



NOTICE OF EXAMINATION

FIREFIGHTER-EMT

FIREFIGHTER-PARAMEDIC

The Massillon Civil Service Commission will conduct a competitive Examination for the position of **Firefighter-EMT** and/or **Firefighter-Paramedic** with the City of Massillon and Massillon Fire Department.

DATE: Wednesday September 16, 2026 at 6:00 PM

LOCATION: Massillon Recreation Center – 505 Erie Street N. Massillon, OH

LATERAL TRANSFERS ACCEPTED

PAY and BENEFITS: Hires will be eligible for our rich benefit plan. This plan includes: Medical, Dental and Vision and Life Insurance, OP&F Pension, Recreation Center, Employee Assistance Program, Deferred Compensation, Vacation, Holiday, Sick Days, Personal Days, Kelly Days, Comp Time, Uniform Allowance, Education Stipend, 48-Hour workweek and overtime.

Base Salary: FF-EMT \$53,814 - \$70,692 FF-Paramedic \$57,583 - \$75,953

APPLICATION REQUIREMENTS:

Please complete an online application at; <https://massillonohio.gov/jobs>

APPLICATION DEADLINE: September 14, 2026 at 4:00 PM

REQUIRED DOCUMENTATION THAT MUST BE SUBMITTED WITH APPLICATION:

- VALID OHIO DRIVER LICENSE
- STATE OF OHIO FIREFIGHTER II CERTIFICATION
- STATE OF OHIO EMT-BASIC CERTIFICATION (at minimum)
- PHYSICAL ASSESSMENT CERTIFICATION (except as noted below)

ALL NEW HIRES WILL BE REQUIRED TO OBTAIN PARAMEDIC CERTIFICATION

*** Once you apply to the position using the above link, you will receive more information via email

DUTIES

Firefighter/Paramedics perform fire suppression and emergency medical assistance duties and other safety related duties as required by the Fire Chief. An employee is responsible for acting at fires, medical, and other emergencies to protect and preserve life and property through the use of a wide variety of skilled manual, mechanical, and basic and advanced life support techniques. Participates in required and on-going training, discussions, and demonstrations. Reads, studies, and comprehends firefighting training materials; keeps up to date on pertinent firefighting and emergency medical information. Studies and comprehends maps and diagrams. Works 24-hour shifts.

MINIMUM REQUIREMENTS

- Be at least eighteen (18) years of age but not yet **forty-one (41)** years of age by date of hire
- Possess a valid driver's license
- High school graduate or has earned a General Education Development (GED)
- Eligible to work in the USA
- Possess a Firefighter II Certification issued by the Ohio Department of Public Safety.
- Possess an EMT-Basic Certification issued by the Ohio Department of Public Safety. Paramedic certification preferred. New Hires with EMT-Basic will be required to obtain Paramedic certification.
- Must possess a Certificate of Completion of the Firefighter Physical Assessment Test from an accredited post-secondary institution completed within six (6) months of test date.
 - Those who do not possess this certificate can sit for the examination, but **MUST** complete the physical agility assessment and pass by the time of interviews – next available test dates are;
 - **TRI-C:** 9-13-2026, 10-18-2026 & 11-22-2026 (Please contact them directly)
 - **Stark State:** 8-30-2026 & 10-4-2026 (Please contact them directly)

Candidate must meet current National Fire Protection Association (NFPA) medical standards, which include vision and hearing requirements. Candidate must have the ability to safely perform the essential functions with or without reasonable accommodations. Candidate must meet established physical agility standards.

SCOPE OF EXAMINATION

The written examination will consist of multiple-choice questions in the subject areas of reading ability, mathematical reasoning, map reading, writing ability and personal characteristics.

All applicants attaining a minimum passing score of seventy percent (70%) on the written examination will have any bonus points added and be placed on an eligibility list ranked according to total score.

BONUS CREDIT AND STANDARDS

Military: An additional credit of twenty percent (20%) for those that have completed **One hundred eighty days (180) of active duty** serving service to executive order of the President of the USA or an act of Congress.

An additional credit of fifteen percent (15%) for those that have completed **Initial entry-level training, or a retired member of a reserve** component of the Armed Forces of the United States, including the Ohio National Guard.

Degree - Certification:

An additional credit of fifteen percent (15%) of the total grade scored on the written examination shall be given to applicants whom have earned a **Bachelor** Degree in like field.

An additional credit of ten percent (10%) of the total grade scored on the written examination shall be given to applicants whom have earned an **Associate's** Degree in like field.

An additional credit of ten percent (10%) of the total grade scored on the written examination shall be given to applicants who possess **State of Ohio Paramedic Certification** before the date of the examination.

****Twenty percent (20%) is the maximum total bonus credit available. Bonus credit will only be awarded if a minimum acceptable score of seventy percent (70%) is achieved on the written examination.**

ADDITIONAL EXAMINATIONS

Applicants who pass the written examination become eligible for an oral interview based on civil service rules and guidelines. Candidates receiving a conditional offer of employment will be required to pass a pre-employment medical examination, a psychological evaluation, drug screen and background check.

APPOINTMENTS AND PROBATIONARY PERIODS

New hire appointments shall be for a probationary period of one year. No appointment is final until the appointee has satisfactorily served the probationary period. If the service of the probationary employee is unsatisfactory, the employee may be removed or reduced at any time during the probationary period. Applicants must be appointed before their 41st birthday.

ACCOMMODATIONS

Candidates requiring special accommodations during the examination must be conveyed to the Civil Service Administrator at the time of application. Failure to inform may result in the Commissions inability to accommodate the disability or accommodation.

EQUAL EMPLOYMENT OPPORTUNITY

The City of Massillon celebrates its difference and is an Equal Opportunity Employer.

By Order of the Massillon Civil Service Commission
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