

TIFFIN FIRE/RESCUE DIVISION

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Updated: October 8, 2024

Job Classification: Firefighter/ EMT & Firefighter/ Paramedic

Application Information: The Tiffin Fire/Rescue Division is growing and is establishing an eligibility list for new hire candidate positions. To be considered for hiring, all applicants will need to complete and submit the following by 9:00 AM on November 12, 2024:

- Submit a completed job application through FirefighterApp.com
- Post National Testing Network exam scores to our profile on their website.

2025 Salary & Benefit Information: Salary based upon the current CBA with the International Association of Firefighters' Local 322.

- Firefighter/EMT starting pay \$54,570/yr.
 - Pay increases to \$60,027/yr. upon completion of the 12-month probationary period.
- Firefighter/Paramedic starting pay \$58,243/yr.
 - Pay increases to \$64,0686/yr. upon completion of the 12-month probationary period.
- Candidates with either a Hazard Recognition Officer or Certified Fire Safety Inspector certification from the State of Ohio will be eligible for a \$1/hour (\$2,704 annually) increase in pay.
- Candidates with approved post-secondary degree work will receive an hourly increase equal to \$250 annually for an Associate's degree or \$450 annually for a Bachelor's degree.
- Personnel work 24 hours on shift with 48 hours off after their shift.

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- Every 12 weeks, employees earn and are able to select 2 Kelly Days off, each being a 24-hour shift.
- You will accrue 9 holiday shifts (216 hours) per year which may be used for additional time off or can be submitted for overtime pay. These hours can be used in 12-hour increments.
- After 1 year of completed service, personnel earn 120 hours of vacation time with step increases at 7, 15, 21, and 25 years of service.
- Paid sick leave, vacation time, 2% longevity pay increases every 4 years, and a uniform allowance. This is set by city policy and current collective bargaining agreement.
- The City of Tiffin offers an excellent comprehensive benefits package including medical, prescription, dental, vision and life insurance, plus a comprehensive wellness plan.
- The City participates in the Ohio Police and Fire Pension Fund.
- Personnel may also make contributions to approved Ohio 457 Deferred Compensation Programs.

Job Requirements:

Age: Minimum age 18 years, no maximum age

Citizenship Required: Legally eligible for employment in the United States

High School Grad/GED: Required

Valid Driver's License: Required, must submit a copy with the application. Any valid state driver's license will be accepted.

Ability to Read/Speak English: Required

Vision: Must pass a pre-employment medical exam

Minimum Entry Certifications: State of Ohio Firefighter I and EMT – Copies of your state card must be submitted with the application.

Additional Requirements: The candidate selected for hire must obtain a State of Ohio Firefighter Level II and Paramedic certification within 36 months of their starting date. All certifications must be maintained during employment.

Candidates must also establish residency within a 45-mile radius from our downtown fire station.

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Hiring Process:

1. Complete application process as described
2. Physical agility examination (unless a current NTN Firefighter Mile cert. is provided)
3. Officers' interview
4. Chief's interview
5. Conditional offer of employment is made
6. Background investigations
7. Medical/physical examinations
8. Official employment offer is made
9. Begin 2-week onboarding process before being assigned to your crew

Preference Points: To be granted military, firefighter, and/or paramedic preference points, the applicant must provide a valid DD-214 or current military service record and/or State of Ohio paramedic certification card at the time of application. For preference points to apply, a candidate must score an average of 70% on examination. Military service nets 20% bonus with Firefighter II and Paramedic each receiving 10%. Maximum bonus of 20%.

Department Overview: Since 1894, the Tiffin Fire Department has provided full-time protection to the City of Tiffin, evolving into the Fire/Rescue Division in 1997 with the merger of EMS. Our team consists of paramedics, certified fire safety inspectors, Haz-Mat Technicians, and experts in technical rescue disciplines. We operate from two stations: Station 1, in downtown, houses an engine, a 100' platform ladder truck, three ambulances, and our administrative offices. Station 2, located between two major industrial areas, is equipped with a 75' quint, an ambulance, and a reserve engine.

The Tiffin Fire/Rescue Division stands out for its unwavering commitment to its personnel, fostering a culture of growth, wellness, and innovation. Through comprehensive wellness programs, access to cutting-edge external training opportunities, and a responsive chain of command that actively encourages fresh ideas, we ensure our team is always equipped with the latest tools and knowledge. Our proactive approach ensures that our practices remain ahead of the curve, adapting to the ever-evolving landscape of emergency services. In 2019, we earned a Class 2 ISO rating, and in 2024, we expect to exceed 3,700 calls for service.

Beyond the workplace, Tiffin and Seneca County offer a uniquely appealing lifestyle, with a low cost of living complemented by a vibrant array of activities, events, and opportunities for

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residents to enjoy year-round. Tiffin, with a population of around 18,000, is home to two universities, is growing with new retail and commercial businesses, and offers a variety of recreational activities in a vibrant community atmosphere. The Tiffin Fire/Rescue Division proudly honors its rich history while embracing the demands of modern fire service.

Population: Approximately 18,000 plus contractual areas and seasonal college increases.

Candidate Contact:

Amanda Hannam

Executive Administrative Assistant

419-448-5448

ahannam@tiffinohio.gov

Equal Employment Opportunity Statement: Equal access to programs, services and employment opportunities is available to all persons without regard to race, color, religion, sex (including pregnancy), military status, national origin, disability, age, ancestry, genetic information, or any other basis protected by federal, state, and/or local law.

In accordance with the Americans with Disabilities Act and/or applicable state and local laws, applicants requiring reasonable accommodations for the application and/or interview process should notify the Human Resources Department. Examples of reasonable accommodations include making a change to the application process; providing written materials in an alternate format such as braille, large print, or audio recording; using a sign language interpreter; using specialized equipment; or modifying testing conditions.

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