



City of Alameda

Firefighter (EMT & Paramedic) - Entry Level

SALARY	\$91,181.00 - \$139,854.00 Annually	LOCATION	Alameda, CA
JOB TYPE	Full Time	JOB NUMBER	2023-4500-01
DEPARTMENT	Fire Department	OPENING DATE	11/06/2023
CLOSING DATE	12/4/2023 5:00 PM Pacific	FLSA	Non-Exempt
BARGAINING UNIT	IAFF	FLSA STATUS	Non-Exempt

Nature of Position

ORAL BOARD INTERVIEWS, PARAMEDIC ASSESSMENTS, AND CHIEF'S INTERVIEWS ARE TENTATIVELY SCHEDULED BETWEEN JANUARY 8 - JANUARY 18, 2024 AND MUST BE ATTENDED IN PERSON.

FIREFIGHTER (EMT & PARAMEDIC) - ENTRY LEVEL

ANNUAL SALARY *(includes additional pays listed below):*

- Salary Range: \$91,181 - \$139,854
- Salary while in Academy: \$59,276
- Salary upon graduation for Paramedics: Step 3, \$110,338
- Salary upon graduation for EMTs: Step 1, \$91,181

Academy Length: 24 Weeks, tentatively scheduled to begin: **APRIL 2024**

ENTRY LEVEL SALARY RANGE INCLUDES THE FOLLOWING ADDITIONAL PAYS UPON ACADEMY GRADUATION:

- Paramedics: \$11,590 - \$14,730 annually (12.5% differential when assigned & working as a Paramedic)
- EMTs: \$4,713.72 annually (differential equal to 4% of the top step firefighter salary for EMTs)
- Holiday-in-Lieu pay: \$4,050.54 - \$5,890.97 annually
- Uniform Allowance: \$1,390 annually

Additional Eligible Pays

- 7.5% of top step Firefighter base when assigned to an ambulance
- 3% - 12% incentive pay depending on years of service and certifications (Career Incentive Pay)

To view the IAFF Salary Schedule Click [HERE](#). (Download PDF reader)

OTHER BENEFITS OF EMPLOYMENT:

Retirement:

- CalPERS Classic Members 3% @ 50 or New Members 2.7% @ 57
- Retiree Medical and Dental after 10 years of service

Medical:

- CalPERS plans, HMO and PPO available, selection based on county of residence
- City contribution up to \$2,646.81/mo dependent on coverage (single, two party or family)

Dental & Vision

- City paid dental for employee and all eligible dependents
- Vision coverage 50% paid by City (employee pays \$3.90 - \$12 per month for coverage)

To view details on all benefits to City of Alameda Employees click [HERE](#).

ABOUT THE DEPARTMENT

The City of Alameda Fire Department is 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

Possession of the employment standards does not guarantee advancement to the interview and assessment, placement on the eligible list, or advancement in the hiring process. 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. **Age & Education:** possess a high school diploma or equivalent and be at least 18 years of age by the application deadline (December 4, 2023); AND
2. **EMT-1 (or higher) OR Paramedic License:** must possess either a valid State of California Emergency Medical Technician Certificate or a valid State of California Paramedic License to be eligible for final job offer, (National Registry will be accepted while in the process to obtain California License, must have California certification/license upon conditional job offer); AND
3. **Driver's Licenses:** possess a valid State of California Driver's License and satisfactory driving record as a condition of employment at the time of appointment; AND
4. **FCTC Testing & Eligibility List:** your name must appear on the FCTC state wide eligibility list as of December 4, 2023 and you must possess a valid Cal-JAC Candidate Physical Ability Test (CPAT) certificate dated within 24 months of the application deadline (dated between December 5, 2021 and December 4, 2023) and have successfully passed the FCTC written examination within 12 months of the application deadline (dated between December 5, 2022 - December 4, 2023). Information regarding the FCTC written exam and CPAT can be found at <https://www.fctconline.org>; AND
5. **Physical and Mental Health Standards:** you 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.
6. **Additional Certifications:** Upon a conditional job offer, the following documentation will be required:
 - i. A current Cardio Pulmonary Resuscitation (CPR) Card for Basic Life Support for Healthcare Providers from either the American Heart Association, American Red Cross, American Safety & Health Institute, or Alameda County Emergency Services Agency approved equivalent card (for EMT and Paramedics);
 - ii. A current Advanced Cardiac/Cardiovascular Life Support (ACLS) card (Paramedics only);
 - iii. A current Pediatric Advanced Life Support (PALS) card or a current Pediatric Education for Prehospital Professional (PEPP) card (Paramedics only);

iii. A current Pre-Hospital Trauma Life Support (PHTLS) card or a current International Trauma Life Support (ITLS) card (Paramedics only)

For a full listing of standards, skills, and abilities required by the position please visit: www.governmentjobs.com/careers/alamedaca/classspecs.

FCTC TESTING INFORMATION

To be considered for this examination, you MUST be on the FCTC Statewide Eligibility List by December 4, 2023.

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](#).

Upcoming Written Testing Opportunities:

Northern California

- November 18, 2023: LIVERMORE
- November 18, 2023: SAN FRANCISCO

Southern California

- November 19, 2023: RIVERSIDE

Upcoming CPAT Testing Opportunities:

Northern California

- November 15, 2023 - CPAT Orientation/Practice: LIVERMORE
- November 17, 2023 CPAT Test: LIVERMORE
- November 29, 2023 - CPAT Orientation/Practice: LIVERMORE
- December 2, 2023 CPAT Test: LIVERMORE
- November 6, 2023 - CPAT Orientation/Practice: SACRAMENTO
- November 9, 2023 - CPAT Test: SACRAMENTO

Southern California

- November 7, 2023 - CPAT Practice: SOUTH EL MONTE
- November 9, 2023 - CPAT Test: SOUTH EL MONTE
- November 14, 2023 - CPAT Practice: SOUTH EL MONTE
- November 16, 2023 - CPAT Test: SOUTH EL MONTE
- November 18, 2023 - CPAT Test: SOUTH EL MONTE

CHECK THE FCTC TESTING SCHEDULE FOR ALL AVAILABLE TESTING DATES!

