



FIREFIGHTER I OR II – PARAMEDIC QUALIFIED

ANNUAL POTENTIAL COMPENSATION FIREFIGHTER I: \$102,556 - \$124,421

ANNUAL POTENTIAL COMPENSATION FIREFIGHTER II: \$107,630 - \$130,590

(SEE COMPENSATION AND BENEFITS SECTION FOR DETAILS)

INITIAL TESTING PROCESS

The City of Gilroy works in partnership with the Firefighter Candidate Testing Center (FCTC) through the State of California Firefighter Joint Apprenticeship Committee (Cal-JAC) to identify candidates for our Firefighter (Paramedic) positions. Candidates interested in employment as a Firefighter (Paramedic) with the City of Gilroy must complete the FCTC application and testing process and must meet the City of Gilroy's screening requirements.

FCTC has five testing centers (Livermore, Orange, Sacramento, San Diego and South El Monte) and have tested more than 30,000 candidates on the technician knowledge and physical skills they will need to become a successful firefighter.

When the City of Gilroy initiates a recruitment for Firefighter (Paramedic), Human Resources will request a list of FCTC candidates who have passed the written and CPAT exams. The list of candidates is reviewed further to confirm/evaluate the following criteria including, but not limited to: a current State of California Paramedic license, a current State of CA Firefighter I certification, prior related experience as a paramedic and as a firefighter, and test scores. The candidates who best meet the City of Gilroy standards and requirements are then contacted and invited to apply for the City of Gilroy Firefighter (Paramedic) position.

Therefore, if you have interest in working for the Gilroy Fire Department, please contact FCTC to complete the testing process as you must be on the FCTC list and meet the City of Gilroy requirements and standards to be invited to apply. Link to FCTC: <https://www.fctconline.org/about-fctc-1/>

ABOUT THE POSITION

The goal of the Fire Department is to provide effective and efficient fire suppression, rescue and medical response with properly trained and equipped firefighters and paramedics. Gilroy is located 28 miles south of San Jose, in Santa Clara County, and serves a diverse population base of approximately 55,000 residents. The Gilroy Fire Department serves the community from 3 stations which are strategically located throughout the city and responds to approximately 5,500 calls per year. Gilroy Firefighters work a 48/96 schedule and complete a variety of tasks such as structural/wild land fire response, vehicle accidents, EMS calls, public service calls, fire safety inspections, public education demonstrations and fire station tours. Additionally, firefighters conduct in-service training as well as performing routine tasks such as testing, inspecting and maintaining equipment, fire apparatus, and fire stations. Although the department has grown, it still remains family oriented and our members enjoy the positive relationship they have built with the community.

WHY YOU WANT TO WORK FOR THE GILROY FIRE DEPARTMENT:

- Opportunity to be part of a team delivering advanced life support
- Opportunity to serve in a full service fire department
- Opportunity to continue professional growth through a variety of programs
- Opportunity to have positive interactions with members of the community who highly value the work of the fire department
- Opportunity to be a part of a family oriented, close knit, culture.

IDEAL CANDIDATE: *The “ideal” candidate will have the ability to:*

- Work, live, and interact with people of diverse backgrounds.
- Work independently and as part of a team to achieve the desired results.
- Remain calm during stressful situations and make sound decisions.
- Maintain a positive demeanor and attitude
- Serve others before self.

GENERAL DESCRIPTION:

Under general direction of the Fire Captain, is responsible for the operation and maintenance of fire apparatus equipment, station equipment and the Fire station facility. Respond to fires, medical-aid related calls, hazardous materials incidents, rescues, and other requests for emergency service as well as non-emergency public service requests.

EXAMPLES OF DUTIES:

1. Respond to fires, medical-aid related calls, hazardous material incidents, rescues, and other requests for emergency service as well as non-emergency public service requests.
2. Operate all Fire department apparatus and equipment and assist with mitigating emergency and non-emergency incidents.
3. Test and maintain fire apparatus, equipment and facilities.
4. Is familiar with city streets and response routes.
5. Participate in related training programs.
6. Conduct fire safety inspections and public education presentations as necessary.
7. Administer staff assignments and special projects.
8. Initiate service requisitions for apparatus, equipment and facility maintenance.
9. Subject to recall on a scheduled and/or emergency basis.
10. As assigned, assume the duties and responsibilities of a Fire Engineer.

11. Duties may include the operation of a vehicle designed and operated for transportation of ill and injured persons, equipped and staffed to provide first aid or life support measures to be applied during transport.
12. Perform related work as required.

