



City of Waukee

Part-Time Firefighter/EMT, Firefighter/Paramedic or Paramedic

SALARY	Depends on Qualifications	LOCATION	Waukee, IA
JOB TYPE	Part-Time	JOB NUMBER	PT 2026 Recruit/EMT/Para
DEPARTMENT	Fire	OPENING DATE	02/27/2026
CLOSING DATE	3/22/2026 11:59 PM Central		

JOB PURPOSE

The City of Waukee is accepting applications for Part-Time Firefighter/EMTs, Firefighter/Paramedics or Paramedics.

The part-time positions work 12 and 24 hour shifts during the day, overnight (sleeping quarters provided), and weekends based on the employees availability. You are required to work a minimum of 108 hours per quarter. Preference given to those available to work daytime and weekend hours.

Wages:

Firefighter/Paramedic: \$22.21 - \$29.22

Paramedic: \$20.53 - \$27.02

Firefighter/EMT: \$18.98 - \$24.98

Tentative Hiring Process – Spring 2026 Timeline

Applications: Applications will be accepted from February 27, 2026, until 11:59pm on March 22, 2026. **Applications must be complete with required documents attached to the application, incomplete applications will not be accepted.**

Written Testing and Physical Ability Evaluations: Candidates meeting minimum qualifications who have submitted a complete application will receive an Application Information Packet outlining how to sign up for testing. Early sign up is HIGHLY recommended.

If you have successful completed the Written and Physical Ability Evaluations between **April 4, 2025 and April 3, 2026**. You **MUST** attach the certifications to your application.

Interviews: Panel interviews will be scheduled the week of **April 6, 2026**.

ESSENTIAL FUNCTIONS & SUCCESS FACTORS

ESSENTIAL FUNCTIONS:

(Order of Essential Functions does not indicate importance of functions.)

- Responds to fire and rescue calls as needed or directed and performs within the directives, policies, SOG's, and protocols of the department.
- Performs fire inspections as directed.
- Performs routine truck, equipment, and station maintenance as needed.
- Maintains positive public image of the department through tours, visits, and other public education.
- Performs other duties or assumes other responsibilities as apparent or assigned.

SUCCESS FACTORS:

- Understanding of local and national fire codes, building construction, and fire behavior; knowledge of appropriate training standards; knowledge of hazardous materials response; knowledge of emergency driving techniques.
- Take action in solving problems while exhibiting judgment and a systematic approach to decision making.
- Interact effectively, professionally, and tactfully with the general public, all participating agencies, and dispatch and law enforcement.
- Create and participate in a team environment.
- Display honesty, trustworthiness, dependability and respectfulness at all times.
- Interpret verbal and nonverbal behavior, to develop accurate understanding of other's needs, values, and opinions.
- Actively support all efforts to increase cooperation, communication, and collaboration between and among departments, full-time and part-time on-call fire fighters, and the community.
- Demonstrate sound time-management skills by effectively or efficiently organizing, prioritizing, and completing multiple assignments in a timely manner.
- Operates with the safety of themselves, their co-workers, and the general public in mind at all times.

QUALIFICATIONS

QUALIFICATIONS FOR ALL POSITIONS:

- High School diploma or GED. Associate's or Bachelor's degree preferred.
- Must possess a valid Driver's License and meet the requirements of the City's motor vehicle policy.

QUALIFICATIONS:

Firefighter/EMT Certifications:

- Firefighter I (IFSAC), Hazardous Materials Operations (IFSAC), CPR.
- EMT certification issued by the Iowa Department of Public Health.
- Firefighter II (IFSAC), FEMA IS-100, IS-200 (or IS-195), and IS-700 within 6 months from date of hire.
- Must complete Physical Ability Evaluation and Written test prior to testing deadline.

Firefighter/Paramedic Certifications:

- Firefighter II (IFSAC), Hazardous Materials Operations (IFSAC), CPR, and ACLS (or equivalent).
- Paramedic certification issued by the Iowa Department of Public Health.
- PALS (or equivalent), FEMA IS-100, IS-200 (or IS-195), and IS-700 within 6 months from date of hire.
- Registered Nurse (RN) license with equivalent emergency medical experience may be substituted for Paramedic certification.
- Must complete Physical Ability Evaluation and Written test prior to testing deadline.

Paramedic Certifications:

- Paramedic certification issued by the Iowa Department of Public Health within 3 months from date of hire.
- CPR, ACLS, and PALS (or equivalents).
- FEMA IS-100, IS-200 (or IS-195), and IS-700 within 6 months from date of hire.
- Registered Nurse (RN) license with equivalent emergency medical experience may be substituted for Paramedic certification.
- Must complete Written test only prior to testing deadline.

ALL certifications MUST be attached to your application.

PHYSICAL REQUIREMENTS & WORKING CONDITIONS

PHYSICAL REQUIREMENTS:

- Able to pass the Waukee Physical Agility Test at any time during employment.
- Able to perform all essential functions of the position while wearing required protective equipment.
- Able to operate and use all fire department equipment and apparatus.
- Responsive to visual and verbal alarms and other indications of distress.
- Able to effectively communicate orally (in person and over the telephone) and in writing (using electronic devices and handwritten) in English with other employees and the community.

WORKING CONDITIONS:

- Position requires outdoor work where heat, cold, precipitation, and the results of weather and nature may be encountered.
- Will be exposed to darkness and poor lighting, fumes/odors, isolation, moving machinery, noise, visual strain, unprotected heights, wearing a respirator and self-contained breathing apparatus, working on uneven ground, mechanical hazards, biological hazards, medical hazards, electrical hazards, traffic hazards, possible explosion, and bodily injury.
- Will be required to wear a respirator and self-contained breathing apparatus.
- Position includes significant work place pressure.
- Standard work hours must be flexible, will include days, evenings, over nights and weekends, may be greater than 40 hours per week, and may be called to report to duty at any time.
- To successfully fulfill the essential functions of this position, employee must maintain standard work hours within Waukee Public Safety building.
- There is no residency requirement for this position.

Employer

City of Waukee

Address

236 W. Hickman Rd

Waukee, Iowa, 50263

Website

<https://www.waukee.org/>