



**UFA is looking for
experienced Paramedics
\$52,393 - \$80,687**

Firefighting experience not required

(NON-FIREFIGHTER PARAMEDIC LATERAL)

Unified Fire Authority
Salt Lake City, Utah

PARAMEDIC LATERAL HIRING

Unified Fire Authority is offering an opportunity for Paramedics to join UFA as a Paramedic Firefighter with a starting wage up to the top step (Step 10) on the **pay plan**.

To be eligible for a Paramedic Lateral, candidates will need to first pass our required Paramedic Skills Evaluation process. After passing the evaluation, candidates will participate in the same **testing and selection process** as our other entry-level candidates. The process starts with a general Written Exam and those that score high enough will move onto the Oral Board/Physical Agility portions of the process. Written Exams are scheduled between July 31 and August 11 as outlined on our website.

The benefit for candidates being considered under the Paramedic Lateral process is the ability to be hired at a higher starting wage, depending on experience, and to receive five preference points added to their general Written Exam score.

Why is UFA offering a lateral hiring?

Due to recent promotions and retirements, we are experiencing a shortage of Paramedics. We are also working on a new staffing configuration which will increase the number of Paramedics we have on each shift. The intent is to place a third medic in place of an EMT to reduce the demand on roving and to improve service delivery and crew cohesion. Some of these medics will be coming from Paramedic School, but the lateral hire will help speed up the process. Today, UFA has six Firefighters in Paramedic School and eight scheduled for 2021, but this will not meet our immediate need.

We are seeking the interest of experienced Paramedics who hold our values. No fire experience is necessary, we can train you to be a good Firefighter.

How does this work?

- View the **Paramedic Lateral Skills Information Session** (workshop webinar held on June 3rd) and email Sylvia Cardenas at scardenas@unifiedfire.org to find out more about the Paramedic Skills Evaluation and hiring process
- Pass a Paramedic Skills Evaluation in June, July, or August
- Compete for a position through the standard Firefighter hiring process in the fall of 2021
- If successful, begin a full Fire Academy (typically 16 weeks) in February 2022
- Watch our **YouTube series** week-by-week to learn more about the Fire Academy
- If selected, starting base salary ranges from \$52,393 - \$80,687

The **Paramedic Lateral Process** page on our website provides additional information and sign-up links, as does the **TIMELINE AND PROCESS** section at the end of this flyer.

How does the organization feel about a lateral process?

Unified Fire Authority is committed to improving the working conditions of all personnel. Providing the highest level of pre-hospital care to our communities is a priority to our organization, and our Paramedics and EMTs are a critical component to this. We are committed to ensuring our Paramedics are fairly compensated for the work they are doing. With the challenge of training and certifying Paramedics in a timely manner, a lateral hire is a critical component of increasing our Paramedic staffing. To interest candidates, we are willing to pay up to our top step in recognition of experience.

Thoughts from IAFF Local 1696

Salt Lake County Firefighters Local 1696 works diligently with UFA administration to ensure our employees are safe, mentally and physically secure, and compensated equitably in our market. We welcome all well-intentioned professionals, including Lateral Paramedics from other agencies, who want to improve themselves while supporting the UFA mission.

ABOUT UFA

UFA is Utah's largest fire agency with 694 employees serving approximately 430,000 residents in 15 municipalities and the unincorporated area of Salt Lake County.

A full-service fire agency, UFA provides fire suppression, advanced life support, first response and transport, rescue, hazardous materials and bomb response, fire investigation, code enforcement, hazardous materials inspections, and emergency management for all of Salt Lake County. UFA is the sponsoring agency of Utah Task Force 1, one of 28 FEMA Urban Search and Rescue Teams in the nation, provides fire management services for Camp Williams and emergency response for the Utah Data Center.



Of the 694 employees; 443 are full-time sworn Firefighters, 57 are full-time civilian, 130 are “Emergency Medical Service (EMS) Only” part-time ambulance Emergency Medical Technicians (EMTs) and Paramedics, 50 are seasonal Wildland Firefighters, and the remaining 14 are part-time civilian employees.

In 2020, UFA responded to 31,226 emergency incidents with 59,056 unit-responses from 24 fire stations. Minimum daily staffing is 121 personnel during the day and 111 at night.

- 3 Battalion Chiefs
- 17 Engine Companies (11 four-person, 6 three-person)
- 7 Truck Companies (all four-person)
- 9 Ambulances (full-time Paramedic and EMT Firefighter)
- 5 Peak Load Ambulances (part-time Paramedic and EMT)

All crews have the training and equipment to mitigate the problems in their area; however, three fire stations specialize in Hazardous Materials, two in Heavy Rescue, four in Water Rescue, and one serves as the Wildland Duty Officer with the authority to call for larger state assets, such as initial attack aircraft.

Paramedic Service

UFA provides 911 transport for its entire service area; UFA does not provide interfacility transport. Each engine, truck and ambulance have a Paramedic assigned and every medical call receives an ambulance and heavy apparatus to manage the incident as a team of five or six. Generally, the first Paramedic on scene leads the call with their crew and is quickly supported by a second Paramedic from the next responding unit.

Paramedic is the only rank that has a position on every apparatus. Paramedics can work in any station and on any unit. Stations with an ambulance have a routine rotation for the full-time Paramedics to work on both the heavy apparatus and the ambulance.

Opportunities

As a large organization dedicated to placing kind and competent people in the community, there are significant benefits and opportunities for the employees.

