



After successfully completing the five-month Recruit Academy, Fire Recruits are sworn in and promoted to the position of Firefighter or Firefighter/Paramedic, where s/he will serve a probationary period of twelve (12) months performing a variety of duties related to the protection of life and property, and must pass each phased evaluation of training. Recruits who are not promoted to position of Firefighter or Firefighter/Paramedic at the end of the Recruit Academy will be subject to termination.

The Fire Recruit is distinguished from the higher level Firefighter and Firefighter/Paramedic in that incumbents of the latter classes have graduated from the Recruit Academy and serve as first responders to all calls for service (emergency and non-emergency).

**Essential Functions** - Functions may include, but are not limited to, the following:

Participate in classroom lectures; evaluations; team and individual manipulative drills; knowledge, skills, and ability testing; and problem solving exercises.

Receive training in firefighting activities such as: fire suppression, hose evolutions, radios, salvage and overhaul; use of various tools and equipment such as extrication tools, chainsaws, axes, hydraulic tools, ladders, ropes, fire extinguishers, water supply systems, etc.

Learn the proper use and maintenance of all fire related apparatus, equipment, tools, and facilities.

Participate in fire drills and attend classes in firefighting, emergency medical procedures, hazardous materials, and related subjects.

Learn the policies, procedures, rules, and regulations of the City of Chula Vista and Chula Vista Fire Department.

Participate in the physical fitness training program.

Build and maintain positive, collaborative working relationships with co-workers, other City employees, personnel from a wide range of outside agencies, other colleagues in the field, and the public.

Perform other duties related to this position.

## Minimum Qualifications

Any combination of education and/or experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

### Experience

Previous work experience is not required. Previous fire suppression experience is highly desirable.

### Training

Equivalent to completion of the twelfth grade. Associate's degree in Fire Science/Technology is highly desirable.

### Special Requirements

Must be at least 18 years of age at time of application.

### Licenses and Certificates

- Possession of valid California or National Registry EMT or EMT-P certification is required at time of application, and for duration of employment. (EMT certification is required for promotion to the class of Firefighter; the required EMT certification is waived for those Firefighters that possess an EMT-P certification. EMT-P certification is required for promotion to the class of Firefighter/Paramedic.)
- Possession of valid Basic Life Support for Healthcare Providers (CPR-BCH) certificate at time of application, and for duration of employment.
- Possession of valid California Class C Driver's License, and acceptable driving record at time of appointment and during course of employment.

- Possession of CPAT certificate dated within one year of application deadline (Dated on or after October 9, 2022).
- Fire Fighter I and Fire Firefighter II Certifications are highly desirable.
- County of San Diego EMT or EMT-P Accreditation is highly desirable.
- Current Advanced Cardiac Life Support (ACLS) card is highly desirable.

## Knowledge, Skills and Abilities / Physical Demands and Working Conditions

### Knowledge, Skills and Abilities

Knowledge of: Emergency medical basic and/or advanced life support principles, terminology, and procedures; general principles and practices of emergency medical response; San Diego County Emergency Medical Services (EMS) regulations, protocols, and procedures; Federal, State, and local laws, regulations, and standards related to para-medicine; local geographical response factors; English usage, spelling, grammar and punctuation; basic mathematics, chemistry, and physics of fire behavior and hazardous materials; safety practices and procedures; computer related equipment and software applications related to assignment. Ability to: learn new skills and methods quickly and accurately; perform physical duties associated with firefighting; work in a variety of weather conditions (hot, cold, rain, wind, dust, etc.) and in extremely hazardous situations; learn and follow City policies and procedures; read and understand printed information during academy; follow written and verbal orders from supervisors; work with teams; communicate clearly and concisely, both orally and in writing; establish and maintain effective working relationships with those contacted in the course of work; work with various cultural and ethnic groups in a tactful and effective manner.

### Physical Demands and Working Conditions

Must be able to perform a wide range of physical duties to include: reading and comprehending English, taking written and practical tests, stooping, lifting heavy objects (100 lbs.), running, walking on uneven surfaces, climbing ladders, pulling heavy hoses, wearing heavy equipment, carrying heavy objects, crawling, map memorization, reading technical manuals, reading signs and labels quickly, and other related physical duties. Work is performed indoors and outdoors, in a variety of weather conditions (hot, cold, rain, wind, dust, etc.), and occasionally in extremely hazardous situations.

