



# HUMBOLDT BAY FIRE

Joint Powers Authority

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March 12<sup>th</sup>, 2018

## Testing Announcement

The Humboldt Bay Fire Joint Powers Authority is seeking applicants to fill **three open Firefighter positions**.

To be considered eligible for this hiring and eligibility list, you must meet the following criteria:

- Pass the Firefighter Candidate Testing Center (FCTC) Entry Level Firefighter Written Exam and be placed on the FCTC Statewide Eligibility List.
- Possess a current, valid Cal-JAC CPAT Card dated March 1<sup>st</sup> 2017 or later.
- Possess a valid California Firefighter 1 certificate. Academy graduation certificates do not count.
- Possess a current, valid California or National Registry EMT-1 or Paramedic certification (note: persons possessing a National Registry Certification will be required to register as a California EMT-1 or Paramedic prior to appointment).
- Valid California Class "C" Driver's License with a clean driving record.

Please visit [www.FCTCOnline.org](http://www.FCTCOnline.org) to register for upcoming exams and to learn more about the process.

Our application and supplemental questionnaire can be located at [www.hbfire.org](http://www.hbfire.org).

Applications for this process are due no later than **5 pm on Thursday April 12<sup>th</sup> 2018**. Applications received after that date will not be considered. From applications received, Humboldt Bay Fire will conduct candidate interviews for the eligibility list tentatively in May 2018. Applications can be submitted via U.S. Mail to 533 C St. Eureka, CA 95501 or by e-mail to [recruitment@hbfire.org](mailto:recruitment@hbfire.org). A complete application packet shall include a complete application form, a complete supplemental questionnaire, a copy of your current CPAT card, a copy of your California Firefighter 1 certificate, and a copy of your current EMT-1 or Paramedic certificate.

Please see the following information in regard to the Firefighter job description and expectations as well as information regarding salary and benefits for the positions.

For more information regarding Humboldt Bay Fire or this process you can visit our website at [www.hbfire.org](http://www.hbfire.org). Additional questions can be directed to Deputy Fire Chief Bill Reynolds at [wreynolds@hbfire.org](mailto:wreynolds@hbfire.org) or by calling (707) 441-4000.



# HUMBOLDT BAY FIRE

## Invites Applications for Firefighter

*"Committed to Community Service through Leadership, Vision, and Integrity"*

Monthly Salary Range: \$3,652 - \$4,675

Final Filing Date: April 12<sup>th</sup>, 2018

**The Humboldt Bay Fire Joint Powers Authority was formed in 2011 from the Humboldt No. 1 Fire Protection District and the City of Eureka Fire Department agencies. This recruitment and examination process will establish an eligibility list that will remain in effect for two years, or until the list is exhausted.**

**Humboldt Bay Fire currently has three (3) open firefighter positions that we will be hiring for from this process and list.**

### **DESCRIPTION**

Under general supervision, responds to fires, medical emergencies, hazardous materials incidents, rescues and other emergency and non-emergency situations; participates in all other suppression, prevention, inspection, education and related activities to protect life and property; performs fire station maintenance; serves in specialized departmental roles as assigned; provides information and assistance to the public; and performs other duties as required.

### **SUPERVISION RECEIVED AND EXERCISED**

Receives general supervision from assigned supervisory or management personnel. No direct supervision is exercised, however, may provide technical and functional direction to fire and volunteer staff when performing tasks in the area of responsibility.

### **CLASS CHARACTERISTICS**

This is the working-level class in the fire service series that performs all normal fire suppression, basic medical emergency, hazardous materials and other emergency response activities. The nature of the work performed requires an employee in this class to establish and maintain effective working relationships with all others contacted in the course of work and requires the ability to perform heavy physical work at potential risk to health and safety. This class is distinguished from Fire Engineer in that the latter drives and operates all fire equipment and apparatus. It is further distinguished from Fire Captain in that the latter is the first supervisory level in this sworn class series.

