



CITY OF BENICIA
invites applications for the position of:

PARAMEDIC FIREFIGHTER TRAINEE

SALARY: \$5,614.48 Monthly
\$67,373.76 Annually

OPENING DATE: 08/23/22

CLOSING DATE: 09/21/22 05:00 PM

DEFINITION:



THIS RECRUITMENT IS BEING CONDUCTED TO FILL ONE (1) OPEN GRANT FUNDED (LIMITED TERM) POSITION AND TO CREATE AN ELIGIBILITY LIST FOR ANTICIPATED FUTURE VACANCIES.

IMPORTANT NOTE: The duration of employment for the limited term position will coincide with the term of the grant. At the end of the term, the grant funded position will be eliminated. The City has applied for another safer grant to extend through 2026. Salary posted does not include any incentive pay.

FUTURE SALARY INCREASES:
Effective 6/21/2023 - 3% salary increase
Effective 6/21/2024 - 3% salary increase
Effective 6/21/2025 - 5% salary increase

TENTATIVE ORAL BOARD & ASSESSMENT SKILLS TESTING DATES: SEPTEMBER 26th & 27th, 2022.

The City of Benicia is accepting applications from candidates who would like to have the City sponsor them through a recognized fire academy. The trainee candidates are appointed to a probationary status at **\$5,614.48** per month until successful completion of an accredited fire academy. Upon successful completion of the fire academy, the Paramedic Firefighter begins an 18-month probationary period at the initial salary step for lateral level.

The City has 3 separate recruitments for Paramedic Firefighter: Lateral Candidates, Academy/Non-Lateral Candidates, and Trainee Candidates. Please see below for the definition of each recruitment category. It is the candidate's responsibility to apply for the correct recruitment. If you are not sure which categories apply to you, please contact the Human Resources Department at (707) 746-4342.

Trainee Candidates: The City is accepting applications from candidates who would like to have the City sponsor them through a recognized fire academy. The trainee candidates are appointed to an at-will status while in academy. Upon successful completion of the academy the Paramedic Firefighter begins an 18-month probationary period at the initial salary step for Paramedic Firefighter salary range.

Academy/Non-Lateral Candidates: The City is also accepting applications from candidates who are currently enrolled in a recognized fire academy or who have graduated from an academy within the last 3 years; or candidates who have previous fire department experience but are not currently working as a sworn firefighter, but still has valid certifications. Candidates who meet this criteria should apply through the academy/non-lateral recruitment.

Lateral Candidates: The City of Benicia is also accepting applications for Paramedic Firefighter-Lateral. Lateral candidates are sworn Paramedic Firefighters currently working full-time at an all risk Advanced Life Support (ALS) fire agency with no breaks in service and have successfully completed their probationary period. Candidates who meet this criteria should apply through the recruitment entitled Paramedic Firefighter-Lateral.

The Benicia Fire Department serves the City of Benicia, California, and its 28,000 residents. We provide constant staffing to our city with 30 career firefighters (3 on a SAFER Grant) from 2 fire stations. In addition we have a Fire Chief with 3 Division Chiefs. The Benicia Fire Department is a two-station department with a minimum constant staffing of nine professional firefighters. An Engine and Truck company respond out of Station 11 and one more Engine company responds out of Station 12 on the north end of town. Both our engines and the truck company cross-staff other apparatus depending on the nature of a call. In 2021, we responded to 2,761 calls for service.

We are located approximately 30 miles north of San Francisco, providing automatic-aid to heavily populated areas in Solano and Contra Costa County. Benicia is a waterfront community that is located on the southern tip of Solano County, and is the northern neighbor of Contra Costa County. We are bordered by the City of Vallejo to the east, the San Francisco Bay to the south/southeast/east, and unincorporated wildland to the north. Interstate 780, a 7-mile stretch of freeway between Benicia and Vallejo, runs through the middle of the city and has a daily traffic volume ranging from 22,300 to 53,000 vehicles. We also serve a busy stretch of Interstate 680 on the east end of our town. In addition, we provide service from an OES Type 1 Engine across the State of California and beyond.