## Additional Information

### Recruitment No. 23562508E

Employees in the Fire Recruit position are represented by the Association of Chula Vista Employees (ACE) and receive benefits outlined in the ACE Benefits Summary. After successfully completing the Fire Department's Recruit Academy, the Fire Recruit will promote to Firefighter (\$5,876.08 - \$7,142.37 Monthly). This position is represented by International Association of Fire Fighters, Local 2180 (IAFF) and receives benefits outlined in the IAFF Memorandum of Understanding. Click here to view the IAFF Benefits Summary.

### Recruitment and Selection Process/Timeline

To be considered, applicants must submit an online City Application with Supplemental Questionnaire and the **required certification** by 5:00 p.m. on the closing date listed. Candidates whose applications indicate education and experience most directly related to the position will be invited to participate in the selection process as noted below. **All notices will be sent via e-mail.**

Unless otherwise noted, a passing score must be achieved at each step of the selection process in order to have your name placed on the City of Chula Vista's eligibility list for hiring consideration. **The examination materials for this recruitment are validated, copyrighted and/or inappropriate for review.**

**Step 1. Application Review:** Applications will be screened to ensure the following requirements are met:

- **A copy of your valid California or National Registry EMT card must be attached to your online application.**  
Applications without a copy of a valid EMT card will be disqualified, regardless of the reason (e.g. awaiting receipt due to renewal process, recent testing, State issuance backlog, etc.)
- **CPAT Verification. You must have a valid CPAT dated between October 9, 2022 - October 9, 2023. If you are not on the FCTC SEL, you must attach a copy of your CPAT to your application.**

Please do not submit any other certifications, licenses, resumes, letters of reference, etc. as they will not be considered at this time.

**Step 2. Supplemental Questionnaire:** The supplemental questionnaire will be evaluated and may be used to determine the most highly qualified candidates.

**Step 3. Chula Vista Written Examination:** The written exam will be held at the Martin Luther King Jr. Community Center on Saturday, October 21, 2023.

*Location: 140 E. 12th St., National City, CA 91950*

**Written Test Waiver Information:** Candidates invited to the Chula Vista Written Examination may waive the test if they are currently on the FCTC SEL prior to the closing date listed on the job posting. To waive the written test, candidates will need to declare they are doing so on their supplemental questionnaire. Human Resources will verify all candidates who are declaring to waive the written exam with FCTC at the close of this recruitment.

**Step 4. HR/Fire Captain Interview Panel and Fire Battalion Chief's Interview:** The interview will evaluate the candidate's motivation, interest, education, experience and professional qualifications for the position. Candidates who are successful in the HR/Fire Captain Interview panel, will be directed to a Fire Battalion Chief Interview, immediately following. **Interviews are tentatively scheduled for November 6 - 9, 2023.**

**Step 5. Post-Offer, Background Investigation:** Candidates will be required to complete a thorough background investigation, including polygraph and Live Scan through the California Department of Justice (DOJ) and Federal Bureau of Investigation (FBI).

**Step 6. Post-Offer, Pre-Employment Psychological Evaluation and Medical Examination**

**PLEASE NOTE, ALL DATES LISTED ABOVE ARE TENTATIVE AND SUBJECT TO CHANGE WITHOUT FURTHER NOTICE.**

#### Agency

City of Chula Vista

#### Address

276 Fourth Avenue

Chula Vista, California, 91910

#### Phone

619-691-5096

#### Website

<http://www.chulavistaca.gov>

### Fire Recruit (EMT Option) Supplemental Questionnaire

#### \*QUESTION 1

The supplemental questionnaire is used to further evaluate your experience and education to determine your eligibility for this position. Please answer each question accurately and thoroughly. To be considered for this position, the experience you indicate in your responses to the supplemental questions must also be described, in detail, on the **Work History/Experience** section of your Employment Application. Failure to complete the "Work History/Experience" section of the employment application will result in your application not being considered. Please do not refer your response to your resume. A resume will not be considered in determining your qualifications.