### **EXAMPLES OF ESSENTIAL JOB FUNCTIONS (Illustrative Only)**

*Management reserves the right to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.*

Responds to fire alarms, delivers all equipment, and implements fire suppression and firefighting techniques to rescue victims and protect private and public property. Assumes a designated position on an assigned apparatus and follows command structure instructions for fire suppression or related emergency services. Serves within a command structure, requiring adherence to officers' orders in life threatening situations. Responds to structural fires, and performs search and rescue operations to remove persons from burning structures, and fire suppression techniques as appropriate; lays, connects, charges and uses supply lines and various water appliances to control and extinguish fires; places water curtains and performs ventilating and access maneuvers; uses foam and chemical extinguishers as required by the nature of the fire; operates fire streams as directed; raises and climbs ladders; ventilates roofs and windows; operates fire pumps. Operates all types of portable fire extinguishers, pike poles, hand lines, smoke ejectors, salvage covers, forcible entry tools, aerial ladder equipment, emergency medical equipment, and other firefighting and medical equipment as required. Performs salvage duties at fire scenes by placing salvage covers, sweeping, vacuuming up water, and removing debris. Obtains and preserves evidence at a fire scene, and participates in determining fire origin and cause.

Inspects building structures to ensure code compliance, explains agency fire codes and fire prevention policies and procedures to the general public, and prepares complete and accurate reports of inspection activities as required. Responds to emergency medical calls, and administers advanced first aid and/or basic life support as appropriate, including assessing patients, CPR, resuscitation, operating automated external defibrillator, rescue breathing, administration of oxygen, recording vital signs, and other related medical treatments as appropriate. Responds to emergency rescue calls, including auto accidents requiring extrication, search and rescue, gas system leaks, confined space rescues, and rope rescues. Performs overhaul operations to ensure the complete suppression of fire. Responds to a variety of alarms and follows established procedures to investigate. Maintains fire equipment in a clean and operable condition, including performing daily equipment checks, and repairing damaged equipment as necessary. Ensures the use of appropriate firefighting safety apparel and equipment, and follows appropriate safety procedures as required. Works closely with other emergency medical staff, public safety, and fire personnel from other agencies, depending upon response situation. Responds to hazardous materials emergencies, including scene assessment, identifying the extent of damage and/or potential hazard to the community, implementing containment plans, and protecting fire personnel and civilians from exposure to chemicals. Responds to manmade and natural disasters, including fires, floods, earthquakes, crash rescues and other catastrophic events, including providing medical assistance and removing persons from harmful structures or exposure to fire, smoke, adverse weather conditions, and harmful materials. Maintains an awareness of other fire personnel on detail for the purpose of protecting other Firefighters' lives as necessary. Participates in Fire drills. Makes verbal and written analyses of activities involved in any fire emergency situation. Performs all necessary training activities as assigned and in accordance with readiness and preparation for firefighting activities, including training in fire suppression, emergency medical training, hazardous materials, vehicle extrication, technical rescues, equipment use and maintenance, and other related functions. Operates and maintains a variety of fire vehicles, apparatus, and equipment on a training basis. Performs physical fitness training to maintain physical abilities necessary for firefighting. Maintains station and personal living areas in a clean and orderly manner, and maintains surrounding grounds to ensure a safe and pleasant environment for fire personnel and the general public. Participates in a variety of public awareness activities to promote good public relations and fire safety awareness, including providing tours of fire facilities and giving presentations at local schools as requested. Performs other duties as assigned.

### **QUALIFICATIONS**

*Knowledge of:* Principles and practices of fire suppression, containment, rescue, clean-up and salvage. Principles and practices of providing emergency medical care at the EMT-1 or Paramedic level. Practices and techniques of hazardous materials response, containment and clean-up. Geography of response districts, including locations of streets, hydrants, sprinkler and standpipe hookups, and alarm panels. Techniques of first aid and CPR. Applicable Federal, State, and local laws, codes and ordinances. The operation and maintenance of a variety of fire services vehicles, equipment, and facilities. Safety practices and equipment related to the work. Modern office practices, methods and computer equipment. Computer applications related to the work. English usage, grammar, spelling, vocabulary, and punctuation. Techniques for dealing effectively with the public, vendors, contractors and agency staff, in person and over the telephone. Techniques for providing a high level of customer service to the public and staff, in person and over the telephone.

*Ability to:* Perform fire suppression and associated rescue and salvage work in a safe and effective manner.

Apply the mechanics of firefighting and emergency medical care at an EMT-1 or Paramedic level.

