

CITY OF ALAMEDA
invites applications for the position of:



Firefighter (EMT & Paramedic)

SALARY: \$74,971.00 - \$109,036.00 Annually

DEPARTMENT: Fire Department

OPENING DATE: 05/13/19

CLOSING DATE: 06/24/19 05:00 PM

FLSA STATUS: Non-Exempt

NATURE OF POSITION:

FIREFIGHTER (EMT & PARAMEDIC)

While in Academy: Salary Under Review - Currently \$29,988 Annually

Upon Graduation: \$74,971-\$80,130-\$85,794-\$91,156-\$98,824-\$103,755-\$109,036 Annual Base Salary

Upon graduation from the Fire Academy, EMT's assigned to perform work as a Paramedic Assistant, will receive a 4% pay differential; Paramedics assigned to the Paramedic Program and working as a Paramedic, will receive a 12.5% pay differential.

PLEASE READ THIS ENTIRE JOB BULLETIN BEFORE APPLYING

TO BE CONSIDERED FOR THIS EXAMINATION, YOU MUST BE ON THE FIREFIGHTER CANDIDATE TESTING CENTER (FCTC) STATEWIDE ELIGIBILITY LIST.

Please visit www.FCTCOnline.org for information on how to be placed on the FCTC Statewide Eligibility List, how to register for upcoming California Firefighter Joint Apprenticeship Committee (Cal-JAC) Candidate Physical Ability Tests (CPAT) and written tests, information and study materials, and available financial hardship grants and testing fees. In order to participate in this examination process, ALL candidates MUST register with the FCTC and successfully pass the FCTC written and CPAT exams and be placed on the FCTC Statewide Eligibility List. To learn more and register for the next available tests, review the [FCTC Testing Schedule](#).

ADDITIONAL FCTC TESTING OPPORTUNITIES WILL BE ADDED AS NEEDED TO MEET DEMAND INCLUDING

A WRITTEN EXAM HELD ON THURSDAY, JUNE 20, 2019 IN SAN LEANDRO!

CHECK OUT THE FCTC TESTING SCHEDULE FOR ALL AVAILABLE TESTING DATES!

[FCTC TESTING SCHEDULE](#)

THE CITY WILL INTERVIEW CANDIDATES WITH THE HIGHEST FCTC WRITTEN EXAM SCORES WHO APPLY TO THIS EXAM AND SATISFY THE EMPLOYMENT STANDARDS LISTED BELOW.

**STRUCTURED PANEL INTERVIEWS & SWIM TESTS ARE TENTATIVELY SCHEDULED
JULY 15 - 25, 2019**

The City of Alameda Fire Department is currently seeking career-minded individuals whose performance is reflective of a very high level of dedication and commitment to public service. Alameda firefighters are trained professionals who provide a wide range of services to include: fire suppression, fire prevention, ambulance transport and emergency services to protect the lives and property of a

diverse community of over 79,000. The Fire Department's goal is to develop staffing that reflects the rich make-up of the diverse population residing within the City of Alameda. The ideal candidate will possess excellent interpersonal and communication skills, be committed to fostering respect, dignity, and fairness, and is driven by a strong commitment to providing quality service.

DISTINGUISHING FEATURES:

This examination is being conducted to fill both civil service and temporary grant funded positions. Select positions may be funded by the Alameda County Community Paramedicine Grant or a temporary rehiring initiative established under the U.S. Department of Homeland Security, Staffing for Adequate Fire and Emergency Response (SAFER) Program grant. Temporary positions funded by this grant: 1) may be subject to lay off upon exhaustion of the City's grant awards; 2) are excluded from the scope of the City of Alameda's Civil Service program; and 3) may be designated from the employment list established under this recruitment as an Eligible List to make an appointment to an authorized Civil Service covered Firefighter position in the event a regularly authorized Civil Service Covered firefighter position becomes available.

EXAMPLES OF DUTIES:

Under general supervision, Firefighters perform duties to prevent or limit loss of life and property in emergency situations; maintains related equipment and records; and performs other related work as required. Essential duties may include, but are not limited to:

1. Responding to emergency calls and performing duties necessary to prevent or limit loss of life and property in emergency situations dealing with fire, disasters, medical emergencies, water rescue, technical rescue, and hazardous materials.
2. Following directions for suppression and other activities including the laying of hose and placement of ladders, rescue, ventilation, salvage and overhaul operations.
3. Maintaining knowledge of location and operation of all equipment on all Fire Department apparatus.
4. Operating fixed and portable electrical generators, air and hydraulic equipment, and portable power equipment.
5. Performing fire prevention duties including inspections of residential, business, mercantile, educational, industrial, institutional and public assembly occupancies; may perform fire cause and origin investigations.
6. Examining and maintaining facilities, apparatus, equipment and grounds.
7. Participating in station training and drills.
8. Maintaining apparatus records and logs and prepares required reports.
9. May be assigned to duty on an engine, truck, ambulance or specialty vehicle, or to a particular division such as Preventive or Emergency Services, and performs related activities as required.
10. May be assigned, as an instructor for department training programs, to conduct programs, demonstrations or lectures; may work in a higher classification.
11. Following department and City rules, regulations, policies and Memorandum of Understanding.