The Benicia Fire Department is proud to call ourselves an "All-Risk" agency, assuring our firefighters are trained in a multitude of disciplines ranging from water rescue from our inflatable rescue boat to participating in a county-wide USAR team. We provide ALS service from all of our fire apparatus and take great pride in providing an exceptional level of service to our great community.

COMPENSATION (in addition to salary rate listed above) and Benefits include:

CalPERS Retirement: 3% at 55 plan for "classic" members; 2.7% at 57 for members considered PEPRA. If you are not sure which formula would apply to you please call the Human Resources Department at (707) 746-4766.

Retiree Health: Employer contribution to retiree health account each year.

Uniform Allowance: \$75.00/month.

Educational Incentive: 1% base salary for 30 college units; 2% base salary for AA Degree; 3% base salary for BA/BS Degree.

Holiday Pay: 1.25% per month and is paid out 2x per year (June and December)

Work Schedule: 48/96 schedule.

Dental/Vision insurance: Premiums fully paid by City.

Kaiser: choice of 4 Kaiser plans available; co-pays/deductibles vary between plans.

IMPORTANT REQUIREMENTS:

In order to be eligible to test with the City of Benicia for the current selection process, candidates must have, and submit:

1) A current CPAT card issued by Firefighter Candidate Testing Center (FCTC) within 12 months prior to September 21, 2022.

2) Proof of having successfully passed the written exam through the FCTC within the past 12 months and be on the list provided to us by FCTC as of the September 21, 2022 closing date.

For your convenience, we have provided the Sacramento and Livermore FCTC Written Test & CPAT dates that will occur before this job posting closes. Please note that these dates could change, so please check the FCTC website at <https://www.fctconline.org/candidates/upcoming-test-schedule/> for the most updated information.

FCTC Written Test Dates:

Wednesday, August 31, 2022 - Sacramento

Saturday, September 10, 2022 - Livermore

Sunday, September 18, 2022 - Sacramento

FCTC CPAT Dates:

Saturday, August 27, 2022 - Livermore

Thursday, September 1, 2022 - Sacramento

Thursday, September 8, 2022 - Livermore

Friday, September 16, 2022 - Sacramento

If you have questions regarding the position of Paramedic/Firefighter Trainee in Benicia or questions regarding this recruitment, please contact the City of Benicia Human Resources Department at (707) 746-4766.

DISTINGUISHING CHARACTERISTICS:

Trainee: This is the entry-level classification and differs from Firefighter/Paramedic in that the Firefighter/Paramedic Trainee is a non-safety position assigned to a Firefighter Training Academy designed to provide an overview of the basic level of training to function in a line position as a Firefighter/Paramedic. Training may include firefighting techniques and procedures; emergency medical training; rescue and hazardous materials training. Firefighter/Paramedic Trainees are eligible for promotion to Firefighter/Paramedic upon successful completion and graduation from the Firefighter Training Academy. Trainees who do not successfully complete the Firefighter Training Academy will be terminated.

Academy/Non-Lateral & Lateral: This classification encompasses the full range of Firefighter duties in addition to performing as a Paramedic.

REPRESENTATIVE DUTIES / QUALIFICATIONS:

KNOWLEDGE, SKILLS & ABILITIES:

Ability to learn and apply firefighting principles and techniques; think and act quickly and effectively in emergency situations; understand and apply mechanical and physical principles related to fire suppression; learn and apply fire code provisions and arson/fire investigation techniques; deal courteously and effectively with the general public; establish and maintain cooperative relationships with those contacted in the course of work, and understand and follow verbal and written directions.

PARAMEDIC FIREFIGHTER TRAINEE

MINIMUM QUALIFICATIONS & CERTIFICATION REQUIREMENTS:

Any combination of education and experience that has provided the knowledge, skills, and abilities necessary for satisfactory job performance as a Firefighter/Paramedic - Trainee. A typical way of obtaining the required qualifications is graduation from high school or possession of a General Educational Development (GED) certificate. Must be at least 20 years of age prior to date of appointment.

