

Platteville-Gilcrest Fire Protection District

Job Description

Position Title: Paramedic

Employment Status: Full-Time, Career

FLSA Classification: Non-Exempt (Fire Protection / EMS - 29 U.S.C. § 207(k))

Reports To: Lieutenant (through established chain of command)

Division: Operations

Salary Range: \$100,000 - \$110,000

Work Schedule: 48/96 shift assignment; subject to callback and extended operations

Effective Date: April, 2026

Position Summary

The Paramedic provides advanced life support (ALS) medical care and emergency response services within a fire-based EMS system. This position operates within the established chain of command and supports emergency operations, patient care, and public safety initiatives in alignment with District policies and protocols.

The Paramedic exercises clinical judgment, technical expertise, and operational awareness in dynamic and high-risk environments while ensuring compliance with medical direction, regulatory standards, and District expectations.

FLSA Classification and Work Period

This position is classified as non-exempt under the Fair Labor Standards Act and is subject to overtime provisions applicable to fire protection and EMS personnel under 29 U.S.C. § 207(k).

The District has established a 7(k) work period. Overtime eligibility and compensation are calculated in accordance with federal law and District policy.

Paramedics:

The primary role is that of a single-resource Paramedic responsible for advanced medical care and patient management.

The secondary role is fireground operations support consistent with training and assignment.

When operating at fire or technical rescue incidents, Paramedics will function in medical, rehabilitation, triage, staging, or support roles within warm or cold zones, unless otherwise directed by the Incident Commander and consistent with training and certification.

Paramedics will assist with ground-cover fire-fighting operations, and may become part of the wildland team.

Paramedics will not be assigned operations within the hot zones, IDLH, or interior structural firefighting.

Essential Functions and Responsibilities

Emergency Medical Services

- Provides advanced life support (ALS) care in accordance with certification, protocols, and medical direction
- Performs patient assessment, treatment, and stabilization
- Administers medications and performs advanced procedures within the scope of practice
- Maintains communication with receiving facilities and medical control

Emergency Response and Operations

- Responds to emergency and non-emergency incidents, including medical calls, fire incidents, rescues, and hazardous conditions
- Supports incident operations within the assigned role and ICS structure
- Assists with scene safety, triage, rehabilitation, and patient tracking

Patient Care

- Responds to, evaluates, treats, and transports patients accordingly
- Excellent written and verbal communication skills
- Completes accurate and timely patient care reports
- Ensures compliance with District EMS protocols, policies, and procedures

Training and Quality Improvement

- Participates in EMS Continuous Quality Improvement (CQI) programs
- Attends required training and continuing education

- Assists in training personnel and students as assigned

Community Engagement

- Participates in public education, prevention programs, and community outreach
- Assists the public with non-emergency requests and service needs

Operational and Station Responsibilities

- Performs station maintenance, equipment care, and assigned duties
- Participates in drills, physical training, and readiness activities
- Maintains professional conduct consistent with District standards

Additional Duties

- Performs other duties as assigned, consistent with the scope and responsibility of the position
- After the probationary year, Paramedics are required to participate in a project area of their choice

Minimum Qualifications At Time of Application

- High school diploma or GED
- Colorado State Paramedic certification
- NREMT-Paramedic
- ACLS, PALS, and BLS provider certifications
- Valid Colorado driver's license with acceptable driving record
- Minimum three (3) years of paramedic experience in a 911 system
- ICS 100, 200, 700, 800

Conditions of Continued Employment

- Maintenance of all certifications and licensure
- Compliance with annual District fitness-for-duty testing
- Participation in CQI and continuing education programs
- Remain in good standing with Medical Direction

Preferred Qualifications

- Associate degree or higher
- Driver/Operator certification (Required within 1 year)
- S-130/S-190 Wildland certification (Required within 1 year)
- PHTLS certification
- IBSC Certifications FP-C, CCP-C, CP-C, TP-C, TR-C, WP-C, DICO-C

Knowledge, Skills, and Abilities

- Advanced knowledge of emergency medical services, protocols, and patient care
- Ability to perform under high stress and traumatic conditions
- Strong decision-making and clinical judgment skills
- Effective communication and documentation skills
- Ability to function independently and within a team
- Knowledge of ICS and emergency response systems

Supervision

This position does not have formal supervisory authority but may provide guidance to EMTs, trainees, and support personnel as assigned.

The Paramedic operates within the established chain of command and reports to the Lieutenant, who reports through command staff to the Fire Chief under the authority of the Board of Directors pursuant to Colorado Revised Statutes Title 32.

Physical Demands and Work Environment

Reasonable accommodations may be made to enable qualified individuals with disabilities to perform essential functions in accordance with the Americans with Disabilities Act (ADA) and applicable Colorado law.

This Position Requires

- Successful completion of the selection process
- Successful completion of pre-employment background check and drug screening
- Successful completion of Front Line Mobile Health pre-employment Cardio-Pulmonary Exercise Test (CPET)
- Ability to lift and move patients (up to 100+ pounds)

- Operating in hazardous and unpredictable environments
- Working extended shifts with limited rest
- Exposure to infectious diseases, hazardous materials, and extreme conditions

Equal Employment Opportunity

The District is an equal opportunity employer and prohibits discrimination and harassment in accordance with federal and state law, including the Colorado Anti-Discrimination Act.

At-Will Employment Statement

This job description does not constitute an employment agreement and does not alter the at-will employment relationship. Employment may be terminated at any time in accordance with applicable law.

Transparency

Platteville-Gilcrest Fire Protection District is a tobacco-free workplace. We value our members' physical health and fitness. The CPET rating is adjusted for age and gender in accordance with NFPA standards. Please review the following physical fitness requirements and links.

Front Line Mobile Health CPET Video: <https://vimeo.com/448745605?fl=pl&fe=sh>

Acknowledgment

I acknowledge that I have received, reviewed, and understand the requirements of this position.

Employee Name: _____

Signature: _____ Date: _____

District Representative: _____ Date: _____