EMPLOYMENT STANDARDS:

Possession of the employment standards does not guarantee advancement to the examination or placement on the eligible list. This is a competitive examination where a candidate's performance in the examination will be evaluated in comparison with the core competencies required of the job.

TO BE CONSIDERED FOR THIS EXAMINATION, YOU MUST BE ON THE FIREFIGHTER CANDIDATE TESTING CENTER (FCTC) STATEWIDE ELIGIBILITY LIST AND MEET THE FOLLOWING STANDARDS:

1. Possess a high school diploma or equivalent and be at least 18 years of age at time of application deadline (June 24, 2019).
2. Possess either a a valid State of California Emergency Medical Technician (EMT-1 or higher) Certificate OR a State of California Paramedic License.
3. Possess a valid State of California Firefighter I Certificate OR a valid Firefighter 1 Academy Certificate dated after December 15, 2016 from a California State Fire Training [Accredited Regional Training Program or Accredited Local Academy](#).
4. Possess a valid State of California Driver's License and satisfactory driving record as a condition of employment at the time of appointment.

5. Possess a valid Cal-JAC Candidate Physical Ability Test (CPAT) certificate dated within 6 months of the application deadline (dated between December 24, 2018 and June 24, 2019). Information regarding the Cal-JAC CPAT can be found at <http://www.cffjac.org/go/jac/cpat/>.
6. Successfully pass the FCTC written examination within 12 months of the application deadline (June 24, 2018 - June 24, 2019). Information regarding the FCTC written exam can be found at <https://www.fctconline.org/written-testing/>.
7. Physical and Mental Health - Must meet standards required to perform duties of this position. Typically this includes: demonstrating a state of physical and mental health consistent with the ability to perform assigned duties; normal hearing or hearing corrected to normal levels; normal vision or vision corrected to 20/20 in each eye; color vision sufficient to identify color coded lights, placards, signs, maps, hydrant caps, sprinklers, etc. plus smoke and flame colors used in identifying combustibles, their location and potential; and participation in a wellness/fitness program.

IMPORTANT NOTICE: DO NOT UPLOAD COPIES OF THE CERTIFICATIONS/LICENSES LISTED ABOVE TO YOUR NEOGOV APPLICATION. CANDIDATES ARE REQUIRED TO UPLOAD ALL MATERIAL DIRECTLY TO THEIR FCTC PROFILE. The City of Alameda will not validate material submitted as attachments to Neogov.com. Only material uploaded on candidates FCTC profile and validated through the FCTC will be accepted.

Knowledge of or the Ability to Learn

Knowledge of materials, principles and practices to achieve and maintain required training and/or certifications; the characteristics and capabilities of all fire department apparatus, equipment and systems; operation of all fire department equipment and systems; types, sizes and capabilities of hydrants; fire service hydraulics; D.O.T. markings; mathematics; fire chemistry; modern office practice methods and equipment, including computers and designated software; communication equipment; fire department terminology especially as related to equipment and apparatus; supplies necessary to maintain proper operations; fire behavior and control; forcible entry practices and techniques; ventilation practices and techniques; salvage and overhaul techniques; rescue practices and techniques; basic mechanics and basic principles of electricity; and be trained to at least Firefighter II certification within 24 months of employment.

Willingness to work 24 hour shifts, weekends, holidays, various work schedules, overtime (including mandatory overtime) and on call; respond to mutual aid calls requiring in or out-of-state travel; attend meetings and educational sessions as required; perform routine, repetitive work; train other employees; wear a uniform and safety equipment; work outside in inclement weather; work under undesirable and hazardous conditions; conform to department grooming standards; take a loyalty or affirmation of allegiance to the United States and to the State of California.

For a complete listing of all essential functions, review the comprehensive job description for [Firefighter](#).

