

Lake Havasu City Fire Department
Apprentice Firefighter/Paramedic Program 2025-2030

Program Summary:

The Paramedic/Firefighter Apprentice Program is intended to take someone with no direct skills and prepare them for a role within the Fire Department, tailored for individuals pursuing a career in the fire /emergency medical service. This program offers participants the opportunity to gain practical experience and develop essential skills in a structured environment.

Participants in the Paramedic/Firefighter Apprenticeship are required to successfully complete the following training programs, as determined by the Department:

- **IFSAC International Fire Service Accreditation Congress - Firefighter I & II Academy:** This program provides foundational knowledge and skills in firefighting, including fire behavior, safety protocols, and rescue operations. Certification as Firefighter I and II is awarded upon completion.
- **Certified American Heart Association (AHA) CPR & First Aid Instructor**
- **National Registry Emergency Medical Technician Paramedic (EMT-P) Training Program:** This program offers advanced medical training focused on emergency medical services and patient care. Successful participants will earn EMT-P licensure.
- **Fire Science or Emergency Medical Service AAS degrees:** Participants in the apprenticeship program are required to undertake college-level coursework to pursue an Associate of Applied Science (AAS) degree in either Fire Science or Emergency Medical Services.

Through this program, individuals will gain essential skills and experience, preparing them for future roles in the fire/emergency medical service and enhancing their career advancement opportunities.

Participation in the Paramedic/Firefighter Apprentice program is limited to a duration of four (4) years, with the possibility of a one (1) year extension. It is imperative that participants uphold all educational and participation requirements established by the apprenticeship program; failure to comply will result in removal from the program and termination of their employment contract.

Paramedic/Firefighter Apprentices are assigned to a shift under the supervision of a Classified Fire Officer or designee where they perform duties such as emergency response, facility and apparatus maintenance, training, public education and community events.

The Paramedic/Firefighter Apprentice is the fourth member of an engine/truck company or third member of a Medic unit in a training role, not to be used or recognized as filling a career position or used beyond their level of training.

Paramedic/Firefighter Apprentices are expected to ~~treat their shift with the seriousness and professionalism of a regular job.~~ meet the highest standards of professionalism. This program contracts with an Apprentice Paramedic/Firefighters for a maximum of five years and does not imply any promise or guarantee of a permanent position.

Typical Duties and Responsibilities include, but are not limited to:

- Participation in hands-on and classroom training.
- Participate in 24-hour shifts with department fire suppression personnel, including:

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- Assist and participate in emergency response activities.
- Participation in daily shift activity including training, community risk reduction, emergency preparedness and emergency response.
- Participate in emergency response skill development exercises under the direction of fire service personnel.
- Support emergency response operations under the direction of fire suppression personnel.
- Work independently supporting emergency response and other functions of the Fire Department.
- Participate and assist in fire prevention activities such as school and community group presentations.
- Perform administrative tasks in support of various departmental activities.
- Drive and operate city vehicles in the course of work.
- Completion of small ad hoc projects as they arise.
- Attend weekend and/or evening training session.
- Perform related duties and responsibilities as required.

While many of the job duties of this position are in support of various functions of the fire department, the major focus is on the development of the requisite knowledge, skills, and abilities to become a full-time professional firefighter/paramedic. This position will allow for interaction with various members of the Lake Havasu City Fire Department; this includes both formal and informal mentorship from fire service professionals.

Minimum Qualifications

- Mohave County resident.
- Minimum of 18 years of age.
- High school graduate or GED equivalency.
- Valid Driver's License of appropriate class.
- Testing with National Testing Network must have been completed within the last twelve (12) months with an overall score of 70% or better.
- Possession of Candidate Physical Abilities Test (CPAT) Certification at time of hire.
- Must meet requirements of NFPA 1582 standards with or without accommodation
- Possession of National Incident Management (NIMS) Training 100, 200, & 700 at time of hire.
- Possession of Arizona State Certification or National Registry Certification as a Basic Emergency Medical Technician (EMT-B) at hire and ability to maintain continuing education requirements at the minimum level established. Must obtain and maintain medical control issued by the medical director.

Desirable experience and education include any of the following:

- Participation in Lake Havasu City Fire Department's CTE Fire/EMS Highschool Programs.
- Military experience.

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- Current enrollment in an accredited college or university in Fire Science/EMS or related program
- Successful contribution to a team-based effort such as organized athletics, community service organization, or similar
- Peer leadership experience in team-based activities

Special Note: Requires non-standard, rotating shiftwork to include days, nights, weekends and holidays. Primary work schedule is continuous shift work at 24 hours on and 72 hours off.

Knowledge of: Principles and practices of workplace safety; basic mathematics; English usage, spelling, grammar and punctuation; telephone etiquette; basic office methods and procedures; basic computers and office machines.

Ability to: Learn the organization and functions of a Fire Department; learn basic technical principles of firefighting and hydraulics as applied to fire suppression and prevention; learn to think and act quickly in emergencies; learn to effectively deal with personal danger; learn Department policies and procedures; work courteously with the general public on the telephone and in person; communicate clearly and concisely, both orally and in writing; keep simple records and prepare reports; understand and carry out oral and written directions; establish and maintain cooperative working relationships with those contacted in the course of work; and work in support of the City's mission and vision. Apprentice Firefighters must have a strong desire to learn, the ability to function as part of a team and be both physically and mentally fit.

