



## Paramedic (Single-Role)

Please look at what you can expect to earn as a Full-Time Paramedic during your first year as a full-time Employee with Washington County Government:

- Sixty (60) Paid Personal Hours
- Ninety-Six (96) Paid Vacation Hours
- Fourteen (14) County Observed Holidays
  - Holiday Pay for hours worked, paid at one and one-half times the employee's regular rate
- One Hundred & Twenty (120) Paid Sick Hours
- County and Employee funded Healthcare including Health, Prescription, Dental and Vision Coverage.
- County Paid Employee Assistance Plan
- County Paid Life Insurance
- County Paid Accidental Death and Dismemberment Insurance
- County Paid Short Term Disability Insurance
- County Paid Long Term Disability Insurance
- Up to \$2,500.00 Annual Tuition Reimbursement Assistance
- County and Employee funded Defined Pension Plan
  - Vested in just five (5) years.
  - Credit for Prior Active Military Service and Unused Paid Sick Days.
- An Hourly Salary of \$23.55 per Hour. Overtime eligibility after 40 hours (2496 work schedule)
  - \$63,679.20 Annually plus \$5,000 ALS Stipend (listed below with others)
- Additional Annual Pay Incentives per Certifications Attained: (Paid out evenly in 26 pay period increments)
  - \$5000 Maryland State Certified Advanced Life Support Provider Certification
  - \$1000 Hazardous Material Technician Certification
  - \$1500 Swift Water Technician Certification +Any Secondary Specialty Certification
  - \$1500 Confined Space Technician Certification + Any Secondary Specialty Certification
- Recognized Secondary Certifications: Trench Rescue. Rope/High Angle Rescue, Structural Collapse, Boat Operator and EMS Preceptor\*\*
- Please Note: An EMS Candidate Physical Ability Test (PAT) Waiver and Acknowledgments form must be completed and signed by either a physician, physician assistant or nurse practitioner stating that the candidate is medically



able to participate in the EMS PAT. The candidate will be provided the medical waiver and acknowledgment form after a review of applications is completed by County staff. Mentoring and PAT testing dates will be April 28 and 29, 2026. The candidate is to bring the completed and signed form the day of PAT mentoring/testing. Failure to bring the completed and signed medical clearance form to your scheduled PAT mentoring/testing will result in the candidate being disqualified from the PAT mentoring and testing.

- Applicants must submit copies of each training/certification listed under “Qualifications and Requirements” Additional training certifications may be submitted with the application. PLEASE NOTE: Only PDF copies will be accepted, no digital pictures or screenshots of certifications permitted.



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<b>JOB TITLE:</b>	Paramedic (Single Role)-FT	<b>GRADE:</b>	DES 4
<b>DEPARTMENT:</b>	Division of Emergency Services	<b>FLSA STATUS:</b>	Non-Exempt
<b>REPORTS TO:</b>	Lieutenant/Captain – Field Operations		

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**GENERAL RESPONSIBILITIES:**

This is technician-level work in the provision of both basic and advanced life support emergency medical care. This position responds to emergency and non-emergency incidents to provide advanced emergency medical care to sick and injured patients. Operations are in accordance with established policies and procedures, which must be adhered to; requires initiative and resourcefulness, analysis of problems and emergency situations; and judgment in the selection of the appropriate course of action. The work requires periods of strenuous physical effort and involves exposure to heat, dirt, inclement weather, and other unpleasant conditions. An employee in this classification is regularly exposed to the risk of injury or disease, requiring the use of protective clothing and strict adherence to safety precautions.

**ESSENTIAL TASKS:**

(These are intended only as illustrations of various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.)

1. Provides both basic and advanced level medical care at a variety of emergency and non-emergency incident scenes to include in depth patient assessment utilizing specialized equipment, critical thinking and decision-making to identify health issues, developing and implementing complex treatment plans. Advanced skills include intravenous and intraosseous infusions, medication administration, advanced airway skills (intubation, surgical airways), cardiac rhythm interpretation, defibrillation, cardioversion and external pacing.

**Basic medical skills include:** basic airway skills (OPA, NPA, BVM), administering medications (i.e., oxygen, aspirin, epinephrine), bleeding control, fracture management, and spinal immobilization.

**Advanced medical skills include:** intravenous and intraosseous infusions, medication administration, advanced airway skills (intubation, surgical airways), cardiac rhythm interpretation, defibrillation, cardioversion and external pacing.

