



The Fremont Fire Department is hiring!

Entry-Level Firefighter (EMT and Paramedic)



Recruitment Timeline (Tentative)

Application Period

Open Date (EMT and Paramedic):
1/10/2023

Closing Date (EMT):
1/23/2023 at 12:00 PM, or the first 600
applications received

Closing Date (Paramedic):
2/10/2023 at 12:00 PM, or the first 600
applications received

Selection Process

Oral Board Panel Interviews:
2/27/2023 - 3/10/2023

Executive Panel Interviews:
3/27/2023 - 4/7/2023

Additional Selection Process
Components:
4/2023 - 8/2023

Compensation & Benefits

Annual Salary Range:
\$104,774 - \$127,339

A summary of benefits can be viewed
online: [Benefits Summary](#)

This position is represented by the
Fremont Professional Firefighters, Int'l
Assoc of Firefighters (IAFF), Local 1689
Bargaining Unit.

[Apply Here!](#)

The City

Fremont is a well-managed and innovative city. Located in the heart of the Bay Area and Silicon Valley, Fremont prides itself on clean technology and advanced manufacturing, a low crime rate, great schools, quality parks, nearby open space, and an incredibly diverse population of 230,504 residents. As a full-service city, Fremont employs 995 regular employees and operates on a FY 2022/23 General Fund budget of approximately \$249.8 million. With its strong and diversified business base, Fremont is an important economic force in the region. The City strives to be an innovator in municipal government, with dynamic leadership provided by the City Council and City Manager.

The Fremont Fire Department

The Fremont Fire Department is regionally recognized for excellence. Our state-of-the-art fleet includes 11 front line fire engines, two tiller aerial ladder trucks, six Type III wildland patrols and three specialty apparatus stationed at 11 fire stations. The Fire Department maintains the following innovative programs: company-based paramedics, Tactical Emergency Medical Services (TEMS), Unmanned Aerial Systems (Drone Program), Special Operations Task Force (Hazardous Materials and Type I Rescue) and Water Rescue. In addition, personnel are actively involved in wildland response through the State's mutual aid system and are members of the Urban Search and Rescue (USAR) California-Task Force 4 Team. The Department also serves the community through volunteer programs which support community engagement and emergency preparedness.

Fremont Fire Department Mission Statement

To prevent and minimize the loss of life and property threatened by the hazards of fire, medical and rescue emergencies, hazardous materials incidents, and disaster situations within the community.

Ideal Candidate

The successful candidate will have any combination of education and/or experience that has provided the knowledge, skills and abilities necessary for satisfactory job performance. A typical way to acquire the appropriate background includes:

- High school diploma or equivalent.
- Vocational training and college coursework in Fire Technology is highly desirable.



The Role of a Fremont Firefighter: EMT and Paramedic

Under general supervision, Firefighters (EMT and Paramedic) perform fire suppression, provide emergency medical services, carry out hazardous materials mitigation and rescue activities.

Fremont Firefighters maintain the following core values:

- **Dedication:** A passionate belief in the department mission, personnel and the community.
- **Cooperation:** Communication, team effort, respect toward others, openness.
- **Professionalism:** Competency, commitment to quality and pride in our work.
- **Integrity:** Moral and intellectual honesty and accountability for individual and collective actions.
- **Leadership:** The ability to inspire, motivate, and coach to our common goals.
- **Respect:** Recognizing that everyone we encounter (community members, co-workers, members of outside agencies, and department personnel) have the right to be addressed in a courteous, sincere and professional manner.

A full job description of the Firefighter position can be viewed [online](#).

Licenses/Certificates/Special Requirements

- **Age:** 18 at closing date for filing.
- Required certificates are listed under “How to Apply” on page 4 of this job announcement.
- Valid Class C California Driver’s License.
- A valid Class C California Driver’s License with a Firefighter endorsement by completion of the probationary period.
- A California State Accredited Firefighter I Certificate within the first year of the probationary period.
- Ability to obtain a California State Accredited Firefighter II certificate and complete the Fremont Fire Department acting Engineer program by the end of the probationary period.
- Ability to obtain a California State Accredited Hazardous Material Technician certificate (1A-1D) by the end of the probationary period.
- Out of state firefighter candidates may apply with IFSAC or Pro Board Certification and will need to meet the California State Accredited Firefighter certification requirements as listed in the [class specification](#).
- **Vision requirements:** Not less than 20/100 in each eye correctable to not less than 20/30 in each eye with glasses, without functional color-blindness or impairment. Limitations in the field of vision may be disqualifying.
- **Paramedics only:**
 - Alameda County Paramedic Accreditation by the completion of the City of Fremont EMS Preceptor Program.



