



City of Chico Firefighter

SALARY	\$25.28 - \$33.88 Hourly \$2,831.36 - \$3,794.56 Biweekly \$6,134.61 - \$8,221.55 Monthly \$73,615.36 - \$98,658.56 Annually	LOCATION	Chico, CA
JOB TYPE	Full Time	JOB NUMBER	25-00473
DEPARTMENT	Fire Department	OPENING DATE	07/08/2025
CLOSING DATE	9/7/2025 11:59 PM Pacific	MAX NUMBER OF APPLICANTS	500

Position Information

RECRUITMENT ANNOUNCEMENT: FIREFIGHTER

Anticipated Hire Date: Late December 2025

In-House Academy Start Date: January 5, 2026

This recruitment will be limited to 500 applications and will close prior to the end date if the maximum number of candidates is met.

TESTING:

The City of Chico has partnered with the Firefighter Candidate Testing Center (FCTC) and will be utilizing the FCTC Statewide Eligibility List to satisfy the testing requirements of this position. Applicants MUST be on the Statewide Eligibility List by 09/07/2025 to be considered for this recruitment. Candidates who have not completed the FCTC testing process (CPAT, written, and other required items) should visit the [FCTC Statewide Eligibility List page](#) to view information on FCTC requirements and to sign up for tests. [Please click here if you need help finding upcoming FCTC tests and location information.](#)

APPLICATION SCREENING:

Following the closing date, applications will be screened against the criteria outlined in this announcement. Applications submitted without the required certifications/licenses and/or those candidates not on the FCTC Statewide List/scheduled to test will be considered incomplete and will not be placed in the pool of qualified candidates.

Questions 1 - 8 of the supplemental questionnaire will be used to review candidates on a pass/fail rating for required certifications and application parameters. The remaining supplemental questions, items 9 through 18, will be utilized as a desired qualification screening. Answers to each question are assigned a value point which will create a high to low ranking of all candidates. Candidate answers will be reviewed and compared to the submitted application and/or certification documents to confirm accuracy of the candidate's self-rating. Final candidate rank may be reduced or amended based on confirmation or disqualification of candidate of self-rating.

Union: This position is covered by the International Association of Firefighters (IAFF).

QUESTIONS? Please call Human Resources Technician, Gloria Caves-Brown at (530) 879-7907 or reach out via email to jobs@chicoca.gov.

Job Description

Definition:

Under general supervision, to engage in firefighting, emergency medical services, rescue, hazardous materials response, and fire prevention activities in order to protect life and property; to operate and maintain firefighting equipment and apparatus; to provide emergency medical services; to maintain fire facilities; to perform related work as required.

Typical Duties:

- Respond to all fire alarms with designated equipment;*
- Connect and appropriately place fire hose lines;*
- Enter burning buildings with hose lines;*
- Operate nozzles to direct the stream of water on fire surfaces;*
- Raise, lower and climb ladders;*
- Assist in overall salvage operations;*
- Carry and operate chemical fire extinguishers;*
- Render emergency medical treatment;*
- Maintain fire apparatus;
- Clean and test equipment;
- Perform basic maintenance of vehicles;*
- Operate radio-telephone equipment as required;*
- Clean and maintain station facilities and quarters;
- Study Fire Department rules, regulations and procedures;*
- Explain fire hazards, firefighting techniques, fire codes and related subjects;*
- Conduct fire prevention inspections and programs;*
- Participate in fire drills and training exercises;*
- May be required to act as Fire Apparatus Engineer, if authorized, in identifying hazardous materials and mitigating such emergencies;*
- Subject to emergency recall during non-duty hours;*
- Operate fire station computers;
- Performs related duties as necessary.

*Essential Function

Duties recorded above are representative of the duties of the class and are not intended to cover all the duties performed by incumbent(s) of any particular position. The omission of specific statements of duties does not exclude them from the position if the scope of work is similar, related or a logical assignment to this class; such assignments shall fall under the category of "other duties, as assigned."

Tools and Equipment Used:

Various fire apparatus, fire pumps, hoses, and other standard firefighting, hazardous materials response and rescue equipment, ladders, emergency medical equipment, personal protective equipment, radio, pager, personal computer, phone.

Physical Demands:

While performing the duties of this job, the employee is frequently required to sit and talk and hear. The employee is frequently required to walk; use hands to finger, handle, or feel objects, tools, or controls; and reach with hands and arms. The employee is occasionally required to climb or balance; stoop, kneel, crouch, or crawl on uneven surfaces and in confined spaces; and taste or smell.

The employee must regularly lift and/or move up to 75 pounds and occasionally lift and/or move up to 175 pounds or

larger with assistance. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Work Environment:

While performing the duties of this job, the employee regularly works in outside weather conditions that range from below freezing to in excess of 100 degrees Fahrenheit. The employee occasionally works near moving mechanical parts and in high, precarious places and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, toxic or caustic chemicals, risk of electrical shock, and vibration.

The noise level in the work environment is usually moderate, except during certain firefighting or EMT activities when noise levels may be loud.

Knowledge, Skills, and Abilities:

Knowledge of: Basic principles, practices and purposes of fire, rescue, hazardous materials, and emergency medical services to a basic life support level at the emergency medical technician level.

Ability to: Understand and act in accordance with Fire Department rules and instructions; demonstrate physical endurance, agility and strength in accordance with established standards; endure extremely high emotional and physical stress; perform in emergency and potentially dangerous situations; demonstrate a high degree of mechanical aptitude in the operation and maintenance of firefighting equipment; learn firefighting techniques and the operation of fire apparatus; learn emergency medical and rescue techniques; maintain Cardiopulmonary Resuscitation and Emergency Medical Technician certification; learn layout of City streets, buildings, hydrants and fire hazards; analyze fire and driving situations and employ effective courses of action; think and act quickly and appropriately in emergency situations; apply emergency medical treatment; operate fire equipment as necessary; understand and follow oral and written instructions; deal effectively and courteously with the general public; establish and maintain cooperative working relationships with those contacted in the course of work; communicate clearly and concisely, both orally and in writing.

