Drag:

Requirement: Drag 165 lb. dummy 100 feet.

Procedure: The applicant will approach the dummy and proceed to lift and drag the dummy headfirst. The dummy cannot be dragged by the head. No personal devices may be used to drag the dummy. There will be a harness attached to the dummy to assist in dragging. Test time will be stopped once the feet of the dummy cross the finish line.

Penalty: The applicant will have failed the exam if they do not drag the dummy in the manner described above, as demonstrated by the fire department.

7. Claustrophobia Test: This test is a simple pass-or-fail exercise. The candidate shall don a self-contained breathing apparatus face piece and successfully negotiate an established course. If the candidate fails to negotiate the course or needs assistance from the fire department, they will have failed the entire exam.

8. Ladder Climb: The candidate shall climb to the top of the waterway on the aerial ladder that is set at a 60-degree angle. The candidate shall complete this climb in less than four (4) minutes. The candidate must ascend the ladder continually. If the candidate stops for more than ten (10) seconds at any point during the climb or stops more than twice, the entire PAT will be considered a failure. If the candidate fails to complete this climb in the allotted time or if they need assistance from the fire department, they will fail the entire exam.

Candidate Name: _____ Date: _____

This form, in addition to the attached Bath Fire Department Physical Agility Test Standards, must be reviewed by your physician. In order to take the Bath Fire Department Physical Agility Test, you must return this form signed by your physician.

Statement of Physician

I, _____, am the physician for _____.

I have reviewed the attached described activities in the job-related physical fitness test for the position of Firefighter/AEMT for the City of Bath, and certify to the best of my knowledge no physical illness or condition exists that would render the described activities unsafe or inadvisable for the applicant. I also certify that I have obtained baseline readings (BP/Pulse) of this candidate. Based on those baseline readings at the time they were taken, I find no reason why this candidate should not proceed to take the Physical Agility Tests as noted.

Signature of Physician

Date

Physician's Printed Name