

# **Canton Township Fire/EMS Lateral Hiring Process**

Thank you for your interest in being considered for a lateral hire Firefighter/Paramedic position with the Canton Township Fire Department. This process was created in order to recruit Fire and Emergency Medical Services professionals who have one year or more of full-time paid experience as a Firefighter/Paramedic with an Ohio fire department, fire division, or public fire district. Individuals must have successfully completed their probationary period.

## **Minimum Requirements for All Candidates**

- Possess a high school diploma or its equivalent, Associate Degree in Fire Science, Paramedic Technology, or related field from an accredited institute, desired.
- Age of 21 years on or before the date of appointment.
- Valid Ohio driver's license.
- NIMS 100 & 700
- Current State of Ohio Firefighter I and II certification.
- Physical agility assessment
- Possess and maintain Hazardous Materials Operations or Technician level.
- Paramedic Certification.

## **Lateral Hire Firefighter-Paramedic Requirements**

In order to be considered for a lateral Firefighter appointment candidates must:

- Be currently employed as a full-time, paid Firefighter/Paramedic within the State of Ohio.
- Have a minimum of one (1) one year of *full-time* paid Firefighter/Paramedic experience including successful completion of the probationary period.
- No disciplinary actions in the past twelve (12) months that resulted in suspension or loss of pay.

## **Canton Township Lateral Firefighter-EMT/Paramedic Candidate Application Requirements**

Those who qualify for consideration as a lateral hire candidate will be required to complete a Canton Township Fire/EMS Lateral Hire Firefighter/Paramedic Candidate Application Packet.

### **Candidates must submit:**

- Canton Township Fire Department Employment Application
- Lateral Candidate Personal History Certification
- Resume
- Copy of High School diploma or GED
- Copy of State of Ohio Firefighter I and II certification
- Copy of Paramedic certification

Candidates are also asked to attach any additional significant paperwork, such as training certifications.

Application packets will be initially screened to verify that candidates are able to meet the minimum requirements. Any application not meeting those requirements will be removed from further consideration. Applications lacking any of the required information may also be removed from further consideration. Applications will be ranked based on factors including education, training and experience as Firefighter/Paramedics.

### **Physical assessment**

All candidates will be required to pass an agility test administered by Stark State College or Tri-C with a passing time of 4:30 or less. A certificate within one year will be accepted.

### **Oral Panel Interviews**

Candidates that meet the minimum requirements will take part in an interview process.

*If a conditional offer of employment is made, the candidate must successfully complete a pre-employment physical, drug screen and psychological evaluation.*

### **Background Investigation**

The exemplary nature of the Firefighter/Paramedic position requires that a thorough background investigation be conducted. Results of the background may be used with other factors to disqualify unsuitable candidates.

## Canton Township Lateral Firefighter/Paramedic Candidate Information

Canton Township will grant credit for years of service with other State of Ohio Government agencies or political subdivisions of the State of Ohio. This allows new employees to begin accruing vacation leave at a higher than entry level.

The Township will also grant credit for sick leave days to employees with other State of Ohio Government agencies or political subdivisions of the state of Ohio. With a letter of verification, up to **500 hours max or seventy-five percent (75%)** of sick leave may be transferred. Any use of sick time will be deducted from this balance first. For the purposes of accrued sick time payout upon retirement, only the hours accumulated with Canton Township shall be calculated.

Firefighter/Paramedic lateral transfer hires shall be placed within the appropriate wage scale as listed:

- Three plus years' experience will be placed in "over 36-months"
- Two years' experience will be placed in "25-36 months"
- One years' experience will be placed in "13-24 months"

	2021	2022	Rev 2022(3%)	Rev 2023	Rev 2023 (10%)	
Probationary	\$45,046.87	\$45,046.87	\$46,399.87	\$46,399.87	\$51,029.41	(\$19.37)
13 -24 Months	\$47,002.00	\$47,002.00	\$48,412.06	\$48,412.06	\$53,260.68	(\$20.22)
25-36 Months	\$49,310.22	\$49,310.22	\$50,789.22	\$50,789.22	\$55,868.66	(\$21.21)
Over 36 Months	\$54,699.70	\$56,340.69	\$58,030.91	\$59,771.84	\$65,749.99	(\$24.96)
Lieutenant	\$56,163.98	\$57,848.90	\$59,584.37	\$61,371.91	\$67,517.62	(\$25.63)
Shift Commander	\$58,502.78	\$60,257.87	\$62,065.61	\$63,927.58	\$70,328.44	(\$26.70)

Lateral candidates will enter employment at the same seniority level as any other entry level employee, and will also serve a one-year probationary period. These members shall also follow the current requirements for promotional consideration.