



OSHTEMO TOWNSHIP IS HIRING FOUR FULL TIME FIREFIGHTERS!

Here's why you should apply:

#1 We are the third-largest municipality in Kalamazoo County – **and growing**. Oshtemo is home to more than 24,000 residents and businesses, and offers a diverse array of housing, dining, and shopping options. We strive to balance our steady growth with careful planning, prioritizing safety and security, the preservation of our natural areas and fostering recreational opportunities.

#2 We offer a competitive benefits package. As a full-time employee, you'll have access to benefits focused on supporting your physical, financial, and emotional well-being:

- Family medical, dental, and vision insurance (80% of premiums **employer paid**).
- Optional flexible spending accounts (dependent care and/or medical).
- HSA or healthcare reimbursement account with **employer funding**.
- **Employer paid** supplemental insurance for emergency services personnel.
- **Employer paid** life insurance (with a buy-up option).
- **Employer paid** accidental death and dismemberment insurance (with a buy-up option).
- More benefits and details available upon request.

#3 When you join our team, you'll embark upon a **career** journey that blends tradition with innovation. We offer a dynamic environment where your skills and **passion** can thrive amidst a close-knit, growing community. With a focus on sustainability, inclusivity, and professional integrity, we provide the perfect platform for you to make a significant **impact**. Join us and be part of a team committed to shaping the future, fostering growth, and creating a safe and vibrant community together.



POSITION DESCRIPTION

Full Time Firefighter

General Summary:

Oshtemo Township is seeking applicants for the full-time position of Firefighter. This position is within the IAFF Union and is collectively bargained.

Scope of Work:

This individual responds to emergency calls as needed, performs preventive maintenance of equipment, and engages in proactive public education and prevention. This individual is required to work under hazardous conditions.

Requirements:

- Minimum Requirements
 - High School Diploma
 - Michigan Driver's license in good standing
- Required State of Michigan certifications:
 - Fire Fighter I and II
 - Hazardous Materials Operations
 - Medical First Responder

Position Duties:

- Respond to fire alarms and other emergency calls, extinguish or controls fires as a member of a team under the supervision of an officer.
- Select, drag, lift, and carry hose and nozzle depending on type of fire, and correctly applies a stream of water or chemical agent onto a fire.
- Position and climbs ladders to gain access to upper levels of buildings to assist individuals from burning buildings.
- Creates openings in buildings for ventilation or entrance, using ax, chisel, crowbar, power saw or other power equipment.
- Protects property from water and smoke by use of positive ventilation, waterproof salvage covers, and smoke ejectors.
- Administers first aid and CPR to injured persons and those overcome by fire and smoke.
- Communicates with superiors during emergencies.



- Wear appropriate protective clothing and equipment to include self-contained breathing apparatus depending on potential hazard exposure.
- Participates in pre-fire planning of target hazards within the jurisdiction.
- Perform assigned duties in maintaining apparatus, living quarters, buildings, equipment, grounds, and fire hydrants.
- Actively participates in department drills, demonstrations, and courses in hydraulics, pump operations and firefighting techniques.

The above statements are intended to describe the general nature and level of work to be performed. They are not to be construed as an exhaustive list of all job duties.

Knowledge, Skills, & Abilities:

- Firefighting Equipment - Comprehensive knowledge of operation, maintenance, and usage of all firefighting equipment utilized by the department.
- Emergency Incident Mitigation - Comprehensive knowledge of modern techniques and standards related to all realms of emergency incident mitigation.
- Operating Guidelines - Comprehensive knowledge of the rules, regulations, and standard operating guidelines of the Oshtemo Fire Department.
- Geography - Thorough knowledge of the geography of the response area.
- Rules & Regulations - Ability to obey the department issued rules & regulations and all policies and procedures of Oshtemo Township.
- English Language - Ability to write, speak effectively, and understand the English language.
- Responsibility - Ability to take responsibility for his/her own actions.
- Fire Prevention - Ability to perform Fire Prevention building inspections and building familiarization activities, such as pre-fire plans.
- Public Education - Ability to conduct public education programs to various audiences.
- Stressful Conditions - Ability to perform duties under stressful situations and conditions, along with maintaining the ability to perform assigned task in a safe manner.
- Computer Operations - Comprehensive knowledge of computer operations.
- Mathematical Development - Mathematical development; must be able to multiply, divide, use fractions, and read graphs.
- Language Development - Language development; must be able to read fire protection textbooks, write reports with proper grammar and speak correctly in public.
- Regulations - Have knowledge of the regulations and SOG's regarding the Oshtemo Fire Department.



Physical Abilities:

- **Walking and/or Mobility** - Must be able to walk or crawl while carrying or lifting. Must be able to ascend and descend stairs and ladders. Must be able to balance and possess the ability to steady oneself and keep from falling. Must be capable of reaching (extending arms and hands in any direction), handling (seizing, holding, grasping, turning, or otherwise working with hands), fingering (picking, pinching, or otherwise working with fingers), feeling (perceiving attributes of objects such as size, shape, temperature, or texture by means of receptors of skin, particularly those of the fingertips). Must be capable of applying a leg lock with either leg upon a ground or aerial ladder to provide a safe position when operating hose lines or performing rescue work.
- **Hearing** - Normal hearing is needed. The position requires the firefighter to discriminate among similar sounds in environments with a great deal of background noise.
- **Lifting** - The firefighter may be required to lift 100 pounds or more.
- **Vision** - Normal vision is needed with or without correction. Requires both near and far acuity.

Working Conditions:

Ability to live and work for a 48-hour shift within a confined work setting, with a diverse work group of male and female employees of all ethnic groups and religions, as an integrated part of a cooperative team effort.

Compensation Information:

The starting hourly rate is \$18.89 per the [Local 5240 of the IAFF Collective Bargaining Agreement effective 01/01/23-12/31/25.](#)

How to Apply:

E-mail your resume & copies of the State of Michigan certifications listed above to sfeister@oshtemo.org and [CLICK HERE](#) to complete the Application for Employment. These items must all be received by 04/10/24 for consideration.