Deal with hazardous materials incidents in conformance with department procedures. Make sound, independent decisions in emergency situations. Learn the geographic layout of the response districts and the location of various fire suppression utilities. Establish and maintain a variety of manual and computerized record keeping and project management systems. Make sound, independent decisions within established policy and procedural guidelines. Organize own work, set priorities and meet critical time deadlines. Operate modern office equipment including computer equipment and software programs. Use English effectively to communicate in person, over the telephone and in writing. Use tact, initiative, prudence and independent judgment within general policy and legal guidelines in politically sensitive situations. Establish and maintain effective working relationships with those contacted in the course of work.

## **EDUCATION AND EXPERIENCE:**

*Any combination of training and experience that would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to the completion of the twelfth (12th) grade. Some college-level coursework in fire technology or a related field is desirable.

License:

- Must be on the current Firefighter Candidate Testing Center Statewide Eligibility List.
- Valid CPAT card (at applicants expense) required prior to oral examination (visit <https://www.fctconline.org/cpat>)
- Valid California (CDL) class C driver's license with satisfactory driving record.
- National Registry OR State of California EMT-1 or Paramedic Certificate.
- State of California Firefighter I Certificate.

In addition to the above, employees are required to obtain within the twelve (12) month probationary period:

- Valid California driver's license firefighter endorsement.
- CDL Medical Examiners Certificate.
- Hazardous Materials First Responder Operations Certificate (FRO).
- Hazardous Materials First Responder Operations Decontamination Certificate (Decon).
- California State Fire Training LARRO, Confined Space Operations and RS-1 classes

In addition to the above, the **Ideal Candidate** will:

Possess a current California Paramedic license and obtain North Coast EMS EMT-1 certification or Paramedic accreditation within 3 months of appointment or be a current NREMT-1 or NREMT-Paramedic with the ability to obtain a California EMT-1 or Paramedic license and North Coast EMS Paramedic accreditation prior to appointment. Have a strong desire for a fire service career with Humboldt Bay Fire. Have life experience and an outlook resulting in honesty and a strong work ethic. Possess the capability to positively interact with people in a wide range of professional settings. Possess an understanding of the technical skills supported by a strong interest in teaching others. Have an attitude and appearance resulting in the ability to promote a positive image for the fire service. Have demonstrated the physical and mental preparation to successfully manage the physical and emotional stresses of emergency service employment. Possess the written and verbal skills to effectively communicate; a balanced combination of formal education of both a general nature and specific fire service curriculum; a high level of physical fitness and the personal and professional desire to maintain it; and an understanding of customer service, with demonstrated experience in customer service delivery.

## **PHYSICAL DEMANDS**

Must possess mobility, physical strength and stamina to respond to emergency situations and use all emergency apparatus and equipment; perform medium to heavy physical work, to work in confined spaces, around machines and to climb and descend ladders; vision to discern colors and assess emergency situations, including medical incidents, to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. The job involves fieldwork requiring frequent walking in operational areas to identify problems or hazards. Finger dexterity is needed to access, enter and retrieve data using a computer keyboard or calculator and to operate above-mentioned apparatus and equipment. Positions in this classification bend, stoop, kneel, reach and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials, objects, and individuals necessary to perform job functions.

## **ENVIRONMENTAL ELEMENTS**

Employees work in the field and are exposed to loud noise levels, extreme temperatures, inclement weather conditions, road hazards, substantial heights, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

## **WORKING CONDITIONS**

Employees are required to work 24-hour shifts as scheduled by the JPA, currently in a "48-96" model.

**Please Note: Humboldt Bay Fire requires employees to reside within 30 minutes ground travel time from jurisdictional stations. Employees are subject to emergency recall.**

**To Apply:**

- Submit an application found on the FCTC “Now Hiring” Section of the webpage –or- at [www.hbfire.org](http://www.hbfire.org) either via U.S. Mail (HBF Fire Station 1 533 C St. Eureka, California 95501) or via e-mail to [recruitment@hbfire.org](mailto:recruitment@hbfire.org). Include a current copy of your Firefighter 1 certification, EMT-1 or Paramedic Certification, and current CPAT card by **April 12<sup>th</sup>, 2018**. Applications received after that date will not be considered.

**Examination:**

We will not be conducting our own internal written or physical agility test. Candidates must be on the FCTC statewide eligibility list to be eligible.

