



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

**\*4 - Week Orientation in Lieu of Fire Academy\***

**(CAREER 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 our pay plan.

To be eligible for a Paramedic Lateral, candidates will need to pass our required Paramedic Skills and Firefighter Skills Assessment process and will participate in an Oral Board and Physical Agility test. The dates are as follows: Tuesday, July 12, 2022, and Thursday, July 14, 2022.

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 a 4-week orientation in lieu of the 16-week Fire Academy.

## 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.

## HOW DOES THIS WORK?

- Apply here from May 15, 2022 to July 1, 2022.
- Visit our website for more information on the Paramedic Skills and Fire Skills Assessment. If you have additional questions about the Paramedic Skills and Fire Skills Assessment or questions on the hiring process, email Sylvia Cardenas at [scardenas@unifiedfire.org](mailto:scardenas@unifiedfire.org).
- **You will be required to pass the EMS and Fire Skills Assessment, participate in an oral board, and complete the physical agility test all on the same day on one of the following dates:**
  - **Tuesday, July 12, 2022**
  - **Thursday, July 14, 2022**
- If successful, begin 4 - week orientation on TBD
- If selected starting base salary ranges from \$52,393 - \$80,687

# 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 EMT's 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.

## 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 UFA's mission.

## ABOUT UFA

UFA is Utah's largest fire agency with 694 employees serving approximately 450,000 residents in 15 municipalities and the unincorporated area of Salt Lake County.



## OUR MISSION

**To save lives, protect property, and strengthen community relationships with professionalism, courage, and dedication**

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 part-time EMS
- 50 are seasonal Wildland Firefighters
- 14 are part-time civilian employees.

In 2021, UFA responded to 35,632 emergency incidents with 61,809 unit responses from 24 fire stations. Beginning June 1, 2022, UFA will have a total operational staff of 121 personnel. Of the 121 it is broken down in this manner:

- 3 Battalion Chiefs
- 17 Engine Companies (11 four-person, 6 three person)
- 7 Truck Companies (all four-person)
- 10 Ambulance (full-time Paramedic and EMT Firefighter)
- 1 24-Hour Part-time Ambulance
- 3 12-Hour 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.



# OUR VALUES

**Integrity - Professionalism**  
**Respect - Accountability - Teamwork**  
**Dedication - Courage**

## OPPORTUNITIES

As a large organization dedicated to placing kind and competent people in the community, there are significant benefits and opportunities for our 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 Operational 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 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.
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- 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 hours on and 96 hours off.
- 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 Investigations/Bomb Squad)

## **ABOUT THE AREA**

In a recent U.S. News and 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

(The UFA Board of Directors has adopted a "top three" compensation target for all sworn Firefighter ranks based on 15 fire agencies along the Wasatch Front.)

## 2021-2022 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

- Career Firefighters working or have worked for a firefighting first responder agency as a full-time Firefighter Paramedic within the last eighteen (18) months
- Must have current licensure through NREMT
- Must successfully pass a Paramedic Skills and Fire Training Skills Assessment process conducted by the UFA EMS and Fire Training Divisions (per NREMT Guidelines)
- Those selected will be required to pass a 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 4 - week orientation and 10 shifts of field orientation as an extra crewmember in Operations

## TIMELINE AND PROCESS

- Apply Here May 15, 2022 to July 1, 2022
- View the Paramedic Skills and Fire Skills Assessment Information Session on our website.
- **You will be required to pass the EMS and Fire Skills Assessment, participate in an oral board, and complete the physical agility test all on the same day on one of the following dates:**
  - **Tuesday, July 12, 2022**
  - **Thursday, July 14, 2022**
- TBD - New Hire Orientation for those selected
- TBD - Start of 4-week Orientation

Additional information on the testing process and position can be found on our website.

