



The Lehigh Acres Fire Control and Rescue District is seeking qualified applicants for the position of

FIREFIGHTER EMT / FIREFIGHTER PARAMEDIC



Lehigh Acres Fire Control and Rescue District
636 Thomas Sherwin Avenue South
Lehigh Acres, FL 33974

www.lehighfd.com

Deadline for Submission:
November 12, 2021 -



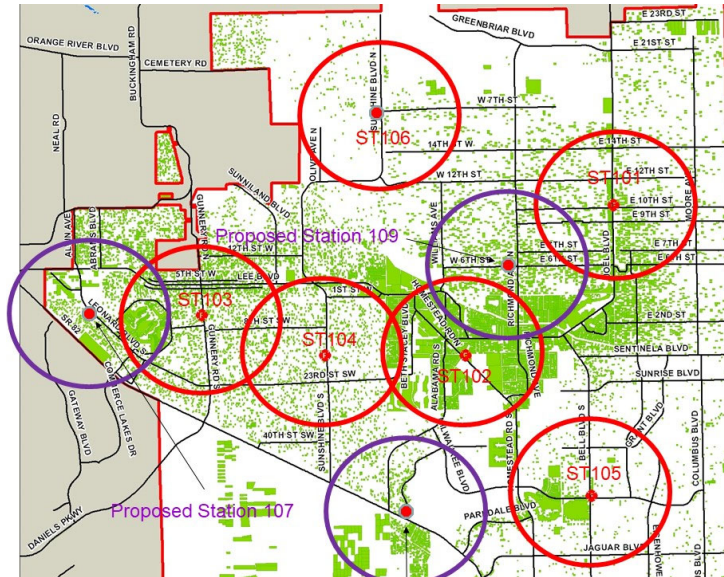
Lehigh Acres Fire Control and Rescue District

Firefighter EMT/ Firefighter Paramedic Position

About the Lehigh Acres Fire Control and Rescue District

The Lehigh Acres Fire Control and Rescue District is located in East Lee County, Florida. Our team provides services to a rapidly increasing population of approximately 120,000 residents.

The Lehigh Acres Fire Control and Rescue District provides advanced life support treatment/transport and fire suppression for the 142 square miles of the Lehigh Acres Fire District from six stations, with three more in development, strategically placed within the District, as well as responds to many areas of Southwest Florida through an automatic aid and closest unit response system.



The District was established in 1963 with volunteers and a single fire engine stationed under a canopy on Homestead Road. After providing volunteer firefighting services for 13 years, the District began hiring Emergency Medical Technicians (EMTs) to operate one ambulance in 1976, which was funded through community support. In 1981, the District realized Advanced Life Support (ALS) was essential and added paramedic services. As a result, the name was changed to Lehigh Acres Fire Control and Rescue District, and the agency is one of only two Fire Districts in Lee County to provide ALS transport services.



The Lehigh Acres Fire Control and Rescue District provides a variety of services to include fire suppression activities, Emergency Medical Advanced Life Support (ALS) on all apparatus, ambulance transport, technical rescue, hazardous materials incident response, and a variety of other emergency and non-emergency services.

The District's total annual budget is approximately \$47,516,810, which includes expenditures of \$34,157,591, and reserves of \$13,359,219, which is primarily funded through a non-ad valorem assessment and fees for services.



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Organizational Structure

The Lehigh Acres Fire Control and Rescue District is a Special District of Florida, which operates by the governance and leadership of a five-member Board of Fire Commissioners. The Board of Fire Commissioners are residents elected by the Community to serve the District for a four-year term. The Board works with the Fire Chief and Administrative staff in establishing vision for the organization, strategic and long range planning objectives, as well as overseeing financial activities.



The Lehigh Acres Fire Control and Rescue District uses a variety of positions to achieve the mission of serving our residents and visitors. Our staffing structure includes a variety of operational, command staff, and administrative positions that operate on a full-time basis.

