



## **FIVE CITIES FIRE AUTHORITY**

### **FULL-TIME FIREFIGHTER RECRUITMENT**

The Five Cities Fire Authority is seeking highly qualified candidates that are prepared to provide outstanding service to our communities and have the dedication and desire to advance their fire service careers through future promotional opportunities!

CANDIDATES MUST BE ON THE FIREFIGHTER CANDIDATE TESTING CENTER (FCTC) STATEWIDE ELIGIBILITY LIST WITH A CPAT COMPLETED WITHIN ONE YEAR OR LESS FROM THE APPLICATION CLOSING DATE. This includes lateral candidates.

**Salary Range: \$3,046 - \$3,702 biweekly, \$6,600 - \$8,022 per month, \$79,200 - \$96,264 annually**

**For full benefit package information, see the current MOU between FCFA and International Association of Fire Fighters Local 4403 linked [here](#).**

**Application Deadline: SEPTEMBER 15, 2025 at 5:00pm**

**Tentative Interview Date: The week of SEPTEMBER 29, 2025**

**To Apply: <https://www.governmentjobs.com/careers/arroyogrande>**

### **About the Five Cities Fire Authority**

The Five Cities Fire Authority was created on July 9, 2010, after the Communities of Grover Beach, Arroyo Grande, and the Oceano Community Services District (OCSd) collaborated for several years to find more effective and efficient ways to share resources to improve operational capabilities and overall efficiency.



In January 2023, OCSd requested to divest from the Fire Authority and in June 2023, a successor agreement between the cities of Arroyo Grande and Grover Beach was approved that extended the initial Joint Powers Authority (JPA) agreement. The FCFA has a service area of approximately 8.25 square miles that encompasses the communities of Arroyo Grande and Grover Beach. During the divestiture process, the County of San Luis Obispo and the Five Cities Fire Authority executed an Agreement for Provision of Fire Protection and Emergency Medical Services. This Agreement continued the Five Cities Fire Authority Emergency Response to the Community of Oceano during the term of the agreement, increasing the service area to approximately 10 square miles.

Ideally situated along the beautiful central coast of California in San Luis Obispo County, the communities served by the Five Cities Fire Authority have a combined population of approximately 38,000 people with an influx of visitors throughout the year due to its abundant recreational opportunities and climate.

The area enjoys a mild, Mediterranean climate with cool summers and gorgeous scenery. Breathtaking sunsets, local beaches, nearby wineries, dynamic local businesses, and endless opportunities for outdoor activities provide a great quality of life to the residents and visitors of Grover Beach, Arroyo Grande, and Oceano.

## **VISION**

The Five Cities Fire Authority is committed to serving its communities by providing emergency response, fire prevention and public education. They strive to accomplish this vision by ensuring that they will provide for all Fire Authority needs and professional development through a stable revenue source. They honor the respect they hold within their communities and are committed to maintaining that trust

## **MISSION**

The mission of the Five Cities Fire Authority is to provide the highest level of service possible by mitigating threats to life, property and the environment while meeting the growing needs of their communities.

## **CORE VALUES**

Serve with pride, professionalism and integrity; treat all people with respect and honor; maximize community service through efficient resource management; and strive for constant improvement.

## **The Department**



The FCFA provides “all risk” fire and emergency response committed to keeping its communities safe and participates in a wide array of community risk reductions programs to remain prepared and mitigate risk. The department has a wide array of specialized response apparatus and training to provide emergency response, locally and statewide. The member communities have made significant investments to increase response capacity, provide adequate supervision, and to replace equipment to maintain operational readiness. This includes the order of a Pierce Tractor Drawn Aerial Ladder Truck and new Type 1 engine to be delivered in 2027. The Authority is dedicated to incorporating advanced training and state-of-the-art technology for operational effectiveness. The Fire Chief leads the Five Cities Fire Authority with the assistance of three shift Battalion Chiefs, nine Fire Captains, nine Fire Engineers, six Firefighters, Administrative Operations Manager and two part-time staff assistants. The FCFA currently responds to approximately 4,800 calls per year from two fire stations.



## The Position

Under general supervision from assigned Fire Captain, administrative and/or management staff, the Firefighter is expected to perform the essential job functions and skills:



### SKILLS:

- Maintains firefighting equipment and apparatus.
- Renders emergency medical care at the emergency medical technician level.
- Maintains sound judgment, remaining calm, and making decisions in emergency situations.
- Compiles information from varied sources and prepares accurate records and reports.
- Composes correspondence, informational materials, and reports related to the position.
- Makes accurate arithmetic and statistical calculations.
- Communicates in English effectively in person, over the telephone, and in writing.
- Demonstrates initiative and independent judgment within established policy and procedural guidelines.
- Organizes work through effective time management, initiating processes, coordinating projects, setting priorities, meeting critical deadlines, and following up on assignments with a minimum of direction.
- Takes a proactive approach to customer service.

