

Position opens: May 13, 2021

Elko County Human Resources Employment Opportunity Announcement

POSITION: Paramedic

SALARY: Step 1 - \$ 18.2181
Step 2 - \$ 18.7644
Step 3 - \$ 19.3275

APPLICATION DEADLINE: Review of qualified applicants is ongoing and will continue until position is filled. First review of applications will be June 1, 2021

Elko County Ambulance Service (ECAS) is seeking qualified candidates for the position of Paramedic. Paramedic will perform duties associated with providing rescue services and emergency medical care to the sick and injured in accordance with all applicable laws, regulations, and Elko County Ambulance Service policies and protocols. Paramedics generally work 40-48 hours per week, as assigned. This position has been identified as safety sensitive and will be required to successfully pass a pre-employment drug and alcohol screening as well as criminal background check. As a condition of continued employment, will be required to successfully pass random drug and alcohol screening. Must pass a thorough medical examination and recertify every two (2) years.

- 100% PERS Retirement
- Minimal Fee for Employee Health, Vision, Dental and Life Insurance

Obtain an application and full job description at www.elkocountynv.net.

Elko County Human Services
540 Court St, Suite 105 (Physical Address)
571 Idaho St. (Mailing Address)
Elko, NV 89801
(775) 738-4375 phone
(775) 738-5984 fax

Elko County is an Equal Opportunity Provider and Employer.

In compliance with applicable laws, reasonable accommodations may be provided for qualified individuals with a disability who require and request such accommodations.



**ELKO COUNTY
HUMAN SERVICES**
571 Idaho Street
Elko, NV 89801
775.738.4375
775.738.5984 (fax)

Job Code: 18105
Date Est.:
Last Rev.: 06/2019
FLSA: Non-exempt
Probation: 6 Months

PARAMEDIC

DEFINITION

The ideal Paramedic (“incumbent”) will perform duties associated with providing rescue services and emergency medical care to the sick and injured in accordance with all applicable laws, regulations, and Elko County Ambulance Service policies and protocols.

- This position has been identified as affecting public safety.
- Persons offered employment in this class must pass a pre-employment screening for alcohol and controlled substances. As a condition of continued employment, this position is subject to passing random screening for alcohol and controlled substances as required by Elko County personnel policies.
- Persons offered employment must pass a thorough medical examination as well as recertify every two (2) years.
- Persons offered employment must pass a criminal background check.

SUPERVISION RECEIVED AND EXERCISED

Receives direct supervision from the Elko County Ambulance Service Director, Assistant Ambulance Director, or designee. A person in this position, although not a department supervisor, is the “lead” Elko County Ambulance Service representative and is expected to direct and coordinate other personnel (Emergency Medical Responders, Emergency Medical Technicians, and Advanced Emergency Medical Technicians) in both patient care and operational circumstances in the absence of the Ambulance Director, Assistant Ambulance Director, or designee.

ESSENTIAL DUTIES AND RESPONSIBILITIES (or EXAMPLES OF DUTIES)

The following duties are typical for this position. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.

The incumbent must possess and apply knowledge and skills necessary to perform the duties of a Paramedic, in a dignified and compassionate manner, including but not limited to:

- Responding to emergency calls calmly, efficiently and promptly.
- Staffing special event standbys to include providing BLS or ALS care to patients at event, arranging transport if necessary, and completing documentation for the event standby.