[FCTC TESTING SCHEDULE](#)

Examples of Duties

For a complete listing of all essential functions of the position, knowledge and abilities required for the position, example of duties, and employment standards required of the Firefighter position, please review the job description by clicking [HERE](#).

Employment Standards

APPLICATION, SELECTION, & HIRING PROCESS:

1. **Application:** Complete and submit the application and supplemental questionnaire. Confirm your name appears on the FCTC statewide eligible list and that they have all required documentation. Your application, questionnaire responses, and the FCTC statewide eligibility list will be reviewed and if you receive a passing evaluation you may be invited to an exam consisting of an oral board interview and paramedic assessment (if applicable).
 - o **IMPORTANT NOTICE:** Do not upload copies of the certifications/licenses listed above to your government jobs 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 your application. Only material uploaded on your FCTC profile and validated through the FCTC will be accepted (this does not apply to the form DD-214 for Veteran's Preference Credit).
2. **Oral Board & Paramedic Assessment:** qualified applicants will be invited to participate in an exam consisting of an oral board interview and if applicable, a paramedic assessment. **Exams are tentatively scheduled between January 8 - January 18, 2024 and must be attended in person.**
 - o **Depending on the number of qualifying applicants, invites to the Oral Board & Paramedic Assessment (if applicable) may also be based on the FCTC written test score.**
3. **Eligible List:** applicants passing the oral board interview and paramedic assessment (if applicable) with a score of 70% or higher on each will be placed on the eligible list based on the final weighted score of each component of the exam. Two eligible lists will be established, an EMT List and a Paramedic List. For Paramedics, the oral board and paramedic assessment will each be worth 50% of the final score.
4. **Chief's Interview:** all applicants passing both the oral board interview and a paramedic assessment (if applicable) will immediately move to the Chief's interview. **Chief's Interviews will be scheduled immediately following the oral board and paramedic assessment tentatively scheduled between January 8 - January 18, 2024.**
5. **Background, Psych & Medical Evaluation:** applicants passing the Chief's interview process and selected to continue in the hiring process will be provided a conditional offer of employment and will be required to successfully complete a background investigation, psychological evaluation, and medical evaluation.
6. **Final Offer of Employment:** applicants passing the background, psychological evaluation and medical evaluation will receive a final offer of employment approximately two weeks before the start of the Academy.
7. **Swim Test:** Those provided with a conditional job offer will be required to complete a 250 yard swim test. Employment requires sworn staff be able to swim 250 yards without aid and without touching the bottom of the pool; there is no time requirement for this test.

All applications will be reviewed to confirm candidates meet the employment standards listed in the announcement and class specification. Those meeting the employment standards may be invited to the structured oral interview and a paramedic assessment (if applicable). *Depending on the number of qualifying applicants, invites to the Oral Board & Paramedic Assessment (if applicable) may also be based on the FCTC written test score.* The examination process may test for, but is not limited to, the essential knowledge and abilities listed in the class specification and announcement and will be designed to provide a comprehensive review of each candidate's technical knowledge and overall suitability for the position. To review the class specification click [HERE](#). Qualified applicants will be notified of the exact date, time, and location of their interview. **The Structured Oral Interview, a Paramedic Assessment (if applicable), and Chief's interview are tentatively scheduled for January 8 - January 18, 2024.** If applicants have not received written notice by 6:00 PM on December 28, 2023, they should contact the City of Alameda Human Resources Department at hr@alamedaca.gov.

Candidates passing the oral board and paramedic assessment (if applicable) with a score of 70% or higher on each will be placed on the City of Alameda Eligible List. Two eligible lists will be established, an EMT List and a Paramedic List. For Paramedics, the oral board and paramedic assessment will each be worth 50% of the final score. A list of names is certified to the department 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 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.

Agency

City of Alameda

Address

2263 Santa Clara Avenue, Rm. 290

Alameda, California, 94501

Phone

(510) 747-4900

Website

<https://www.alamedaca.gov/Departments/Administration/Human-Resources>

Firefighter (EMT & Paramedic) - Entry Level Supplemental Questionnaire

*QUESTION 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.

*QUESTION 2

Will you be at least 18 years of age by December 4, 2023?

Yes

No

*QUESTION 3

Do you possess at least a high school diploma or equivalent?

Yes

No

***QUESTION 4**

Do you presently have or will you be able to obtain a valid State of California Driver's License with a satisfactory driving record by the time of appointment?

Yes

No

***QUESTION 5**

Do you possess a valid State of California Emergency Medical Technician (EMT-1 or higher) Certificate or a valid State of California Paramedic License?

Yes, I possess a valid California EMT Certificate

Yes, I possess a valid California Paramedic License

No, I do not possess either a valid California EMT Certificate or a valid California Paramedic License.

***QUESTION 6**

Provide your State of California EMT OR Paramedic number and expiration date in the space provided below. If you are qualifying with a National Registry License please specify this and provide the number.

***QUESTION 7**

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 5, 2021 and December 4, 2023.

Yes

No

***QUESTION 8**

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 December 5, 2022 - December 4, 2023) with a score of 70% or higher.

Yes

No

***QUESTION 9**

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 as of December 4, 2023.

Yes

No

***QUESTION 10**

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

***QUESTION 11**

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