



APPLICATION

FIREFIGHTER PARAMEDIC

ROCK COMMUNITY FIRE PROTECTION DISTRICT

- ◆ A PROUD TRADITION SINCE 1941
- ◆ A FAMILY ATMOSPHERE
- ◆ DAILY TRAINING CULTURE
- ◆ FIREFIGHTERS THAT MENTOR,
ENCOURAGE, AND HELP YOU BE THE BEST
- ◆ WHERE WE LET FIREFIGHTERS BE
FIREFIGHTERS
- ◆ ALWAYS WORKING ON AN
ADVANCED LIFE SUPPORT FIRE TRUCK
- ◆ COMPETITIVE PAY, GREAT BENEFITS, AND
TOP NOTCH EQUIPMENT





Rock Community Fire Protection District

Dear Applicant:

Thank you for your interest in becoming a member of the Rock Community Fire Protection District family.

Before submitting an application, carefully read through the enclosed packet paying particular attention to the description and explanation of the minimum qualifications, job classification, selection process, physical ability information and medical evaluations.

Prior to returning your application to the District, please ensure that all requirements are met. All requested information is to be legible, complete and returned with your application.

The application period will be open from June 1st and close on June 30th, 2023 at 16:00. Applications must be submitted in person at 3749 Telegraph Road Arnold MO 63010.

Also included, is a summary of information pertaining to the Rock Community Fire Protection District and applicable employee benefits. You may retain the information for reference.

Rock Community Fire Protection District is an Equal Opportunity Employer.

Sincerely,

Kevin Wingbermuehle;
Fire Chief



Rock Community Fire Protection District

Minimum Employment Standards for Firefighters

Qualifications of members: No person shall be employed as a firefighter by Rock Community Fire Protection District (RCFPD) unless he/she meets the following minimum employment standards upon submission of an application:

- 1) Applicant must be able to lawfully work in the United States at all times while employed by RCFPD.
- 2) Applicant is able to read, write, and speak the English language clearly and distinctly.
- 3) Applicant has never been convicted of a felony or crime involving moral turpitude.
- 4) Applicant is a minimum of eighteen (18) years).
- 5) Applicant shall possess a high school diploma or official Certificate of High School Equivalency (GED).
- 6) Applicant shall possess a valid state motor vehicle operator's license or chauffeur's license.
- 7) Applicant shall possess and maintain the following certifications and/or licenses:
 - a. Missouri Division of Fire Safety - Firefighter I and II Certification
 - b. Current State of Missouri EMT-B or EMT-P license. EMT-B's must be enrolled in a paramedic practicum course at the time of application.
 - c. Hold a current I.A.F.F CPAT Certification. Additional information on C.P.A.T. testing can be found at: stlcofireacademy.com
- 8) Each applicant shall possess a good moral character and work history, as determined by the fire chief, from a favorable report based on a comprehensive background investigation including, but not limited to, school and employment records, home environment, personal traits and integrity. Considerations will be given to any and all violations, including traffic and conservation law convictions, as indicating a lack of good character.
- 9) Each applicant shall possess a good driving record, indicating a respect for traffic laws and good driving habits, and the record must be deemed acceptable for RCFPD by the fire chief.
- 10) Acceptable physical, emotional, and mental fitness, as established by a licensed psychologist and/or physician, to determine the applicant is free from any physical, emotional, or mental condition which might make the applicant unable, with or without accommodation, to perform the essential functions of the job of a firefighter.



Rock Community Fire Protection District

APPLICATION FOR MEMBERSHIP (1 of 3)

APPLICANT INFORMATION		
Social Security#		Date
Last Name	First	M.I.
Street Address		Apartment/Unit#
City	State	Zip
Phone	E-mail Address	
Are you at least 18 years of age? YES NO		
Are you legally eligible for employment in the United States? YES NO		
Have you ever been convicted of a crime?* YES NO		
* If yes, explain		
EDUCATION		
High School	Address	
From	To	Did you graduate? YES NO
Degree		
College	Address	
From	To	Did you graduate? YES NO
Degree		
Other	Address	
From	To	Did you graduate? YES NO
Degree		
MILITARY SERVICE		
Branch	From	To
Rank held		
<i>Explain how your training and experience in the military can benefit Rock Community Fire Protection District.</i>		



Rock Community Fire Protection District

APPLICATION FOR MEMBERSHIP (2 of 3)

REFERENCES	
<i>Please list three people not related to you by blood or marriage, for professional references.</i>	
Full name	Relationship
Company	Years Acquainted
Address Phone	
Full name	Relationship
Company	Years Acquainted
Address Phone	
Full name	Relationship
Company	Years Acquainted
Address Phone	
PREVIOUS EMPLOYMENT	
<i>Please list your three previous employers, starting with the most recent.</i>	
Company	Phone
Address	Supervisor
Job Title	
Responsibilities	
From	To Reason for leaving
Company	Phone
Address	Supervisor
Job Title	
Responsibilities	
From	To Reason for leaving
Company	Phone
Address s	Supervisor
Job Title	
Responsibilities	
From	To Reason for leaving



