



NAPOLEON FIRE DEPARTMENT

265 W. RIVERVIEW AVE.

NAPOLEON, OHIO 43545

<http://www.napoleonohio.com>

Updated: **January 23, 2025**

Job Classification: Entry-level or Lateral Firefighter/Paramedic

Candidates must have a State of Ohio EMT-Basic and enrolled in an accredited paramedic program. Candidate shall have State of Ohio Certified Paramedic within 6 months from date of appointment or State of Ohio Certified Paramedic prior to appointment.

The City of Napoleon Fire Department is opening a continuous list for an Entry Level or Lateral Firefighter/Paramedic. This will allow any candidates who apply and complete the steps to be added to the Civil Service list for two (2) years. Please review the following process to be considered:

- 1. Candidates are required to complete the Personal History Questionnaire (PHQ) on the National Testing Network's website.**
- 2. Candidates must successfully pass the FireTeam written exam through National Testing Network. To pass, the candidate must receive a minimum average of 70%.**
- 3. Candidates must obtain a FireFighter Mile certification at time of application or before appointment. Candidates that have a Firefighter Mile certification within two (2) years of the appointment will not be required to obtain a new certification.**
- 4. Candidates who are considered a lateral transfer and are currently participating in the Ohio Police and Fire pension are not required to complete a Firefighter Mile Certification.**

All the above needs to be completed and/or submitted to be considered. Attn: Human Resources, 255 W. Riverview Ave., P.O. Box 151, Napoleon, OH 43545

For candidates that obtain a passing score they may obtain 5% for each credit up to 10% if the candidate supplies proof at the time of application of the following Veteran, College Degree, Firefighter II certification, or (3) years of part-time employment with Napoleon Fire & Rescue.

Salary Information: \$57,094.27 - \$69,771.88 in four steps (each step is equivalent to one year with Paramedic Pay included). The firefighter/paramedic works a 24/48 schedule based on a 50-hour work week. Lateral candidates (who are Firefighter/Paramedic) will be offered a pay step that commiserates with their previous employer years of service according to the following guidelines: A (\$57,094.27), B (\$61,183.77), C (\$65,307.95), D (\$69,771.88).

Benefits Information: Comprehensive medical coverage, life insurance, uniform allowance, 10 paid holidays, 11 Kelly Days, 4 personal days, 2 vacation days after 1 year, and 5 vacation days after 2 years. Pension benefits through Ohio Police and Fire

Pension Fund. Lateral candidates will receive 48 hours of vacation on date of hire and will accrue the vacation rate based on previous employer years of service during that first year of employment.

Candidate Contact: Brittany Roof, broof@napoleonohio.com, HR Director.

Department Overview: Napoleon Fire & Rescue is a progressive combination fire department made up of 28 employees, 11 full-time and 17 part-time. Napoleon Fire & Rescue is an all-hazards fire department that provides fire suppression, advanced life support emergency and non-emergency medical services, technical rescue, high and low angle rope, confined space, vehicle/machinery, and hazardous materials response. In addition to the City of Napoleon, Napoleon Fire & Rescue provides coverage to surrounding townships with a total coverage area of 53 square miles. In 2021, Napoleon Fire & Rescue answered 1,936 calls for service.

Area Information: The City of Napoleon lies within Henry County in Northwest Ohio.

Population: 11,750 in coverage area

Job Requirements

Age : 18

US Citizen : Yes

High School Grad/GED : Required

Valid OHIO State Driver's License : Must possess valid Ohio State Driver's License within thirty (30) days of hire and maintain.

Ability to Read/Speak English : Must be fluent in both written and spoken English

Vision : Must have good vision with or without corrective measures

Academy Certification : State of Ohio EMT-Basic and enrolled in an accredited paramedic program. Candidate shall have State of Ohio Certified Paramedic within 6 months from date of appointment or State of Ohio Certified Paramedic prior to appointment. Candidate will have 24 months to obtain a State of Ohio Fire Safety Inspector Certification or Hazard Recognition Certification.

Prior Experience : Not required, but preferred

Necessary Certifications : Must have and maintain, as a condition of employment, Ohio required certifications in Emergency Medical Services as required by job classification.

Hiring Process : Application, NTN PHQ, NTN written exam, Firefighter Mile, Panel interview, Chief interview, and Pension physical.

Drug Use Disqualifiers : Applicant must pass the City of Napoleon's pre-employment drug screen.