REQUIREMENTS/TRAINING/EXPERIENCE/QUALIFICATIONS

1. Must be on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List by meeting the entry-level Firefighter candidate requirements and passing the written and physical ability testing elements.
2. Education:
 - a. Firefighter II Education Requirement: equivalent to graduation from high school plus the completion of at least 60 college semester units, or equivalent college unit hours, from an accredited college or university (with equivalency determination made at the sole discretion of the City of Gilroy) in academic coursework (i.e. English, math, history, science, business, fire science, social science, health, etc.).
 - b. Firefighter I Education Requirement: Education equivalent to graduation from high school.
3. Be at least 18 years of age.
4. Possess a California State Fire Marshal Firefighter 1 Certification at time of application.
5. Possess at time of application, and maintain, a valid California Emergency Medical Technician – Paramedic (EMT-P) license. Once hired, required to maintain the Emergency Medical Technician – Paramedic (EMT-P) license consistent with the Memorandum of Understanding.
6. Possess and maintain a valid California Driver License and a safe driving record necessary to operate assigned vehicle(s). Obtain and maintain a Firefighter endorsement within 18 months from the date of hire.
7. Must be able to complete an 18 month probationary period which includes skills testing at various intervals and also includes skills tests related to driving and operating various types of apparatus,
8. Must successfully complete a recruit academy that includes, but is not limited to, physical conditioning and skills-performance testing elements.
9. Willingness to continue education and training by taking additional courses, attending seminars and workshops, supplemented by individual study.
10. Be able to meet the current medical standards for a Firefighter, and be free from any physical condition which might adversely affect the ability to perform the duties of a City of Gilroy Firefighter.
11. Pass an extensive background investigation, which includes a Department of Justice criminal record check for employment.
12. Pass a post-offer psychological evaluation and a medical examination, which includes a drug test.
13. Participate in and pass the City’s bi-annual physical fitness program.
14. Meet the residency requirement of residing within ninety (90) minutes travel time from any fire station, as outlined in the Memorandum of Understanding.
15. All bargaining unit employees hired after January 1, 2004 shall sign a physical condition and tobacco use contract restricting their use of all types of tobacco (Article VII, Section V Local 2805 MOU).
16. Prefer bilingual (English/Spanish).

COMPENSATION AND BENEFITS

Gilroy Firefighters IAFF, Local 2805 Memorandum of Understanding (MOU)

The City and IAFF, Local 2805 currently have a two year MOU for the period July 1, 2018 – June 30, 2020. A 3.5% salary increase is provided on July 1st of each year of the MOU.

- **Base Annual Salary for Firefighter I: \$82,754 - \$100,588 (Effective 7/1/18)**
- **Base Annual Salary Firefighter II: \$86,892 - \$105,620 (Effective 7/1/18)**

Health Allowance and Flexible Benefits Plan

Depending upon the number of dependents the health allowance ranges from \$811.46 to \$2,142.90 per month for core health benefits for calendar year 2019. Subject to specific rules, a cash back program is also available with proof of other medical coverage. City employees participate in the PERS Health Program, and may choose their medical coverage from a variety of providers. The City's flexible benefits plan includes medical and dental coverage as core benefits. A range of optional benefits including vision care and medical and dependent care accounts are also available.

Other Benefits/Compensation

- Employees participate in Medicare (1.45% for both the employer and employee) as this is a mandated federal program. The city does not participate in social security.
- Bilingual candidates fluent in Spanish or Vietnamese may qualify to receive 5% bilingual pay following a certification process.
- Firefighters receive 6.6% Holiday Pay in lieu of holidays off.
- Paramedics receive 11% Paramedic Pay.
- Given the 56 hour work week and 27 day FLSA duty cycle, Firefighters are paid 2.27% FLSA premium to meet the FLSA overtime payment for regularly scheduled overtime.
- Uniform allowance is \$1,100 per year. Beginning July 1, 2019, this allowance will be paid via payroll in the amount of \$91.67 per month.
- The City will contribute \$150 per month to each employee's retiree health savings plan (plan currently being researched and established). In addition, if certain MOU requirements are met at time of retirement, employees can earn up to \$300 per month as a post-employment contribution to a Health Reimbursement Arrangement Plan.
- In the interest of prevention and safety, annual physical evaluations at designated occupational medicine clinic are provided by the city for each Firefighter.
- Firefighters can earn up to \$750 every six months based on a structured fitness evaluation.
- A \$30,000 life insurance policy is provided by the city along with a payment of up to \$25.00 per month toward the cost of a long-term disability plan coordinated by IAFF, Local 2805.
- An Employee Assistance Program (currently Concern EAP) is provided for employees and their dependents allowing up to 12 counseling visits per issue.

Retirement Benefits

The City of Gilroy shall comply with the Public Employee Pension Reform Act (PEPRA) that went into effect on January 1, 2013.

- **Fire Safety Employees Hired On or After January 6, 2011, but Prior to January 1, 2013 and "Classic" CalPERS Members Hired On or After January 1, 2013:** The city shall provide the 2% at

55 CalPERS retirement plan for employees in the Fire Safety CalPERS category that were hired to a full-time Fire Safety position with the City of Gilroy on or after January 5, 2011, but prior to January 1, 2013 OR to employees hired to a full-time position on or after January 1, 2013 who are categorized as a “classic” member of CalPERS. Single highest year final compensation is included with this plan. The employee shall pay a seven (7%) employee contribution as a pre-tax payroll deduction pursuant to IRC 414(h)(2).

- **Fire Safety Employees Hired On or After January 1, 2013 Categorized as “New” CalPERS Members:** The city shall provide the 2% at 57 CalPERS retirement plan for employees in the Fire Safety CalPERS category that were hired to a full-time Fire Safety position with the City of Gilroy on or after January 1, 2013 who are categorized as a “new” member of CalPERS. Employees in this category shall have a pre-tax payroll deduction for 50% of the total normal cost of the plan as identified annually by CalPERS (the current amount is 9.75%). This employee payroll deduction amount may change from year to year as required by PEPR. Three year average final compensation is included with this formula.

Leaves and Work Schedule (56 hour work week personnel):

- Employees accrue 12 hours of sick leave each month.
- Employees accrue vacation at the rate of 12 hours per month/144 hours per year during the first 5 years, 18 hours per month/216 hours per year after 5 years, and 24 hours per month/288 hours per year after 15 years.
- Employees are provided with 24 hours of personal leave time to use each fiscal year.
- Currently, Gilroy Firefighters work a 48/96 work schedule.

Payroll

All City employees are paid monthly, on the first business day of each month for the prior calendar month via direct deposit.

THE CITY OF GILROY IS AN EQUAL OPPORTUNITY EMPLOYER AND SUPPORTS WORKFORCE DIVERSITY.