EXAMINATION PROCESS:

All applications will be reviewed to confirm candidates meet the employment standards listed above. Those meeting the employment standards will be invited to the structured panel interview based on their FCTC written exam score. The City will interview the candidates with the highest FCTC written exam scores who apply to this exam and satisfy the employment standards listed above. The examination process may test for, but is not limited to, the essential knowledge and abilities listed in the job specification and announcement and will be designed to provide a comprehensive review of each candidate's technical knowledge and overall suitability for the position. Qualified applicants will be notified of the exact date, time, and location of the interview approximately two weeks in advance. **The examination includes a Structured Panel Interview followed by a 250 Yard Swim Test and is tentatively scheduled for July 15 - 25, 2019.** If applicants have not received written notice at least one week prior to the tentative testing dates, you should contact the City of Alameda Human Resources Department at (510) 747-4900.

Candidates passing all components of the examination process will be placed on the City of Alameda Eligible List for Firefighter. A list of names is certified to the department(s) having vacancies based on the type of examination conducted pursuant to the provision of the City's Civil Service Rules. Final selection will be made from the Eligible List by the Department Head subject to approval by the City Manager. The Department Head may utilize additional selection procedures to make a final hiring decision. Placement on an Eligible List does not guarantee employment. Prior to appointment, a thorough reference check and background investigation which includes a thorough investigation of personal history not limited to work history, education, military, arrest record, driving record, etc. will

be conducted on applicants being considered for hire. Pre-employment testing will also include a city-paid medical and psychological evaluations which will include a drug test. The selection process may be evaluated and revised based on the number of qualified applicants. Federal law requires that prior to employment, you must furnish proof of your identity and eligibility for employment in the United States, as required the U.S. Citizenship and Immigration Services.

VETERAN'S PREFERENCE CREDIT: A job applicant qualifies as a veteran if honorably discharged from active military, reservist, or National Guard duty of at least 18 consecutive months within the past five (5) years of the date of application. In case of discharge attributable to service-connected injuries or illnesses, the 18 months active duty requirement need not be fulfilled. An applicant claiming veteran's preference credit must attach to their application, a legible copy of their DD-214 verifying the type of discharge and date(s) of active service. NO OTHER DOCUMENTATION WILL BE ACCEPTED.

AN EQUAL OPPORTUNITY EMPLOYER: The City of Alameda encourages minorities, women and the disabled to apply. It is the City's policy that all aspects of employment and promotion shall be without regard to sex, marital status or disability (except where dictated by requirements of the position), race, sexual orientation, political affiliation, religious creed, color, national origin or age. Qualified disabled persons must be able to perform the essential functions of the position with or without reasonable accommodations. No individual may pose a direct threat to the health or safety of himself/herself or other individuals in the workplace. Barring undue hardship, reasonable accommodations can be made in the application and examination process for disabled individuals or for religious reasons. Requests for reasonable accommodation should be made in advance to the Human Resources Department. Hearing Impaired TDD (510) 522-7538.

The information contained herein is subject to change and does not constitute either an expressed or implied contract.

APPLICATIONS MAY BE FILED ONLINE AT:
<https://www.alamedaca.gov/Departments/Human-Resources>

Position #2019-4500-01
FIREFIGHTER (EMT & PARAMEDIC)
RY

2263 Santa Clara Avenue, Rm. 290
Alameda, CA 94501
(510) 747-4900

HR@alamedaca.gov

Firefighter (EMT & Paramedic) Supplemental Questionnaire

- * 1. The supplemental questionnaire which follows is intended for you to identify your qualifications and experience in specific job related areas. It is critical that you fill out the supplemental questionnaire completely and accurately. Do not indicate "See Resume". Any experience or education listed in your responses must also be included in the Education and Work Experience sections of the job application. Your responses to the following questions will be evaluated and used to determine whether your application is given further consideration. A resume and/or any attachments will not be considered in determining your qualifications.
 - I have read and acknowledge the instructions above.
- * 2. Will you be at least 18 years of age by June 24, 2019? (Your birth date must be on or before June 24, 2001 to be qualified)
 - Yes
 - No
- * 3. Do you possess at least a high school diploma or equivalent?
 - Yes
 - No
- * 4. Select below which option below qualifies you for this position.
 - I have a valid EMT Certificate.
 - I have a valid Paramedic License
 - I do not have a State of California EMT Certificate or Paramedics License
- * 5. Provide your State of California EMT Certificate or Paramedic License number and expiration dates

in the space provided below.

- * 6. To qualify for this position you MUST have EITHER a valid State of California Firefighter I Certificate OR a valid Firefighter 1 Academy Certificate dated after December 15, 2016 from a California State Fire Training Accredited Regional Training Program (ARTP) or Accredited Local Academy (ALA). Please choose how you meet this standard from the options below.

