



# Why the Westbrook Fire & Rescue Department?



A Career at the City of Westbrook could be the perfect choice for you – Fulfilling, Rewarding, Secure, and Close to Home

Westbrook Fire & Rescue is a premier New England public safety agency.

The City of Westbrook was a mill city that has grown significantly over the last two decades to become a residential hub and business center for the region.

Westbrook has a diverse population of over 20,000 and covers 17.36 square miles.

The Fire & Rescue Dept. consists of 70 members consisting of full-time (career), per diem, call members, and a Fire-Police unit.

Our mission is to be the leading force in the provision of fire and rescue services through our commitment to professionalism, superior training, advanced skill development, and superior service.

The Department handles nearly 5,000 calls for service annually, 3,755 which are for medical services as well as response to fire and hazardous materials calls.

## Compensation & Benefits

Competitive Salary of \$819.84 - \$1,049.16/week (unlicensed), \$863.10 - \$1,105.02/week (basic), \$905.94 - \$1,160.04/week (advanced), \$1,055.04 - \$1,286.04/week (paramedic) with additional education and training stipends. Lateral entry up to the 5-year step is available along with opportunity for overtime.

Hiring Incentive Bonus of \$5,000 for applicants holding a valid Maine Paramedic License.

Comprehensive benefits package including, health (88% employer premium contribution, HRA reimbursement), dental, vision, life, and disability insurance.

Generous paid leave including vacation, sick and 14 holidays.

Retirement program, 25-years, 66.6% of final compensation, no age requirement.

Tuition Reimbursement Program up to \$10,000 for paramedic courses.



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[HR@WESTBROOK.ME.US](mailto:HR@WESTBROOK.ME.US)



## Job Duties:

- Responds to fires; makes forced entries into grounds or buildings; and cuts or pries open vehicles, machinery or collapsed building material to reach fire or to free trapped victims.
- Responds to medical and/or traumatic emergency calls by treating a range of illnesses and/or injuries during calls for service using basic and advanced life-support techniques; determines priorities for treatment and transport; operates various medical equipment and apparatus.
- Recognizes and preserves evidence at all fires, with the goal of reducing spoliation; observes spectators at fire scenes to detect suspicious behavior; and during investigation guards premises where arson is suspected.
- Work Week is 24-hours on, 24-hours off, 24-hours on, 120 hours off rotation.

## Qualifications:

- High School Diploma or GED, with preference for an Associate or Bachelor's degree from an accredited college or university with course work in emergency medical services, fire science, fire administration, business or public administration, or a related field.
- Must hold and maintain a valid Maine Driver's license
- Must hold and maintain a valid Maine EMS license (Paramedic preferred)
- NFPA Firefighter I and II Certification (preferred but not required)
- Recruits are required to successfully graduate from a six to eight-week new hire drill school and are compensated during training. Drill school training covers multiple topics related to fire, EMS, and specialty rescue operations.

## Hiring Process:

Pre-employment medical screening  
Pre-employment psychological screening  
Pre-employment background and reference checks  
Pre-employment integrity testing

The Firefighter/EMS Provider Recruit testing process covers four areas; 1) Physical Agility Test, 2) Written Exam, 3) Public Safety Commission Interview/Assessment Center, 4) Chief's Interview

### Physical Agility Testing

Daily job duties of a firefighter demand a competent level of strength and conditioning. Applicants must pass a Physical Abilities Test (PAT). Testing consists of seven (7) job related tasks that must be performed sequentially. This is a pass/fail test based on a maximum time of 5 minutes and 30 seconds. During the entire test, candidates must wear either an SCBA or a 50 lb. weighted vest (simulating the weight of a firefighters protective clothing and SCBA). The seven timed tasks are 1) Hose Hoist, 2) Ladder Raise/Extension, 3) Roof Ventilation Simulation, 3) Attic Crawl, 4) Ladder Handling, 5) Hose Pull, 6) Dummy Drag. In addition, an applicant must successfully ascend/descend the aerial and complete a claustrophobia test. These are pass/fail but not timed.

### Written Exam

This timed exam will measure both cognitive ability and non-cognitive (behavior orientation) and include verbal comprehension, verbal expression, problem sensitivity, deductive reasoning, inductive reasoning, information ordering, mathematical reasoning, stress tolerance, team orientation and motivation/attitude. To successfully pass the written exam, applicants must have a minimum score of 70. Study materials for candidates can be found at [https://iosolutions.com/shop/?swoof=1&pa\\_examination=nfsi](https://iosolutions.com/shop/?swoof=1&pa_examination=nfsi)