



# 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 and growing agency serving a dense city landscape in Southern Maine.

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 Department answers nearly 5,000 E911 calls annually, with a total career staff of 46, making out call to firefighter ratio among the highest in the state. Mutual aid partners include Portland, South Portland, Gorham, Scarborough, Windham, and Falmouth. An all-Paramedic department distributes the EMS workload over time.

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.

## Compensation & Benefits

Competitive Salary of \$23.05 - \$29.49/hour (unlicensed), \$24.26 - \$31.07/hour (basic), \$25.47 - \$32.61/hour (advanced), \$29.67 - \$36.16/hour (paramedic) with additional education and training stipends. Lateral entry incentive considers your time and service in grade. 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. 5.5 weeks of paid time off in your second year of employment.

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

Tuition Reimbursement Program for paramedic courses.

[WWW.WESTBROOKMAINE.GOV/JOBS](http://WWW.WESTBROOKMAINE.GOV/JOBS)  
[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