Qualifications**Minimum Qualifications:**

Experience: Any experience that could likely provide the required knowledge and abilities.

Education: High school graduation or equivalent and successful completion of course work required for Firefighter I certification are required. Firefighter I coursework must be certified by the California State Fire Training (SFT).

***Lateral Candidates:** Candidates with at least two years of full-time paid experience, performing duties similar to those performed by a City of Chico Firefighter, and certified by the California State Board of Fire Services as a Firefighter I, will be considered a "Lateral" candidate, and may be placed at a higher starting salary.

Required Qualifications (MUST BE ATTACHED TO APPLICATION):**Licenses/Certifications:**

- Emergency Medical Technician (EMT) card
- Hazardous Materials First Responder-Operational Certification
- Healthcare Provider Cardiopulmonary Resuscitation (CPR) and Automatic External Heart Defibrillator (AED) Certification
- Valid Class C California Driver License (Firefighter Endorsement is desirable)
- Successful completion of the Candidate Physical Ability Test (CPAT) within previous 12 months

Desired Qualifications:

Education: A college degree in Fire Science or other applicable field is desirable.

Employer

City of Chico

Address

411 Main Street
PO Box 3420
Chico, California, 95927

Phone
(530) 879-7900
(530) 879-7901

Website

<https://www.governmentjobs.com/careers/chico>

Firefighter Supplemental Questionnaire

***QUESTION 1**

Have you attached a resume?

- ☐ Yes
☐ No

***QUESTION 2**

Have you graduated high school or received an equivalency certificate?

- ☐ Yes
☐ No

***QUESTION 3**

Have you attached a valid EMT card?

- ☐ Yes
☐ No

***QUESTION 4**

Have you attached a valid Hazardous Materials First Responder-Operational Certification?

- ☐ Yes
☐ No

***QUESTION 5**

Have you attached a valid Healthcare Provider Cardiopulmonary Resuscitation (CPR) Certification?

- ☐ Yes
☐ No

QUESTION 6

Have you attached a valid Automatic External Heart Defibrillator (AED) Certification?

- ☐ Yes
☐ No

***QUESTION 7**

Have you attached proof of completion of Firefighter 1 coursework? (Must be certified by the CA State Board of Fire Services.)

- ☐ Yes

☐ No

***QUESTION 8**

Have you attached a valid Class C California Driver License?

☐ Yes

☐ No

***QUESTION 9**

Are you licensed as a Paramedic? Please attach transcripts, cert., or card.

☐ NO

☐ Completed accredited California Paramedic program but do not have a certificate.

☐ Completed an accredited California Paramedic program and DO have a certificate.

***QUESTION 10**

How many years of full-time active duty military service (any branch), or part-time/reserve service have you completed? A DD214 showing honorable or general discharge, or letter from Commanding Officer on official letterhead , must be submitted.

☐ No military service

☐ 1.5-3 years

☐ More than 3 but less than 5 years

☐ More than 5 years

***QUESTION 11**

How much time has lapsed since you graduated from an accredited fire academy or equivalent (military fire academy)?

☐ I have not graduated from an accredited fire academy

☐ More than 10 years

☐ More than 5 but less than 10 years

☐ Less than 5 years

***QUESTION 12**

What is your level of college education? Submit transcripts or diploma

☐ No college units

☐ 30-59 Units, no degree conferred

☐ 60 or more semester units- Associate's Degree or no degree conferred

☐ 120 or more semester units-Bachelor's Degree or no degree conferred

***QUESTION 13**

Have you been a Chico Fire Volunteer?

☐ No

☐ 1 month to 6 months

☐ More than 6 months but less than 1 year

☐ 1 or more years

***QUESTION 14**

How much Volunteer/Reserve/Intern Firefighter experience do you have? Please provide a letter from the Fire Chief/Human Resources on official letterhead, affirming time served and current status.

- ☐ None to less than 1.5 years
- ☐ More than 1.5 but less than 3 years
- ☐ More than 3 but less than 5 years
- ☐ 5 or more years

***QUESTION 15**

How much paid seasonal (career/combination department) Firefighting experience do you have? To standardize: 12 months of full-time seasonal time equals 1 year of full-time career service (CalFire, BLM, USFS). Paid on-call, reserves, or internships do not count toward any service credit. This must be clearly reflected on your application, or candidates can submit a letter from Human Resources/ Fire Chief with the applicable information.

- ☐ None to 1.5 years
- ☐ More than 1.5 but less than 3 years
- ☐ More than 3 but less than 5 years
- ☐ 5 or more years

***QUESTION 16**

How many years of paid full-time (career/combination department) Firefighting experience do you have? To standardize: Fire service experience must have been full-time paid career wildland and /or structural Firefighter in a career or combination department. This must be clearly reflected on your application, or candidates can submit a letter from Human Resources/Fire Chief with the applicable information.

- ☐ None to 1.5 years
- ☐ More than 1.5 but less than 3 years
- ☐ More than 3 but less than 5 years
- ☐ 5 or more years

***QUESTION 17**

Do you have formal training or experience in a trade? Please submit a copy of your diploma, certification, transcripts, or license as applicable.

- ☐ No
- ☐ Yes

***QUESTION 18**

In which county do you reside?

- ☐ Butte County
- ☐ Plumas, Tehama, Glenn, Sutter, or Yuba
- ☐ Other

*** Required Question**