CERTIFICATION/LICENSE:

Special Requirements:

Must have attained the age of twenty (20) prior to date of appointment.

Must possess a Valid California Driver's License at time of appointment. Within six months of successful completion of probationary appointment, must obtain and maintain the required licenses as mandated by the California State Department of Motor Vehicles to drive fire apparatus.

Passing score (> 70%) on the Fire Candidate Testing Center written test (FCTCOnline.org) for Entry-Level and Academy Graduates only.

Accreditation by the County of Solano as an EMT-P is required within six (6) months of appointment.

Certification in Advanced Cardiac Life Support (ACLS) by date of appointment.

Certification in Cardiopulmonary Resuscitation (CPR) for BLS provider by date of appointment.

Certification in Pediatric Advanced Life Support (PALS) OR Pediatric Education for Prehospital Professionals (PEPP) by date of appointment.

Certification in Prehospital Trauma Life Support (PHTLS) OR Basic Trauma Life Support (BTLS) OR International Trauma Life Support (ITLS) by date of appointment.

Current Candidate Physical Ability (CPAT) card issued within 1 year prior to date-of-hire for Entry-Level and Academy Graduates only.

Willingness to attend meetings and training classes; maintain Continuing Education requirements; willingness to work a 48-hour shift, overtime, weekends on call and on holidays, under adverse or hazardous conditions; willing to work in any station in the City on short notice; willing to perform repetitive work to completion; conform to all rules and regulations of the Fire Department and Paramedic policies and procedures. Maintain a high level of interest in continued self-development and education.

PLEASE NOTE: IT IS YOUR RESPONSIBILITY TO KEEP ALL OF YOUR CERTIFICATES CURRENT THROUGH THE ENTIRE SELECTION PROCESS. IF AT ANY TIME DURING THE SELECTION PROCESS YOUR CERTIFICATES EXPIRE, YOUR APPLICATION WILL BE DISQUALIFIED.

Firefighter/Paramedic - Trainee Application Materials Checklist:

Must be submitted now for application to qualify:

- State of California Paramedic License OR Nationally Registered Paramedic (NRP) Certification.
- Valid Advanced Cardiac Life Support (ACLS) card or equivalent.
- Valid cardiopulmonary resuscitation (CPR) card.
- Valid Pediatric Advanced Life Support (PALS) OR Pediatric Education for Prehospital Professionals (PEPP) by date of appointment.
- Valid Prehospital Trauma Life Support (PHTLS) OR Basic Trauma Life Support (BTLS) OR International Trauma Life Support (ITLS) by date of appointment
- Valid California Class "C" Driver License
- Valid CPAT card within 12 months prior to appointment
- FCTC Written Exam Passing Score

REQUIRED ACCREDITATION AND LICENSE REQUIREMENTS:

Accreditation by the County of Solano is required within six (6) months of appointment.

Must possess a Valid California Driver's License at time of appointment. Within six months of successful completion of probationary appointment, must obtain and maintain the Firefighter Endorsement as issued by the State of California Department of Motor Vehicles.

MEDICAL AND PERFORMANCE STANDARDS:

Prior to appointment, must meet job related medical, psychological, vision, background investigation, Livescan and physical performance standards.

After employment, employee may be required to pass periodic medical examinations and physical performance tests. Maintain good physical fitness condition through an ongoing physical fitness program.

To view the complete job description, please click the link below:

[Job Descriptions](#)

SUPPLEMENTAL INFORMATION:

APPLICATION PROCESS:

If interested in applying for this career opportunity, it is preferred you apply through the NeoGov system. **Please remember to attach your CPAT card (if you already have successfully completed the CPAT), ACLS, CPR Card, CA Driver's License, PALS and ITLS or PHTLS.**

and Paramedic License. Individuals wishing to file a paper application in lieu of the on-line application process should contact the City of Benicia Human Resources Department at 250 East L Street, Benicia, CA 94510. Business hours are Monday - Friday from 8:00 am - 12:00 pm, and from 1:00 pm - 5:00 pm.