2. Executes comprehensive emergency medical reports documenting emergency and non-emergency responses.
3. Assists with routine or scheduled housekeeping duties at fire and rescue station.



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4. Assists with routine administrative tasks and performs other related duties as required.
5. Participates in cleaning and preventative maintenance activities concerning fire, rescue and emergency medical apparatus.
6. Participates in special projects as directed.
7. Through training sessions, exercises, publications and other means, maintains a working knowledge of current technologies, equipment, certification requirements and other areas pertinent to the operation.
8. Perform other related duties as assigned.

### **QUALIFICATIONS AND REQUIREMENTS:**

1. Current licensure as a State of Maryland Paramedic or Cardiac Rescue Technician or current certification as a National Registry Paramedic with the ability to obtain Maryland licensure within three (3) months of employment (CRT or Paramedic licensure as well as a valid driver's license must be maintained throughout employment).
2. Current certification in Advanced Cardiac Life Support (ACLS).
3. Current certification in Pediatric Advanced Life Support (PALS).
2. **Must be 18 years** old at the time of the application/written examination.
4. High School graduate or GED.
5. Completion of MFRI's Emergency Vehicle Operator course or Pro Board or IFSAC.
6. Completion of MFRI's Hazardous Materials Operations Program or Pro Board or IFSAC.
7. Completion of National Incident Management System (NIMS/ICS) 100, 200, 700, 703B, 800.
8. Current CPR healthcare provider.
9. Preference may be given to applicants with additional training in fire suppression, hazardous materials, confined space rescue, water emergencies, structural and trench collapse, rope rescue and emergency medical care.
10. Knowledge of local, state, and national laws and standards as they apply to the fields of fire, rescue, and emergency medical care.
11. Proficient in use of computer applications including but not limited to word processing, spreadsheets, email, and capable of learning various reporting software programs (i.e., ESO, ELITE).
12. Ability to effectively analyze technical data, to write and maintain complex records, research, and prepare reports relating to public safety and operations.
13. Ability to establish and maintain effective working relationships with volunteer or career firefighters and officers, municipal employees, elected officials, media, and the general public.
14. Strong and effective spoken and written (English) communications skills, including public speaking.

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### **PHYSICAL REQUIREMENTS:**

Must have the use of sensory skills in order to effectively communicate and interact with other employees and the public through the use of telephone (wearing and using a headset) and personal contact as

normally defined by the ability to see, read, hear, handle, or feel objects and related equipment, such as, but not limited to personal computer, calculator, copier, fax machine, radio console, etc. Must have the ability to respond to the spontaneous physical demands of comprehensive fire/rescue and EMS duties, all of which involve standing, walking, moving, climbing, lifting and carrying, bending, kneeling, crawling, reaching and handling, pushing and pulling. Ability to perform various functions under emergency conditions including operating in environments immediately dangerous to life and health (IDLH) with appropriate personal protective equipment (PPE), including self-contained breathing apparatus.

**SPECIAL REQUIREMENTS:**

1. Available for varied work hours (including days, evenings, overnights, holidays, consecutive shifts, and mandatory overtime shifts), and available for an on-call basis for emergency situations.
2. Possession of valid Maryland Class C driver's license (or equivalent license from state of residence).
3. A valid driver's license, a current State of Maryland Cardiac Rescue Technician or Paramedic certification, and all required certifications must be maintained throughout the course of employment.
4. Successful completion of a physical agility test and oral interview board.
5. Successful completion of a pre-employment physical including respirator clearance and drug testing (following a conditional offer of employment).
6. Successful completion of a background investigation.
7. Successful completion of a psychological evaluation.
8. This position is subject to random drug and alcohol testing.
9. The probationary period for this position is 12 months.

**10/2023; 09/2024**

**Easy Ways to Apply:**

1. Visit our website at <https://www.washco-md.net/jobs/>  
or
2. Complete and email an Application to [HR@washco-md.net](mailto:HR@washco-md.net)  
or
3. Complete and mail Application to:  
**Washington County Human Resources Department,  
100 W. Washington Street, Room 2300,  
Hagerstown, Maryland 21740**

Washington County is an Equal Opportunity Employer. Individuals requiring special accommodations or assistance are requested to contact the Human Resources Department at 240-313-2350, Voice or TDD (D/HH use 711) M/F/H/V.

**DEADLINE FOR FILING APPLICATIONS WITH HUMAN RESOURCES:**

**Thursday February 19, 2026 @ 4:00pm**