Firefighter EMTs and Paramedics	92
Driver Engineers	18
Lieutenants	18
Captains	0*
Life Safety Services Staff	4
Administrative & Support Staff	10
Battalion Chiefs	6
Division Chiefs	3
Assistant Chiefs	2
Deputy Chief	1
Fire Chief	1
Total Personnel	155



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Divisions & Programs

The Lehigh Acres Fire Control and Rescue District is organized into divisions related to the services provided by the District. Chief Officers oversee specific organizational divisions, and programs while working together to achieve the organization's operational and administrative goals.

Operation Division

The Lehigh Acres Fire Control and Rescue District's Operation Division manages all operational aspects of the organization, to include emergency response, training, emergency medical services, apparatus, and equipment. The Operation Division is overseen by the Deputy Fire Chief, who works closely with all members to execute the operational mission of the organization.



Training Division

The Lehigh Acres Fire Control and Rescue District's Training Division is committed to providing its members with the most current and cutting edge training available to our profession. Our aggressive training program and strict certification requirements are the foundation of delivering expert, professional, and effective services to the citizens of Lehigh Acres and its surrounding communities.

Emergency Medical Services (EMS)

The Lehigh Acres Fire Control and Rescue District is responsible for the management and planning of all levels of EMS delivery to include Advanced Life Support (ALS) transport ambulances, as well as fully staffed ALS fire apparatus to ensure ALS care is provided by the closest unit responding. EMS leadership also oversees EMS education, training, equipment, supplies, and administration of all medical services.



Life Safety Division

The Life Safety Division offers Safety Management and Safety Education. The staff is responsible for the review of building plans to meet current fire codes, life safety inspections, and fire scene investigations. The team also facilitates public education through presentations on fire prevention and safety, wildfire preparedness, fire extinguisher training, smoke detector evaluations, and child safety seat inspections.



Administration

Lehigh Acres Fire Control and Rescue District's Administration Division is the "behind-the-scenes" support for all emergency services provided by Operation Division personnel. The Fire Chief works with the Board of Commissioners and oversees the administration. Areas assigned to the Administration include:

- Public/Media Relations
- Finance
- Human Resource
- Logistics
- IT/Communications
- Training
- Maintenance
- Clerical Support
- Legal Relations
- Labor Relations
- Special Projects

While each Division listed above has specific functions, roles and responsibilities, all of them work together to provide efficient and effective emergency services for the residents and visitors of Lehigh Acres, Florida.



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The Position of Firefighter EMT / Firefighter Paramedic

This position is responsible for providing fire suppression and control, fire prevention, and emergency rescue and advanced life support services, working under the close supervision of the Department Officer to whose shift he or she may be assigned.

This position participates in drills, demonstrations, and other courses of study necessary to meet requirements for issuance and/or retention of State Certification(s).

Position descriptions are posted in the job listing on our website: www.lehighfd.com/jobs.



**Learn more about the District on our
website: www.lehighfd.com**

Minimum Requirements:

- Be a non-smoker/non-user of tobacco for at least one (1) year prior to application.

Education:

- Must possess a High School diploma or G.E.D.

Certificate or Licenses:

- Florida State Certified Firefighter
- Florida Driver's License (or eligible to obtain within 30 days of employment)
- Current Florida State Paramedic or EMT Certification
- Current Healthcare Provider BLS/ACLS and PALS certification
- CPAT current passing score at time of offer

Preferred:

The Ideal Candidate Will Possess

- Qualifying Experience (Defined as: A certified Paramedic who has worked under a Physicians Medical License to act as a "Lead" or "Primary" treating Paramedic on a 911/Emergent Transport Ambulance within the last 24 months.
- Associate Degree or higher in Fire/Science, EMS, or a related field from an accredited college or university is desired.
- Emergency Vehicle Operations Certificate