- Staffing interfacility transfers to include providing BLS or ALS care to patients being transferred between medical facilities and completing documentation for the patient transfer.
- Administering basic and advanced life support to patients at the scene, enroute to the hospital, and in a pre-hospital setting, in accordance with federal, state, and local laws, regulations, and standards, and in accordance with Elko County Ambulance Service policies and guidelines.
- Assessing the nature and extent of injury or illness to establish and prioritize medical procedures to be followed. Relies on experience and judgement to plan and accomplish operational and patient care goals.
- Rescuing and extricating victims of accidents, sudden illness or entrapment using proper rescue and medical techniques, within scope of training.
- Effectively communicating with professional medical personnel and treatment facilities to obtain instructions regarding further treatment and/or to arrange reception of patients to the appropriate center.
- Maintaining order at scenes, including dispersing crowds and protection of the scene as appropriate.
- Ensure the professional provision of EMS in all circumstances, emergency and non-emergency, ensuring that high quality customer service is provided to all customers, public safety agencies, and community members at all times.
- Completing patient care forms, insurance forms, evaluation forms, and all other forms and documentation in a competent and timely fashion.
- Adhere to and follow all policies and procedures concerning safety and contamination by blood borne pathogens.
- Educate and /or train Ambulance Service personnel, EMS trainees, students, and the public.
- Functions as the lead Ambulance Service staff member when interacting with public safety agencies, local government officials, and others as assigned.

The incumbent must perform all job responsibilities in a manner that protects patient privacy:

- The incumbent is expected to protect the privacy of all patient information in accordance with the Elko County Ambulance's privacy policies, procedures, and practices, as required by federal [and state] law, and in accordance with general principles of professionalism as a health care provider. Failure to comply with the Elko County Ambulance Service's policies and procedures concerning patient privacy may result in disciplinary action up to and including termination of employment or of membership or association with Elko County Ambulance Service.
- The incumbent may access protected health information and other patient information only to the extent that is necessary to complete job duties or an assignment. The incumbent may only share such information with those who have a need-to-know in

order to complete their job duties, including responsibilities related to treatment, payment or other Elko County Ambulance operations.

- The incumbent is expected to immediately report, without fear of retaliation, any possible breaches, potential violations, or observed practices which may compromise patient privacy in violation of Elko County Ambulance Service's policies and procedures to the Ambulance Director and Compliance Officer.
- The incumbent is expected to actively participate in privacy training as determined by the department and is required to clearly communicate privacy policy information to partners, students, patients and others in accordance with Elko County Ambulance Service policy.

The incumbent must possess and apply knowledge and skills necessary to perform the duties of a driver of ambulance service equipment, including but not limited to:

- Promptly responding to instructions from a dispatcher and driving and operating specially equipped emergency vehicles to specified locations at a safe and controlled speed, in accordance with federal, state, and local laws, regulations and standards, and in accordance with Elko County Ambulance Service policies, rules, and guidelines.
- Assuring that vehicles are in good working condition at all times, are properly maintained and stocked, have all necessary equipment and that the equipment is in good working order at all times. Must report any equipment not in good working condition to the Ambulance Director as soon as practical.
- Cleaning, organizing and restocking vehicles in a ready condition at the beginning of each shift and at the conclusion of each call for service.
- Receiving and responding to requests for emergency ambulance service and other duties-related communication via two-way radio or other communication devices.
- Maintaining accurate records of ambulance equipment and other emergency equipment and/or personnel dispatched to each emergency and non-emergency request and other operational and administrative data as required to maintain the operational continuity of the Elko County Ambulance Service and as directed by superiors.
- Properly document each transport on the approved Patient Care Report in a timely manner in accordance with Elko County Ambulance Service policies and procedures.
- Handling telephone communications professionally and efficiently with careful regard to the divulgence of information.
- Coordinating requests for non-emergency transports in accordance with the Elko County Ambulance Service's non-emergency transport policies, procedures, or practices.
- Monitoring communication equipment to maintain contact with the dispatcher and other EMS units.
- Maintaining apparatus and equipment in accordance with all policies, procedures and direction.
- Performing rescue operations within scope of training, equipment, and/or supervisory

direction.

The incumbent must perform routine tasks in and around the ambulance service building, including but not limited to:

- Checking, restocking, inventorying and cleaning any apparatus operated by the Elko County Ambulance Service.
- Station duties, including cleaning, doing dishes, emptying trash and other related duties in the ambulance station.
- Washing and drying towels, uniforms, personal protective equipment, and other laundry in the provided laundry equipment.
- Positively representing the ambulance service while on duty at public service functions, expositions, and other public events.
- Providing ambulance stand-by services at sporting events or any other activities designated by the Ambulance Director, Assistant Ambulance Director, or designee.
- Performing any other duty related to the Elko County Ambulance Service as designated by the Ambulance Director or Assistant Ambulance Director.

