

# TIFFIN FIRE/RESCUE DIVISION

53 S. MONROE ST.  
TIFFIN, OHIO 44883-2836  
OFFICE: 419-448-5444 FAX: 419-448-5421

FIRE CHIEF ROBERT CHAPPELL  
E-MAIL FIRECHIEF@TIFFINOHIO.GOV

DEPUTY CHIEF MIKE HOMAN  
E-MAIL: FIREDEPUTYCHIEF@TIFFINOHIO.GOV



Updated: **June 5, 2023**

**Job Classification:** Lateral Firefighter/ EMT & Firefighter/ Paramedic

**General Information:** Due to a retirement, the City of Tiffin is seeking to establish an eligibility list for a lateral hire Firefighter/ EMT & Firefighter/ Paramedic position. To be considered for hiring, all applicants will need to complete and submit the following by July 3, 2023:

- A City of Tiffin application for employment. [Link to application.](#)
  - Applicant must show they are a current, or recent full-time firefighter contributing into the Ohio Police and Fire Pension System. They must be in good standing in the fire department in which the applicant serves. In the event of a separation, not more than six (6) months shall have elapsed between the separation and the employment application being received by the City of Tiffin. Applicants must have a minimum of one (1) year full time firefighter experience in the last eighteen (18) months in the State of Ohio and have held both their professional firefighter and Emergency Medical Technician or Paramedic certifications during this time.
- Copies of your State of Ohio FFII and EMT or Paramedic certifications and driver's license.
- Lateral hire candidates must be under 41 years of age at the time of employment.

All documents may be emailed to [ahannam@tiffinohio.gov](mailto:ahannam@tiffinohio.gov) or mailed to:

**Tiffin Fire/ Rescue Division**  
**53 S. Monroe St.**  
**Tiffin, Ohio 44883**

#### MISSION STATEMENT

“The Mission of the Tiffin Fire and Rescue Division is to protect life and property through dedicated and professional fire and EMS services.”

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

- Firefighter/EMT starting pay \$56,037.43/year and up to \$58,278.93/year, based on years of service
- Firefighter/Paramedic starting pay \$59,809.18/year and up to \$62,201.55/year, based on years of service
- Candidates with either a Hazard Recognition Officer or Certified Fire Safety Inspector credential 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.
- 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. Prior service credits may impact the dates of accrual increases.
- Paid sick leave, vacation time, guaranteed 2% longevity pay increases every 4 years up to 10%, 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.
- The City participates in the Ohio Police and Fire Pension Fund.
- Personnel may also make contributions to approved Ohio 457 Deferred Compensation Programs.

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**Job Requirements:**

**Age:** Minimum age 18 years. Maximum age is 41 years.

**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

**Necessary Certifications:** Minimum State of Ohio Firefighter II 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 Paramedic certification within 36 months of their starting date. All certifications must be maintained during employment.

Candidates must also establish residency within 6 months. Residence must be located within a 45-mile radius from our downtown fire station.

**Hiring Process:**

1. Complete application steps detailed above
2. Officers' interview
3. Civil Service will then certify the hiring list
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:** No preference points are available for lateral hire candidates.

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**Department Overview:** Since 1894, the Tiffin Fire Department has provided full-time protection to the City of Tiffin. In 1997, EMS was merged creating the Fire/Rescue Division. The men and women who comprise our department today are more than firefighters. The majority are paramedics and certified fire safety inspectors. Many are trained Haz-Mat Technicians and also have training in various technical rescue disciplines. We provide our services based out of two fire stations. Station 1, located in the heart of downtown, houses an engine, a 100' platform ladder truck, three ambulances, and administrative offices. Station 2, can be found at the north end of our city. It is located between two major industrial areas and houses an engine, 75' quint, and an ambulance. We utilize cross staffing to cover many of the incidents for which we are requested. The work and dedication of our members has earned us a Class 2 ISO rating in 2019. The Tiffin Fire/Rescue Division is rich in our history but ready for the challenges of today's fire service.

**Area Information:** City of Tiffin, Seneca County, Ohio

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

**Candidate Contact:**

Amanda Hannam,  
Executive Administrative Assistant  
419-448-5448  
[ahannam@tiffinohio.gov](mailto:ahannam@tiffinohio.gov)

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