The top candidates selected from the application process will be invited to an oral board examination to establish an eligibility list. The eligibility list may be used to fill current and future fulltime positions.

The top candidates from the interview process and eligibility list will be invited back to participate in a Chief’s Interview process. Results of this interview will be used to fill current open positions.

Humboldt Bay Fire anticipates filling three (3) open positions from this process.

**NOTE:**

***Failure to pass any component of the interview process will eliminate candidates from further testing in this recruitment process.***

Additional testing for Firefighter includes background investigation, psychological evaluation and a complete pre-employment physical examination (including drug screen). All of which are conducted AFTER a conditional offer of employment is offered.

Visit [www.hbfire.org](http://www.hbfire.org) or contact Humboldt Bay Fire for further information at (707) 441-4000.

***Failure to submit copies of ALL the required certificates will result in disqualification.***

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The provisions of this bulletin do not constitute an expressed or implied contract. Any provision contained in this bulletin may be modified or revoked. HBF is an Equal Opportunity Employer, and does not discriminate on the basis of handicap status in the admission, access to, treatment, or employment for its programs, or activities, whether funded by the JPA or by grants. Women, persons with disabilities, and minorities are encouraged to apply.

In accordance with the Americans with Disabilities Act (ADA), HBF will make reasonable efforts in the examination process to accommodate people with special physical or mental requirements. If you have special needs, please call (707) 441-4000 prior to the examination date. When indicating you have a special need, one of the following definitions will apply to you. A disabled person is anyone who: (1) has a physical or mental impairment which substantially limits one or more major life activities: i.e., walking, seeing, hearing, speaking, working or learning; or (2) has a record of such impairment; or (3) is regarded as having such an impairment.

## **BENEFITS**

### **Retirement-CalPERS**

**Classic Safety.** The JPA provides a 2% at age 50 formula through CalPERS and a Three Year Final Compensation provision for "Classic Safety" employees. Employees covered under the 2.0% at age 50 formula will pay the employee contribution of 9% of salary that is subject to PERS. Said deductions shall be on a pre-tax basis.

### **New CalPERS members or previous CalPERS members with a break in service of 6 calendar months or greater.**

The JPA provides a 2.7% at age 57 formula through PERS and a Three Year Final Compensation provision pursuant to the California Public Employees' Pension Reform Act of 2013. Employees covered under the 2.7% at age 57 formula will pay the current employee contribution of 12.5% of salary that is subject to PERS. Said deductions shall be on a pre-tax basis. The employee contribution will change each fiscal year to be at least 50% of the normal cost rate as determined by PERS.

NOTE: The JPA does not participate in Social Security except for the 1.45% required Medicare contribution; therefore, earnings from this job are not covered under Social Security. When you retire you may receive a pension based on earnings from this job. If you do, your pension may affect the amount of Social Security benefits you may receive. For more information go to [www.socialsecurity.gov/form1945](http://www.socialsecurity.gov/form1945).

### **Medical**

The JPA provides health insurance programs to employees and eligible dependents through Anthem Blue Cross PPO and HSA plans; dental and vision are also provided. Employees also have the option to enroll in multiple Section 125 plans of their choice.

### **Vacation**

Vacation is accumulated at 7 shifts per year upon employment and increases with time in service. The maximum accrual is 20 shifts. Vacation buyback is available.

### **Sick Leave**

Sick Leave is accrued at one 24-hour shift per month with no limit. Sick leave conversion to service credit at time of retirement through PERS.

### **Holidays**

Six (6) holidays (24 hour) shall be paid, at the regular rate of pay, with payment to be made with the November pay period. Holidays shall be considered to be earned at the rate of one half (1/2) holiday (12 hours) per month.

### **Life Insurance**

The JPA provides a \$50,000 life insurance policy for the employee.

### **AirMedCare**

The JPA provides AirMedCare network membership for employees and their entire household.

### **Other Benefits**

\$5000 annual Paramedic incentive pay upon qualification.

\$1750 annual Fire Investigator pay upon qualification.

Other benefits include optional participation in deferred compensation plans and membership in an Employee Assistance Program (EAP) for the employee and eligible dependents.

Note: Although benefits have been reported as accurately as possible, there has been no warranty of complete benefit summary intended. All information provided is subject to the actual terms of the legal documents that control benefit programs.