The incumbent must also:

- Be timely and consistent in attendance. Reporting as scheduled and fit for duty is a key performance expectation for all Elko County Ambulance Service personnel. Regular and reliable attendance is a requirement and essential function of all positions.
- Be a team player, as EMS is a team effort, and providers must provide necessary assistance to ensure system sanitation, readiness and adherence to quality assurance standards.
- Be flexible, as emergency services operate on a 24-hour clock; the incumbent's assigned work shift schedule may vary and the incumbent should be available to respond immediately for a call during the assigned work period, and the start and shift times may vary due to the nature of the business.
- Maintain a thorough working knowledge of local geography, which includes maps, streets, and grid book systems.
- Maintain a thorough working knowledge of applicable current standards of care, including equipment functions and uses.
- Assure that all certifications, licenses and registrations are up-to-date.
- Conduct him/herself in a customer oriented, courteous, helpful, dignified and professional manner at all times when dealing with patients, co-workers, supervisors and or the public.

QUALIFICATIONS

- Meet all pre-employment requirements as defined by the Elko County Human Resources Department.
- Meet satisfaction of authorization and continued endorsement by the Elko County Ambulance Service's Medical Director.

EXPERIENCE AND EDUCATION

Any combination of training, education, and experience that would provide the required knowledge and abilities. A typical way to gain the required knowledge and ability is:

- Must have a minimum of either a high school diploma or a GED as evidence of completion of a high school education.
- Minimum of three (3) years of experience in the field of rescue and emergency medical services, preferably at a Paramedic level.
- Associate's degree in a related field of study from an accredited institution, preferred.

CERTIFICATES, LICENSES OR REGISTRATIONS

Continued employment is contingent upon all required licenses and certificates being maintained in an active status without suspension or revocation, including complete all required continuing education credits as required by the licensing agency or certifying body.

- Valid and unrestricted Nevada driver's license.
- State of Nevada Paramedic Certification.
- Nevada Ambulance Attendant's Endorsement
- ACLS (Advanced Cardiac Life Support)
- PALS (Pediatric Advanced Life Support), or equivalent
- CPR for the Professional Rescuer, Healthcare Provider, or equivalent
- EVOC/EVDT/CEVO certification, or equivalent
- Hazardous Materials Awareness
- International Trauma Life Support or Prehospital Trauma Life Support Certification, or equivalent
- IS 100
- IS 200
- IS 700
- IS 800
- WMD/Terrorism Awareness for Emergency Responders
- Other certifications as required by certifying agencies and Elko County Ambulance Service policies or directives

Preferred additional credentials:

- National Registry of Emergency Medical Technicians Paramedic Credential
- ICS 300
- ICS 400
- Nevada EMS Instructor Endorsement
- Nevada Immunization Endorsement
- Certifications in additional EMS related disciplines such as AMLS, PEPP, etc.
- Instructor credentials in additional EMS related disciplines

Elko County reserves the right to waive any of the minimum qualifications for those applicants whose general or specific qualifications would otherwise qualify the applicant for the position or lead the appointing authority to believe that the applicant is capable of performing the assigned duties and fulfilling the needs of the Department.

Other Abilities Required and Special Requirements

Must possess basic working knowledge of a Windows® compatible computer, and be able to enter necessary data into a computer. The incumbent must possess basic working knowledge of smartphones, tablets, and GPS devices and be able to enter necessary data into the device.

Paramedics generally work 40-48 hours per week, as assigned. Paramedics will be issued department approved uniforms (shirts, pants, jacket) and must wear them while on duty; additionally Paramedics will be responsible for the maintenance and cleaning of their issued uniforms and for compliance with department Uniform and Personal Appearance Standards.

Elko County Ambulance Service requires that all new staff complete the department level Field Training and Evaluation Program appropriate to their level of certification (i.e. Paramedic). For new hire full-time employees, the staff member must complete Phase I and Phase II within three months of hire. New hire full-time employees may make a written request to the Ambulance Director to extend the FTEP of up to an additional three months, for a total of six months.