### ESSENTIAL JOB FUNCTIONS (Illustrative Only)

- Responds to fire, medical, and other emergencies including mutual aid response.
- Renders basic life support Emergency Medical Technician skills.
- Takes appropriate action to protect life, provide for incident stabilization, property conservation, and protect the environment using a proper risk assessment.
- Connects and lays hose lines; enters burning area, including structures, grass and brush fires, with hose lines, foam, and other extinguishing agents.
- Assists in the operation of nozzles and directing water streams.
- Operates a variety of auxiliary firefighting equipment.
- Assists in educating the public in emergency preparedness measures.
- Participates in code enforcement/fire prevention/community risk reduction measures.
- Perform residential and commercial building inspections.
- Maintains current knowledge of firefighting, rescue, and emergency medical service procedures.
- Participates in pre-fire planning.
- Maintains and services fire vehicles and equipment.
- Cleans and maintains fire stations.
- Maintains good physical condition.
- Performs other tasks and duties as assigned and/or required.

## Requirements for the Position

### Entry Level Education and Experience:

- High school graduation or equivalent.

### Required Licenses and Certifications:

- State Firefighter I Academy Certificate from an accredited agency recognized by the State Fire Marshal or agency having authority and/or State Firefighter I Certificate issued by the Office of State Fire Marshal, IFSAC, or PRO Board
- Valid California Emergency Medical Technician I Certificate or EMT-P License with current CPR Card
- Valid California Driver's License

Within 90 days of appointment must attain:

- San Luis Obispo County Emergency Medical Services Agency requirements for expanded Emergency Medical Technician skills.

Within 24 months of appointment must possess:

- State Firefighter I Certificate (if not in possession at time of appointment)

### Highly Desirable:

- California State Fire Marshal Driver Operator 1A and Driver Operator 1B or equivalent
- Rescue Systems I
- Hazardous Materials Technician / Specialist (includes incentive pay)
- Associate or bachelor's degree (includes incentive pay)
- Bilingual

### Selection Procedure & Application Process

Interested candidates must submit an employment application and submit certificates validating **ALL** required and any recommended licenses/certifications listed (including driver's license) by **the application closing date**.

**Failure to submit the required documentation will result in disqualification from the recruitment process!**

This is confidential recruitment that will be handled accordingly throughout the various stages of the process. References will not be contacted until mutual interest has been established.

### Requirements for applicants:

1. Must submit an employment application, cover letter, resume, and copies of ALL required and desirable licenses and certifications by the deadline. In your cover letter, please explain why you are the best candidate for the position, reflecting on professional and personal experience, education, and training.
2. Must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL) on the application closing date. It is highly recommended that candidates confirm their active status on the SEL at time of application because expired documents can lead to being removed from the list.
3. Cal-JAC CPAT (Candidate Physical Ability Test) card must be dated between **9/15/2024-9/15/2025**.
4. A passing score on the FCTC Written Test must be dated between **9/15/2024-9/15/2025**.

***Note: Candidates will be required to complete and pass a rigorous 8-week internal academy.***

Please be sure to make the necessary arrangements to meet the requirements, including placement on the **Firefighter Candidate Testing Center Statewide Eligibility List**. Please visit <https://www.fctconline.org/> to register for upcoming CPAT and written tests, and to learn more about the examination process, requirements, study materials, and other information including fees. Costs associated with taking the examinations are the responsibility of the applicant. Grants are available through the California Fire Foundation. Proof of financial need is required. Please visit <https://www.fctconline.org/candidates/financial-hardship/> to view requirements.

Application materials received by the filing date will be reviewed for accuracy, completeness and job-related qualifications. A limited number of applicants who clearly demonstrate they meet the requirements may be invited to participate in the selection process. All statements made in the application materials are subject to verification. False statements will result in disqualification or discharge. Candidates will have a solid understanding of the fire service, and through education and experience will be able to show they are prepared to become a Firefighter for the Five Cities Fire Authority.

Appointment is subject to successfully passing a pre-employment physical, psychological exam, background, DMV driving record, and criminal history check. Before starting work, applicants must present documentation of their identity and authorization to work in the United States. Following appointment, a 12-month probationary period shall be required as the final phase of the appointment process. The email address and phone number you provide on the application will be the primary means of communication the FCFA will use to contact you regarding your application and recruitment.

For more information, visit <http://www.fivecitiesfireauthority.org/>

This announcement is meant only as a general description guide; details and dates are subject to change. It does not constitute an expressed or implied contract.



Headquarters - Station 1 - Arroyo Grande



Station 2 – Grover Beach