

City of Covington Job Posting

Firefighter A/EMT -Paramedic

Date: July 2025
Department: Fire

Grade Number: GR 8
Salary Range: \$45,591.64 - \$54,890.04.76

General Purpose: Under general supervision, performs all duties of a firefighter which includes fighting fires, salvage and rescue work, and administering minor first aid. Completes regular training sessions and performs some maintenance work on the fire station and vehicles as required.

Supervision Received: Reports to Lieutenant/Captain
Supervision Exercised: None

ESSENTIAL DUTIES AND RESPONSIBILITIES

A. Performs fire control duties

- Responds to fire, rescue, hazardous materials emergencies, and other emergencies assigned to company.
- Lays and connects hose lines, nozzles, and other related appliances, and turns water on and off as necessary; carries, puts up, and climbs ladders and operates rescue equipment as necessary.
- Performs salvage work at fire and emergency scenes using salvage covers, vacuums, mops, and squeegees.
- Performs ventilation by making openings in buildings, using exhaust fans or fog streams, power tools, hand saws, and axes.
- Enters burning or contaminated buildings, structures, and other areas to fight fires and/or perform rescues while wearing required protective clothing and safety equipment.
- Administers first aid to the sick and/or injured.
- Performs tactical surveys of commercial structures in assigned district.

B. Attends training to maintain and learn new knowledge and skills

- Successfully complete City of Covington and/or TFACA fire training academy.
- Attends regular training sessions to practice existing procedures and to learn and practice new firefighting and rescue methods.

C. Performs routine preparatory work to maintain readiness to respond to emergencies

- Assists in cleaning personal and station firefighting equipment upon return to the station after an emergency call or a practice drill.
- Cleans and maintains areas of the fire station used by Department personnel as scheduled.

III. Other Job Duties

Performs other job duties as assigned, including:

- Operates a pressure pump and elevating devices as assigned.
- Assists with fire prevention programs.
- Maintains fire hydrants and completes any necessary paperwork.
- Performs other related duties as required.

IV. Primary Job Challenges

Primary challenges of this position include maintaining good judgment under high stress scenarios and maintaining readiness to respond 24/7 to emergencies. This includes emergency calls on scheduled days off.

V. Equipment Operated

Safety equipment (e.g., oxygen supply - SCBA), hand tools (e.g., axes and entry tools), and power tools (e.g., saws and vehicle extraction tools)

VI. Key Competencies Required

▪ Job Content Knowledge:

Has considerable knowledge of the policies, procedures, and methods of the Department. Has considerable knowledge of the state and local laws, regulations and ordinances as they pertain to the specific responsibilities of Firefighter. Has thorough knowledge of modern fire suppression and basic emergency medical principles, practices, and equipment. Has thorough knowledge of the geography of the district and is able to carry out complex oral and written instructions. Has the ability to drive fire station vehicles and operate firefighting equipment. Can maintain good physical conditioning to perform strength and agility tasks. Can develop and maintain effective communications and relationships with all departments and agencies involved in the activities of the job. Knows how to operate various firefighting equipment as required in the completion of daily activities. Has the ability to perform duties necessary to promote the safety and welfare of the public. Can react quickly and calmly in dangerous and emergency situations. Is able to use independent judgment and discretion as necessary in the performance of routine and non-routine activities. Can use independent judgment in a wide array of circumstances from routine tasks to extremely critical situations. Has the ability to work in stressful, high-risk conditions.

▪ Language Skills:

Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, customers, and the public.

- **Mathematical Skills:**

Ability to calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area, circumference, and volume. Ability to apply concepts of basic algebra and geometry.

- **Reasoning Ability:**

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. In decision making, some choices are known while others may need to be identified. Some reliance on precedent. Ability to interpret a variety of complex instructions furnished in written, oral, diagram, or schedule form.

- **Teamwork:**

Develops constructive and cooperative working relationships with others. Encourages others to express their ideas and opinions. Provides input into identifying and solving problems. Anticipates needs of others for information about job tasks and work environment and provides it to them in a timely manner. Willingly assist others with job tasks when appropriate.

VII. Physical Demands and Work Environment

Physical Demands: Performance of the essential duties of this job requires the incumbent to:

- Regularly stand.
- Regularly walk.
- Occasionally sit.
- Regularly use hands to finger, handle, or feel.
- Regularly reach with hands and arms.
- Frequently climb or balance.
- Frequently stoop, kneel, crouch, or crawl.
- Regularly talk or hear.
- Occasionally taste or smell.
- Regularly lift to 10 pounds.
- Frequently lift more than 100 pounds.

Work Environment: Performance of the essential duties of this job requires:

- Frequent exposure to wet or humid conditions (non-weather).
- Frequent work near moving mechanical parts
- Frequent work in high, precarious places
- Frequent exposure to fumes or airborne particles
- Frequent exposure to toxic or caustic chemicals
- Regular exposure to outdoor weather conditions
- Frequent exposure to extreme heat (non-weather)
- Occasional exposure to risk of electrical shock
- Frequent exposure to vibration.
- Frequent exposure to a very loud working environment.

VIII. Qualifications

Education and Experience: Candidate must be 18 years of age by date of testing. The required knowledge, skill, and abilities to satisfactorily perform job duties are normally acquired through an Associate's degree (A. A.) or equivalent from two-year College or technical school; or six months to one-year related experience and/or training; or equivalent combination of education and experience.

Required Certifications/Licenses: (Must be met as a condition of employment)

- Advanced EMT – Must be obtained within 36 months of employment
- Paramedic Preferred
- Hold Tennessee certified firefighter -1 or must obtain within 12 Months
- Hold Tennessee certified firefighter -2 or must obtain within 24 months
- Hold Hazardous Materials Technician certification or must obtain within 36 months

SELECTION GUIDELINES

Formal application, rating of education and experience; oral interview and reference check; job related tests may be required. Medical evaluation (physical), background check, and drug screen required of selected applicant. 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 City and employee and is subject to change by the City as the needs of the City and requirements of the job change.

Compensation and Benefits

The compensation listed in this job description is specific to this position and takes into account a number of variables. This estimated range is based on various factors, including, but not limited to, job duties, experience, expertise, and established grades within our organization. A reasonable annual estimate of the range for this role based on the variables previously mentioned **is \$44,699.20 - \$53,813.76 annually**. Benefits include State provided medical, dental, vision, and prescription coverage, automatic enrollment and contribution to the Tennessee Consolidated Retirement plan, tuition reimbursement offerings, and paid personal and sick leave through service accrual.

EEOC Statement

The City of Covington is committed to a policy of equal employment opportunity for all applicants and employees. The City will comply with all applicable laws prohibiting discrimination against employees and applicants for employment on the basis of race, creed, color, religion, sex, age, gender, national origin, disability, or veteran status and any other status that is now protected by applicable law or may be protected in the future. Such compliance will occur in all employment decisions and actions regarding matters such as, but not limited to, recruitment, hiring, promotions, transfers, layoffs, disciplinary action, termination, compensation, benefits, and City-sponsored training, education, and education assistance.