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Compensation and Benefits

- **Base Pay:** The annual salary for a first year Firefighter/EMT is \$52,529.36 and for Firefighter/ PM is \$62,533.64. This does not include FLSA overtime, incentives, holiday pay, worked overtime, etc. The District has an established step plan in place reflecting time in service and education.
- **Additional Compensation/Benefits:** The District provides additional compensation in the form of:
 - Paid Life and Long-term Disability coverage
 - Paid Vacation, Holidays, Kelly Days, and Sick Leave
 - Extra \$3.00/hour when assigned to a rescue unit
- **Employee and Family Healthcare:** The District is proud to provide Medical, Dental and Vision coverage for employees and their dependents. Employee Medical and Dental premiums are paid 100% by the District. Vision coverage at all levels is employee funded. The District also provides a pre-tax plan under the Internal Revenue Service Section 125. Additional benefits are defined in the District 6 Collective Bargaining Agreement.
- **Retirement:** An excellent retirement plan is provided by the District through the Florida Retirement Services (FRS). The employee contributes 3% of wages, and the District contributes 27.45% of gross salary, equaling a total contribution of 30.45%. Additional retirement plans are available in the form of a 457 Deferred Compensation Plan as a payroll deduction.
- **Paid Time Off:** Vacation, Holiday, Sick Time, Kelly Days, and other benefits are detailed in the District 6 Collective Bargaining Agreement.
- **Education, Development and Training:** Education, Development, and Training is highly encouraged by the District and funded for the employee through a rewarding Education Plan.

This document does not facilitate an agreement, promise, or guarantee regarding its contents. The most current version of the District 6 Collective Bargaining Agreement which outlines the entire agreement for the position of Firefighter EMT/ Firefighter Paramedic is available upon request.



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CPAT

A passing CPAT score is required to be considered for employment.

The Application Process

Applications are available online at www.lehighfd.com in the form of a fillable PDF.

Applications must be legible, preferably typed, and filled out completely. If a question does not apply to you, please respond with N/A. You must include all specified supplemental information and send your submission to Employment@lehighfd.com not later than **4:00 pm Eastern Standard Time, on November 18, 2021**. Incomplete and/or late submissions will not be considered.

Upon review of applications, you will be notified of receipt. All application information will remain confidential and references will not be contacted until a conditional offer has been presented, except where law prohibits.

Process Specifics

Qualified candidates will be contacted and invited to interview. Interviews are currently scheduled for November 22 – November 24, 2021. Candidates will be notified of their eligibility not later than November 30, 2021. When a vacancy occurs, candidates will be notified in numerical order, starting at the top of the list. Candidates will be required to submit to a Fit-for-duty physical, psychological examination and background check before a final offer is made.

Recommended Preparation

Physical and mental fitness is required and *will* be tested during your 4-week orientation. You should make every effort to have all personal matters in order prior to your start date. This will minimize any disruption or distraction from obtaining the maximum benefit of the orientation phase and provide you the best opportunity for successful completion.

All dates are subject to change.

Individuals requesting an accommodation to apply should contact Human Resources at 239-303-5306

Lehigh Acres Fire control and Rescue District is an Equal Opportunity Employer/Drug-Free Workplace/At-Will Employer/Veterans Preference.



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LETTER FROM THE CHIEF

Congratulations on your decision to explore the many fantastic opportunities offered in the Fire Service, and considering a career with the Lehigh Acres Fire Control and Rescue District. We are a proud organization with tremendous growth potential as our community's development and expansion outpaces most of the nation.

Lehigh Acres Fire Control and Rescue District is a very progressive organization with a longstanding tradition of exemplary service to our family of citizens, visitors, and neighboring agencies. It is our mission to maintain the highest standards of professionalism in the execution of our duties in protecting the lives and property entrusted in our care. Together, we will continue to improve our capabilities and exceed the expectations of those that we serve. We will foster open relationships, and maintain the public's trust in our team.

Should you be selected to join our family of firefighting and administrative professionals, you will receive excellent training throughout your career. You will be challenged to do more than simply participate in shaping the future of the organization—you will be prepared to lead. Our investment in you; developing your skills, providing advanced technology and equipment, encouraging and rewarding education, all serve to build a safer, stronger future for our community.

I hope to see you achieve your goals and enjoy much success. Whatever the outcome, I respect and appreciate your interest in the Fire Service and the Lehigh Acres Fire Control and Rescue District.

Best wishes for your future accomplishment.

Robert DiLallo

Fire Chief