- I do not have a State of California Firefighter I certificate or a certificate from any of the accredited academies or training programs below dated after December 15, 2016.
- I have a State of California Firefighter I Certificate
- I have an ALA certificate from Alameda County Fire Academy
- I have an ARTP certificate from Allan Hancock College
- I have an ARTP certificate from Antelope Valley College
- I have an ARTP certificate from Bakersfield College/Olive Drive Training Center
- I have an ALA certificate from Berkeley Fire Department
- I have an ARTP certificate from Butte Community College
- I have an ALA certificate from Cal Fire Training Center
- I have an ARTP certificate from Chabot Community College
- I have an ARTP certificate from City College of San Francisco
- I have an ALA certificate from Clovis Fire Department
- I have an ARTP certificate from College of the Desert
- I have an ARTP certificate from College of the Sequoias
- I have an ARTP certificate from College of the Siskiyous
- I have an ARTP certificate from Columbia College
- I have an ALA certificate from Contra Costa County Fire Protection District
- I have an ALA certificate from Cosumnes Fire Department
- I have an ARTP certificate from El Camino College
- I have an ALA certificate from Fremont Fire Department
- I have an ARTP certificate from Fresno City College
- I have an ALA certificate from Fresno Fire Department
- I have an ARTP certificate from Glendale Community College/Verdugo Fire Academy
- I have an ALA certificate from Glendale Fire Department
- I have an ALA certificate from Hayward Fire Department
- I have an ARTP certificate from Imperial Valley College
- I have an ARTP certificate from Lake Tahoe Community College
- I have an ALA certificate from Livermore-Pleasanton Fire Department
- I have an ALA certificate from Los Angeles City Fire Department
- I have an ALA certificate from Los Angeles County Fire Department
- I have an ARTP certificate from Los Medanos Community College
- I have an ARTP certificate from Modesto Jr. College
- I have an ARTP certificate from Monterey Peninsula College
- I have an ARTP certificate from Moreno Valley/Ben Clark Training Center
- I have an ARTP certificate from Mt. San Antonio Community College
- I have an ALA certificate from Oakland Fire Department
- I have an ARTP certificate from Oxnard College
- I have an ARTP certificate from Palomar College
- I have an ARTP certificate from Porterville Community College
- I have an ARTP certificate from Rio Hondo College
- I have an ALA certificate from Sacramento Fire Department
- I have an ALA certificate from Sacramento Metro Fire
- I have an ALA certificate from San Diego Fire Department
- I have an ARTP certificate from San Diego Miramar College
- I have an ALA certificate from San Francisco Fire Department
- I have an ALA certificate from San Jose Fire Department
- I have an ARTP certificate from San Mateo College
- I have an ALA certificate from San Pasqual Reservation Fire Department
- I have an ARTP certificate from Santa Ana College

- I have an ALA certificate from Santa Monica Fire Department
 - I have an ARTP certificate from Santa Rosa Junior College
 - I have an ARTP certificate from Shasta Community College
 - I have an ARTP certificate from Sierra College
 - I have an ARTP certificate from Solano Community College, Vacaville Center
 - I have an ARTP certificate from South Bay Regional Public Safety Training Consortium
 - I have an ALA certificate from Vallejo Fire Department
 - I have an ARTP certificate from Victor Valley College
 - I have an ARTP certificate from Yuba College
- * 7. Do you presently have or will you be able to obtain a valid State of California Driver's License with a satisfactory driving record at the time of appointment?
- Yes
 - No
- * 8. By selecting YES below, you certify your understanding that this examination includes and you are willing and able to safely participate in a 250 Yard Swim Test.
- Yes
 - No
- * 9. By selecting YES below, you certify your understanding that to qualify for this exam you are required to have a valid Cal-JAC Candidate Physical Ability Test (CPAT) certificate dated between December 24, 2018 and June 24, 2019.
- Yes
 - No
- * 10. By selecting YES below, you certify your understanding that to qualify for this exam you are required to successfully pass the Firefighter Candidate Testing Center (FCTC) written examination within 12 months of the application deadline (between June 24, 2018 - June 24, 2019) with a score of 70% or higher.
- Yes
 - No
- * 11. By selecting YES below, you certify your understanding that to qualify for this exam your name MUST be on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List.
- Yes
 - No
- * 12. By selecting YES below, you certify your understanding that to qualify for this exam you are required to upload all required material directly on the FCTC website. You further understand that the City of Alameda will not validate material submitted as application attachments and that only material validated through the FCTC will be accepted.
- Yes
 - No
- * 13. By selecting Yes below, I certify that the information contained in this Supplemental Questionnaire is true, complete, and provides an accurate assessment of my knowledge, skills and abilities as they relate to this position with the City of Alameda. I understand that any misstatements or omissions of material facts may subject me to disqualification or dismissal, and that appropriate tests may be given to verify the accuracy of the information given.
- Yes No

* Required Question