

**CITY OF SOUTHFIELD**  
**JOB OPPORTUNITY ANNOUNCEMENT**

*The City of Southfield is currently seeking qualified candidates for the following position:*

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**CLASSIFICATION:** Fire Fighter/Paramedic --Southfield Fire Department

**SALARY & BENEFITS:** Salary range: Fire Fighter/Paramedic -\$49,217 - \$70,439

*Sworn Fire Fighter/Paramedic starting pay:* 0-2 yrs exp\* - \$49,217 3-4 yrs exp\* - \$52,215 5+ yrs exp\* - \$56,392

*(\*Years of qualifying work experience as a Sworn Fire Fighter are determined by City of Southfield, as of the eligibility list certification date)* Plus a generous benefit package, including health insurance, dental & vision, life insurance, disability, and a retirement plan.

**Fire Fighter/Paramedics are eligible to receive a \$5,000 hiring bonus contingent on the successful completion of a one-year probationary period. Those that receive the bonus must remain employed with the City of Southfield Fire Department for a period of three years, or else are subject to repay the amount of the bonus.**

**REPRESENTATIVE JOB DUTIES:**

**Fire Fighter duties include:** An employee is responsible for effectively responding to fire, rescue, first aid, and related emergencies; participating in daily drills, protecting life and property; maintaining equipment, apparatus and buildings; participating in fire safety surveys and pre-plans, performing routine housekeeping of fire station facilities, grounds, and equipment, and participating in training activities, and other work as assigned. Work is subject to the hazards encountered in emergency fire and rescue operations, including the physical and mental stresses inherent in public safety work. Work is subject to a 24-hour shift and on-call status when required.

**Fire Fighter/Paramedic duties include:** All fire fighter related duties, plus emergency medical care and related duties as assigned. An employee will be proficient with E.M.S. equipment and be able to operate same in any given situation. This employee will have the ability to evaluate and treat patients in medical emergencies. Employees in this class will maintain E.M.S. and firefighting skills as well as their Paramedic License throughout City of Southfield tenure.

**JOB REQUIREMENTS – AS DETERMINED BY THE CITY OF SOUTHFIELD:**

**Must have or be enrolled in school for a State of Michigan Paramedic License at the time of application.**

**Must have a State of Michigan Paramedic License before date of hire.**

- Be a U.S. citizen; 18 years of age or older at the time of application; Must possess a high school diploma or equivalent.
- Must have the State of Michigan Firefighter I & II Certification upon establishment of the Eligibility List;
- Applicants attending a Fire Academy will be allowed to participate in the recruitment process. Attendance in the Academy must be documented **at the time of application**.
- For lateral consideration, applicant must be currently employed as a sworn Fire Fighter and be a Fire Fighter in “good standing” or if recently separated from service (i.e. laid off) must have been a Fire Fighter in “good standing” at the time of separation.
- Ability to perform the essential functions of the position with or without accommodations.
- Must possess a valid Michigan driver's license and a good driving record as determined by the City’s Driving Standards
- Must have no felony convictions and no record of serious misdemeanor convictions.
- Applicants must successfully pass or have proof of successfully passing a Physical Ability Test within one (1) year by time of hire.

The selection process will include the completion of a City of Southfield application packet, a review of the applicant’s qualifications, driving record and criminal history check, a written examination, and an oral board interview. Selected candidates will be subject to an **extensive background investigation**, and must successfully pass a psychological evaluation and physical exam prior to employment. Each step of the process must be passed before the applicant will be moved to the next step.

**APPLY AT:** City of Southfield, Human Resources Department 26000 Evergreen Road, Southfield, MI 48076

Applications may be downloaded from the City’s website at [www.cityofsouthfield.com](http://www.cityofsouthfield.com)

**This is a “continuous” recruitment. Applications will be accepted until there are sufficient applicants to meet the City’s recruitment needs. As such, interested persons should make application promptly.**

Completed applications can be emailed to: [sfldjobs@cityofsouthfield.com](mailto:sfldjobs@cityofsouthfield.com)

Applicants who meet the minimum requirements will be notified, by e-mail, to attend a testing and orientation session. Applicants **must** maintain all minimum requirements and certifications while waiting for consideration for employment. Names of the successful candidates will remain eligible for consideration for one year from placement on the Eligibility List.

**AN EQUAL OPPORTUNITY EMPLOYER M/F/V/H, DRUG FREE WORKPLACE**

This announcement is only a summary of the position, its duties, job requirements and compensation. Further information is available from the Human Resources Department. The City of Southfield does not discriminate in its employment or any other programs or activities on the basis, of sex, race, color, age, height, weight, marital status, national origin, religion, arrest record, physical or mental disability, family status, sexual orientation, gender identity or any other protected category. We provide reasonable accommodation for qualified individuals with a disability if requested.

JS October 21, 2020



Individuals with special needs who may require assistance with the application process should contact the Human Resources Department at (248) 796-4700 or [hrsupport@cityofsouthfield.com](mailto:hrsupport@cityofsouthfield.com) if auxiliary aids or services are needed. Reasonable advance notice is required.