Physical and Sensory Requirements:

This work requires the occasional exertion of over 100 pounds of force; work frequently standing, walking, sitting, speaking or hearing, using hands to finger, handle or feel, climbing or balancing, stooping, kneeling, crouching or crawling, reaching with hands and arms, pushing or pulling and repetitive motions and occasionally requires tasting or smelling; work has standard vision requirements; vocal communication is required for expressing or exchanging ideas by means of the spoken word; hearing is required to perceive information at normal spoken word levels; work requires preparing and analyzing written or computer data, visual inspection involving small defects and/or small parts, operating machines, operating motor vehicles or equipment and observing general surroundings and activities; work regularly requires exposure to extreme heat (non-weather), frequently requires working near moving mechanical parts, exposure to fumes or airborne particles, exposure to outdoor weather conditions, wearing a self-contained breathing apparatus and exposure to bloodborne pathogens and may be required to wear specialized personal protective equipment and occasionally requires wet, humid conditions (non-weather), working in high, precarious places, exposure to toxic or caustic chemicals, exposure to the risk of electrical shock, working with explosives and exposure to vibration; work is generally in a moderately noisy location (e.g. business office, light traffic).

Paramedic/Firefighter Apprentice Implementation Plan:

- January 5, 2026: Hire (2) Paramedic/Firefighter Apprentice

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Salary and Benefits & Educational Package

The Paramedic/Firefighter Apprentice program salary and benefits will be covered through a Lake Havasu City Apprenticeship Contract.

Highlights:

The Paramedic/Firefighter Apprentice wages will be based on 24 hours on and 72 hours off. The FLSA cycle will remain consistent with the city's current 14-day cycle. (See Example Calendar for Work Schedule). The average annual hours worked 2214.

Hourly rate of \$18.00 for the Paramedic/Firefighter Apprentice position. Additionally, this role will be eligible for wage increases based on performance and achievements set forth in the program.

All tuition, fees, and materials related to Fire and Emergency Medical Services (EMS) coursework will be funded by the Fire Department budget, contingent upon the Apprentice successfully completing the course or certification with a passing grade. Should the Apprentice fail to fulfill the requirements of the course or certification, they will be removed from the program, and their contract will be cancelled

PTO accrual will be determined in the contract.

This position is not eligible to participate in any pension system offered by the city; however, the individual may be eligible for welfare benefits available to classified employees of the City, if applicable.

Starting Hourly \$18.00

Benchmarks for Merit Increases (Each Step Increase is 3.5%):

- **CPR & First-Aid Instructor & Financial Literacy Course**
 - Step Increase
- **Completion of Firefighter I & II & Hazardous Material Operations Certifications**
 - Step Increase
- **30 College Credits toward Fire & EMS AAS Degree**
 - Step Increase
- **Fire or EMS associate degree**
 - Step Increase
- **Starting Paramedic School**
 - Step Increase
- **50% Completion of Paramedic School**
 - Step Increase
- **National Registry Paramedic Licensure**
 - Step Increase

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Example of education timeline (subject to change):

1st Year Completion Schedule for Apprentice

First Semester- Spring (January to June)

- Onboarding & HR and Fire Department Required Training - On the Job Training
- Task Book Assignments
- Fire Academy – Firefighter I and II
- Complete CPR & First-Aid Instructor Course & Financial Literacy Course

Second Semester Fall (August to December)-

- College Level Course
 - English 101
 - FSC 220 Occupational Safety and Health for the Fire Service
 - FSC 105 Principles of Emergency Services
 - CIS 110 Introduction to Computer Information Systems

2nd Year Completion Schedule for Apprentice

First Semester- Spring (January to June)

- Task Book Assignments
- Ambulance Ride Time
- Prepare for Paramedic School
- College Level Course
 - HES 113 Medical Terminology
 - HES 128 Pharmacology for Health Professional
 - HES Anatomy and Physiology for Allied Health Professionals

Second Semester-Fall (August to December) College Level Course

- ENG 136 Technical/Professional Writing
- FSC 221 Fire Administration
- FSC 235 Fire Strategy and Tactics
- FSC 222 Fire Protection Systems
- PSY 101 Introduction to Psychology

3rd Year Completion Schedule for

- Start Paramedic School – Program 10-12 months
- Complete Paramedic School

4th Year Completion Schedule for Apprentice

First Semester-Fall (August to December)

- College Level Course
 - MAT 101 Mathematical Literacy for College Students
 - FSC 120 Fire Behavior and Combustion

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- FSC 133 Fundamental of Fire Prevention
- FSC 135 Fire Apparatus/Hydraulics/Driver Operator
- FSC 233 Building Construction for Fire Protection

Second Semester-Spring (January to June)

- Completion of Apprentice Program- Graduation
- Hired Full-time with Lake Havasu City Fire Department- Firefighter/Paramedic if a position is available.