Applicants are expected to accurately document their related experience and any training, education, and/or skills relevant to this position. Applicants should respond to all supplemental questions, even if the information is also contained in the application.

SELECTION PROCESS:

Application materials will be carefully evaluated; applicants who document possession of experience and education which most closely meet the requirements of the position will be

invited to participate in the next phase of the selection process, which may include an assessment center and interview process. Meeting the minimum qualifications does not guarantee an invitation to future steps in the process.

Prior to appointment, candidates must pass a thorough background investigation and a pre-placement medical screening, including a drug screen.

****IMPORTANT NOTE: ALL LICENSES AND/OR ACCREDITATION MUST BE MAINTAINED AS A CONDITION OF EMPLOYMENT. REVOCATION OF ACCREDITATION WILL BE CAUSE FOR TERMINATION.**

If, due to a disability, you need accommodations at any point during the application or testing process, please contact the Human Resources Department at (707) 746-4766.

APPLICATIONS MAY BE FILED ONLINE AT:
<http://www.ci.benicia.ca.us>

Position #22/23-4
PARAMEDIC FIREFIGHTER TRAINEE
SR

250 East L Street
Benicia, CA 94510
707-746-4326

PARAMEDIC FIREFIGHTER TRAINEE Supplemental Questionnaire

- * 1. To provide us with an opportunity to evaluate your background, responses to the Supplemental Questions are required in addition to your application. The information you provide will be used to determine your eligibility to continue in the selection process for this position. All work experience that is described or included in your supplemental responses(s) should have occurred during employment of one/more of the Employers you listed in the "Work Experience" section of your application. If not, you will need to provide additional information as to where/how you received that experience.
 I have read and understand the above instructions.
- * 2. Do you have a High school diploma or GED?
 Yes
 No
- * 3. This position requires a valid California Driver's License. Do you possess a valid California Driver's License or, if not, do you understand you will be required to obtain one prior to being hired?
 Yes No
- * 4. This position requires graduation from a paramedic training program that meets the requirements for licensing in the State of California by date of appointment, and accreditation by Solano County within 6 months of appointment. Please indicate your status below as of the time you are submitting your application.
 I am currently a licensed paramedic in California and accredited to work in Solano County.
 I am currently a licensed paramedic in California but not yet accredited to work in Solano County.
 I have graduated from a California paramedic training program and am in the process of obtaining my license. I understand I MUST have this license prior to appointment.

- I am currently enrolled in a California paramedic training program. I understand I MUST graduate from the program and have my license prior to appointment.
- I am an out of state candidate.
- * 5. This position requires a valid Advanced Cardiac Life Support (ACLS) card or equivalent. Do you possess an ACLS Card?
- Yes No
- * 6. This position requires a valid cardiopulmonary resuscitation (CPR) card. Do you possess a valid (CPR) card?
- Yes No
- * 7. Please describe the number of years of experience you have working for an agency and responding to 911 type medical calls.
- No experience
- Less than 1 year experience
- Between 1 and 3 years experience
- More than 3 years experience
8. Please list the agency/agencies you worked for where you gained the experience you indicated in the previous question.
- * 9. Candidates are required to submit a valid CPAT card (issued w/in the past 12 months) by the application closing date.
- I understand and am attaching my current CPAT card to my application packet.
- I understand will submit one to the HR Dept by the application closing date.
- * 10. Do you understand that this is a limited term grant funded position?
- Yes No
11. If desired, please explain any education, experience, special training or certificates you have that would help you in this position that have not been previously addressed in your application or supplemental questions.
- * 12. Do you certify that the information and statements made in connection with this application and supplemental questionnaire are complete and true to the best of your knowledge? Please note that intentional misrepresentation of your qualifications will be grounds for disqualification from this selection process and/or removal from the eligibility list. Do you further acknowledge and understand that it is your responsibility to attach to your application packet, or provide to the HR Dept, any required certificates by the closing date?
- I have read and understand the above information and certify the information I have provided is true to the best of my knowledge.
- * Required Question