I have read and acknowledge the instructions stated above.

#### \*QUESTION 2

Are you at least 18 years of age?

Yes

No

**\*QUESTION 3**

**Which of the following best describes your highest level of education?**

Some high school

High school diploma or GED

Some college

Associate's degree

Bachelor's degree

Master's degree or higher

**\*QUESTION 4**

**Are you currently on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List?**

Yes

No

**\*QUESTION 5**

**If you responded "Yes" to Question 4 above, do you want to waive the Chula Vista Written Examination?**

Yes

No

N/A

**\*QUESTION 6**

**Do you possess a valid California or National Registry EMT certification? (If you answered Yes, this certification must be attached to your application.)**

Yes

No

**\*QUESTION 7**

**Do you possess a valid California or National Registry EMT-P certification? (If you answered Yes, this certification must be attached to your application.)**

Yes

No

**\*QUESTION 8**

**If you answered "Yes" questions 6 or 7, please provide your California or National Registry certification number and expiration date. If you answered "No" to questions 6 or 7, please indicate "N/A" in the space below.**

**\*QUESTION 9**

**Do you possess a CPAT certificate dated within one year of application deadline (dated on or after October 8, 2022)?**

Yes

No

**\*QUESTION 10**

**Experience** Are you currently employed as a paid **Firefighter/Paramedic** (or higher rank) in the fire service?

- Yes  
 No

**\*QUESTION 11**

If you answered "Yes" to the previous question, please indicate the name of the Fire Department or Agency and your position title(s) and/or rank(s). If you answered "No" to the previous question, please indicate "N/A" in the space below.

**\*QUESTION 12**

Are you currently employed as a paid **Firefighter** (or higher rank) in the fire service?

- Yes  
 No

**\*QUESTION 13**

If you answered "Yes" to the previous question, please indicate the name of the Fire Department or Agency and your position title(s) and/or rank(s). If you answered "No" to the previous question, please indicate "N/A" in the space below.

**\*QUESTION 14**

Are you currently employed as a paid **Paramedic**?

- Yes  
 No

**\*QUESTION 15**

If you answered "Yes" to the previous question, please indicate the name of the Fire Department or Agency and your position title(s) and/or rank(s). If you answered "No" to the previous question, please indicate "N/A" in the space below.

**\*QUESTION 16**

Are you or were you a Chula Vista Fire Department Fire Explorer?

- Yes  
 No

**\*QUESTION 17**

**Other Licenses/Certifications** Which of the following licenses and certifications do you currently possess? (Check all that apply) *Please note, while copies are not required at this time, this information will be verified later in the process.*

- Advanced Cardiac Life Support (ACLS)  
 Basic Life Support for Healthcare Providers (CPR-BCH) certificate  
 California Class C Driver's License  
 County of San Diego EMT Accreditation  
 County of San Diego EMT-P Accreditation  
 Fire Fighter I Certification  
 Fire Firefighter II Certification  
 None of the Above

**\*QUESTION 18****APPLICANT'S ACKNOWLEDGMENT - NOTIFICATION VIA ELECTRONIC MAIL (E-MAIL)**

The City of Chula Vista's Human Resources Department uses electronic mail (e-mail) to notify applicants of important information relating to the status and processing of your application. We do so as part of our ongoing efforts to increase operational efficiency, promote the conservation of green resources, and minimize delays and costs. Therefore, as an applicant, you are hereby advised of the following:

1. Ensure that the e-mail address and contact information you provide is current, secure, and readily accessible to you. Do not share e-mail addresses. Spam or other filters should be adjusted to accept our e-mails. **We will not be responsible in any way if you do not receive our e-mails**, i.e., for the non-delivery of e-mail or if you fail to check your e-mail in-box on a timely basis, etc.

2. Read any notices we send carefully and in a timely manner. Follow further instructions, if any. We recommend that you print and keep a hard copy of our notices for your records.

I acknowledge that I have read, understand, and agree to the above.

\* Required Question