PHYSICAL REQUIREMENTS, COGNITIVE FUNCTIONS & WORKING CONDITIONS

The physical demands, work environment factors and cognitive functions described below are representative of those that must be met by the incumbent to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

PHYSICAL REQUIREMENTS:

While performing the duties of this job, the incumbent is regularly required to speak and hear in team settings and/or one-on-one conversations. The incumbent is frequently required to sit and use hands to finger, handle, or feel. The incumbent is regularly required to stand; walk; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl and taste or smell.

This position requires field work and riding in an ambulance, involving frequent sitting, walking, standing, bending, and moderate squatting, crouching, kneeling, twisting, crawling and climbing, and working in awkward positions when moving patients from all types of locations and within the emergency vehicle. This requires frequent lifting of up to 100 lbs. This position will be required to perform various lifts and transfers of patients who may require the use of one or more of the following items: stretcher or backboard, stair chair, neonate isolet, and possibly a two-person manual transfer. This position will require partnering with another EMT to lift, carry, push, pull, maneuver, balance and transfer from one surface to another a body weight of up to 300 lbs, and additional equipment weight. This position requires manual dexterity of frequent simple and power grasping of both hands, moderate use of fine manipulation with both hands, and frequent pushing and pulling and reaching above and below shoulder level. This position also requires frequent use of foot controls when driving, utilizing stretchers, or operating other medical equipment with foot controls.

Hearing: Must be able to hear and understand information provided by patients, family or bystanders; must be able to hear breath sounds and accurately determine auscultated blood pressures; must be able to differentiate separate conversations in active, distracting

environments; must be able to hear and understand radio traffic when responding with lights and sirens.

Speech: Must be able to speak and enunciate clearly and at a level audible to others in loud conditions, must be able to speak clearly in stressful situations, must be able to verbally communicate with patients, families and other emergency personnel.

Vision: Requires ability to identify and distinguish colors, clear vision at 20 inches or less (close vision) and clear vision at 20 feet or more (distant vision), peripheral and depth vision, as well as ability to adjust focus.

COGNITIVE FUNCTIONS

Must be able to analyze many variables and choose the most effective course of action for responding to calls, treatment and transportation of patients, and interaction with family members, facility personnel, and others. Must be able to handle novel and diverse work problems on a daily basis, including high pressure trauma and medical scenes. Personal maturity and sound judgment are important attributes. Must be able to relate, communicate and interact with people at all levels within the Company and at customer facilities, as well as with people of diverse backgrounds, age levels ranging from newborn to senior, disparate levels of comprehension, and potentially dealing with confused and agitated patients or family members. Requires ability to analyze, evaluate, compare, and compile information, and the ability to coordinate, communicate, and instruct.

Language Skills: Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, department policies, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.

Mathematical Skills: Ability to work with mathematical concepts such as probability and statistical inference. Ability to apply concepts such as, percentages, ratios, and proportions to practical situations. Ability to apply concepts of mathematics to EMS related disciplines such as pharmacology.

Reasoning: Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

TYPICAL WORK ENVIRONMENT

This position may require driving an emergency vehicle throughout shifts of varying durations (up to 24 hours), use of stretchers, ventilators and other medical equipment; walking on uneven or slippery ground depending on the location in which the call for service occurs; exposure to emergency lights and sirens on ambulance and other emergency responder vehicles; exposure to various weather conditions, day and evening shifts; potential exposure to dust, smoke, gas, fumes or chemicals (e.g. idling ambulances, responding to vehicle accidents); working at heights and/or in confined spaces (depending on the call); and potential for exposure to blood-borne pathogens, known and unknown medical conditions (protective materials are provided

and precautions are required).

REQUIRED RESIDENCY

As a small department, in order to ensure the ability to flex extra personnel and resources during high volume periods, mass-casualty incidents, etc; all Elko County Ambulance Service personnel within this position must comply with the ECAS Residency Standard Operating Guideline.