Rock Community Fire Protection District

APPLICATION FOR MEMBERSHIP (3 of 3)

FIRE/ EMS TRAINING			
EMT-B License#		Expiration Date	
EMT-P License#		Expiration Date	
CPR Certified	YES	NO	Expiration Date
ACLS Certified	YES	NO	Expiration Date
ITLS Certified	YES	NO	Expiration Date
PHTLS Certified	YES	NO	Expiration Date
PALS Certified	YES	NO	Expiration Date
Paramedic Program Information (Required if not currently a licensed paramedic)			
Name of school:			
Name of instructor:			
Phone number of instructor:			
Anticipated completion date:			
<p>Items that must be turned in at time of submission:</p> <ol style="list-style-type: none"> 1. Completed application 2. Copy of birth certificate 3. An official <u>Driver Record Check</u> from the Department of Motor Vehicles of the state in which you are licensed. 4. Copy of Missouri Division of Fire Safety certification of Firefighter I and II <ul style="list-style-type: none"> • If not certified through the Missouri Division of Fire Safety, reciprocity can be obtained by contacting: training@dfs.dps.mo.gov 5. Copy of Missouri EMT-B or EMT-P license. 6. Copy of medical certifications: <ul style="list-style-type: none"> - CPR - ACLS - PALS - ITLS or PHTLS 7. Copy of High School diploma, or copy of official Certificate of High School Equivalency (GED), or copy of official college transcripts. 8. Your resume 9. Copy of current I.A.F.F. CPAT Certification 			



Rock Community Fire Protection District

SCHEDULING. WAGES. AND BENEFITS

Duty Day

Full time consists of 48 hours on duty, commencing at 08:00. At the end of the 48 hour shift, personnel will be allowed 96 hours off to rest.

Pay Day

Payroll is distributed through weekly direct deposit into the employee's chosen account.

Overtime

Overtime is paid pursuant to the Fair Labor Standards Act. All hours worked in a 28-day cycle over 212, are paid at one and one half the hourly rate.

Salary

All 48-hour uniformed members work on an hourly-rate basis. Each employee hired will work for a minimum of three (3) full years before consideration of being brought up to full pay. The pay step increase will be as follows:

- 85% during first year worked
- 90% during second year worked
- 95% during third year worked
- 100% after the third year is worked

Pay step increases are subject to approval, by the fire chief, based upon employee performance and his / her ability to successfully complete the probationary requirements established by the district.

The annual pay for a firefighter in 2023 is approximately \$82,600 including scheduled overtime. In addition, the district offers fully funded individual and family medical including dental insurance, pension, and short term/long term disability insurance, and employee life insurance (\$50,000). **Unscheduled overtime, degree, wellness, holiday, paramedic differential, and longevity are not included in this number.**

Uniforms & Turnout Gear

Turnout Gear

New members are furnished with an initial compliment of turnout gear, which meets or exceeds NFPA specifications (helmet, hood, gloves, coat, pants and boots).

Uniforms

All members are furnished clothing pursuant to the employee contract. In addition to station wear. all members are also issued two shirt badges, two name tags and two sets of collar insignia.

If employment is terminated for any reason, all District-issued turnout gear, uniforms, equipment, and accessories shall be surrendered to the District.



Rock Community Fire Protection District

SUMMARY OF MEMBER FRINGE BENEFITS

This summary of benefits is intended to provide a brief overview of the current benefits available to employees of the Rock Community Fire Protection District.

Life Insurance

Provided by the District (\$50,000 Life and \$50,000 AD&D)

Major Medical Insurance

The District provides major medical and dental insurance for the member and their dependents.

Employee Assistance Program

The District provides an EAP through PAS (Personal Assistance Services).

Disability Insurance

Short Term @ 70% of pay and Long Term is 60% of pay (minus deductible income).

Worker's Compensation

Worker's Compensation Insurance is provided for work-related injuries and illness pursuant to Missouri Worker's Compensation Statutes.

Social Security Benefits

The District contributes a matching amount equal to the employee contribution to Social Security Benefits.

Pension Plan

After 7 years

Vacation

Vacation is given after the 1st anniversary date, and after that reverts to January 1 every year. Vacation is awarded based on years of service. You will have earned three shift days after the first year, and up to twelve shift days after 13 years.

Sick Leave

You are credited 12 sick days upon hiring. At the beginning of your 3rd year, you will accrue sick days per the CBA.

Holiday Pay

The District recognizes the following ten holidays: New Year's Day, Easter, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Eve, Christmas Day and New Year's Eve. Holiday pay is \$250 for the holiday worked.

Funeral Leave

Funeral leave is two shift days for immediate family.

Longevity Pay

Longevity is paid annually in November.

Degree Compensation

Degree compensation is weekly. \$30 for Associates, \$60 for Bachelors, and \$90 for Masters.

Uniform Allowance

\$500 per year

Paramedic Differential

\$20 per week