- UFA's Board of Directors is committed to maintaining a wage for sworn Firefighters in the top three of fire agencies on the Wasatch Front
- UFA is a destination department. People stay with UFA; they work a full career and retire to enjoy the next phase in their life
- With 15-20 retirements each year, UFA has numerous promotional opportunities in specialty programs, day assignments, and leadership positions. UFA currently has:
 - » 22 Chief Officers
 - » 95 Captains/Staff Captains
 - » 81 Operations Engineers

- » 110 (targeting 150) Operations Paramedics
- » 24 Operations Firefighter Specialists (Heavy Rescue, HazMat, Wildland)
- » 98 Operations Firefighters (this number adjusts based on the number of Paramedics)
- UFA has opportunities for its personnel to be a part of specialty teams for Heavy Rescue, Hazardous Materials, Wildland, Water Rescue and SWAT Medic. UFA is also the sponsoring agency for one of FEMA's 28 Urban Search and Rescue Teams, Utah Task Force 1, and deploys all over the country for major events
- UFA has fire stations in the wildland/urban interface, dense urban environment, small towns, and even mountain recreational areas with world class ski resorts
- UFA typically has 5-10 overtime opportunities every day to maintain minimum staffing levels set by the Board of Directors. 18 of 24 Engine and Truck companies are staffed four-handed
- UFA Operations personnel work a three platoon, 48/96 schedule
- UFA has opportunities to work in assignments with a 40-hour week schedule in a variety of divisions: EMS, Fire Training, Fire Prevention, Wildland, Public Information, Logistics, Emergency Management and Special Enforcement (Fire Investigation/ Bomb Squad)

ABOUT THE AREA

In a recent U.S. News & World Report study, Utah ranked #3 overall in Best States to live in 2021. The Best States rankings show how each state ranks across eight categories. Utah leads in many, being #1 in Economy, #5 in Infrastructure, #5 in Fiscal Stability, #8 in Crime & Corrections, #10 in Education and #11 in Health Care.



Residents in the Salt Lake Valley enjoy all of the perks that city life offers with natural amenities close by. There are thousands of hikes, mountain biking trails, running trails, lakes, and rock-climbing spots right outside of the city.

Utah is home to five National Parks and numerous State Parks, all within a few hours driving distance. Residents also have access to some of the world's best ski resorts, including Alta Ski Area, Brighton Resort, Deer Valley Resort, Park City Mountain Resort, Snowbird and Solitude Mountain Resort.

PAY AND BENEFITS

Paramedic Pay Range \$52,393 - \$80,687

2021 Firefighter Pay Plan

Our benefits cover a wide variety of areas including:

- Health Insurance
- Dental & Vision Insurance
- Life and AD&D Insurance
- Critical illness/hospital insurance
- Utah State Retirement System participating member
- Vacation/Sick/Holiday Leave
- Tuition Assistance
- Post-employment medical savings plan (VEBA)

Details of all benefit programs can be found on our [website](#) and in our [Benefit Summary Booklet](#).

REQUIREMENTS

- Must be currently employed as a full-time Paramedic with an EMS, pre-hospital agency or as a part-time Paramedic with UFA.
- Must have licensure through NREMT.
- Must successfully pass a [Paramedic Skills Evaluation](#) process conducted by the UFA EMS Division (per NREMT Guidelines).
- Candidates may take the [Written Exam](#) and participate in the regular hiring process whether or not they pass the skills evaluation. Those who pass are eligible for the Paramedic Lateral preference points and credit for time as described on our [website](#). Individuals who do not pass the evaluation, but are subsequently hired, will be hired as a Step 1 Paramedic I.

- Those selected will be required to pass background investigation, medical exam, new-hire drug test and other contingencies as required in UFA policy.
- Those offered a position will be required to successfully complete a full Fire Academy (typically 16 weeks).

TIMELINE AND PROCESS

- View the [Paramedic Lateral Skills Information Session](#) (workshop webinar held on June 3rd) and email Sylvia Cardenas at scardenas@unifiedfire.org to find out more.
 - » The webinar allows you to meet the skills evaluators, covers the overall testing and selection process in detail and explains the components of the Paramedic Skills Evaluation.
- June 14th - 18th, July 30th, August 6th - Complete the [Paramedic Skills Evaluation](#). Schedule your time [here](#) (see *Timeline* section for registration links). Additional evaluation dates may be added if needed.
- July 31st, August 4th, 7th, 11th - Take the Firefighter [Written Exam](#). You may schedule the Firefighter Written Exam at the same time you schedule your Paramedic Skills Evaluation using the link above. Additional test dates may be added if needed.
 - » The written exam serves as the initial “hurdle” and will be offered on multiple dates. At least the top 70 scoring individuals, plus any individuals tied at the same score, will automatically move on to the Oral Board/Physical Agility portions of the process.
 - » Preference points for those who are eligible will then be added to the Written Exam scores to determine an adjusted, final written score. Those individuals whose final written score, with applicable preference points added, is above the established cut-off score will also be eligible to advance to the Oral Board/Physical Agility portions.
- August 30th - 31st, September 1st - 3rd - Oral Board/Physical Agility portions for those advancing.
- January 10th, 2022 - New Hire Orientation for those selected.
- February 2022 - Start of Fire Academy for those selected.

Additional information regarding preference points, a breakdown of each component of the testing process and information about the position can be found on our [website](#).

OUR VALUES

Integrity - Professionalism
Respect - Accountability - Teamwork
Dedication - Courage