Selection Process (*Tentative Schedule*)

I. Application and Required Testing

- Application period opening date:
 - **EMT Recruitment:** January 10, 2023
 - **Paramedic Recruitment:** January 10, 2023
- Applications submitted online prior to:
 - **EMT Recruitment:** January 23, 2023, 12:00 p.m. (PT), or the first 600 applications (whichever comes first), will be reviewed for completeness. **Incomplete applications will not be accepted.**
 - **Paramedic Recruitment:** February 10, 2023, 12:00 p.m. (PT), or the first 600 applications (whichever comes first), will be reviewed for completeness. **Incomplete applications will not be accepted.**
- Candidates must be on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List. More information on the Statewide Eligibility List can be found here: www.fctconline.org/find-a-job/fctc-statewide-list/
 - **FCTC Written Test:** The FCTC written test should be taken within 12 months prior to the final filing date:
 - **EMT Candidates:** between 1/24/2022 and 1/23/2023
 - **Paramedic Candidates:** between 2/11/2022 and 2/10/2023
 - **Valid Candidate Physical Ability Test (CPAT)** card issued within twelve (12) months prior to the final filing date:
 - **EMT Candidates:** between 1/24/2022 and 1/23/2023
 - **Paramedics Candidates:** between 2/11/2022 and 2/10/2023

II. Interview Process

- **Oral Board Interviews: February 27 - March 10, 2023**
 - Candidates' written test scores will be evaluated, and a limited number of the highly qualified candidates will be invited to participate in the interview process which will include oral board interviews.
- **Executive Panel Interviews with the Chief and Deputy Chiefs: March 27 - April 7, 2023**
 - Candidates who successfully pass the oral board interview process will be invited to participate in an Executive Panel interview.

Candidates who successfully pass the interview process will be placed on the City's eligibility list for Firefighter. Feedback will not be provided regarding candidates' results.

III. Additional Selection Process Components

- Conditional Job Offer contingent upon successful completion of the following: Background Investigation, DOJ Fingerprint Check Process, Medical and Psychological Exam, and other related components.
- The background investigation will begin for a limited number of candidates. Candidates will be assigned to a background investigator who will complete a thorough background investigation. The background investigation process may take between 6 to 8 weeks. Once the background investigation is successfully concluded, the candidate will be required to complete a DOJ Fingerprint Check Process, Medical and Psychological exam, and other related components.



Fremont Fire Department Academy

- **Entry-Level Firefighter Academy** - An in-house Fire Academy is tentatively planned to begin in September 2023. The duration of the Academy is approximately 20 weeks. Successful candidates with prior Firefighter experience will be required to successfully complete the entry-level Firefighter Academy.

How to Apply

The following is required as part of the application package. Candidates should wait until they have every item on the list to apply. **Incomplete applications will not be accepted. Note:** Once you submit your application and supporting documents, you will not be able to make changes.

- **All Candidates** must complete an online application and the supplemental questionnaire. The application should include your last (10) ten years of work history www.fremont.gov/cityjobs.
- Candidates must be included on the FCTC Statewide Eligibility List (refer to Page 3 for additional information).
- **EMT candidates must attach the following documents to the online application:**
 - Resume
 - National Registry EMT Certificate, California EMT Certificate or equivalent as defined by the Fire Chief
 - CPR Certificate
- **Paramedic candidates must attach the following documents to the online application:**
 - Resume
 - California or National Registry Paramedic License or equivalent as defined by the Fire Chief
 - CPR Certificate
 - The following certifications must be submitted in order to be considered to participate in the process:
 - Advanced Cardiac Life Support (ACLS) Certification or Emergency Cardiac Care (ECC), and
 - Pediatric Advanced Life Support (PALS) Certification or Pediatric Education for Prehospital Personnel (PEPP) Certification or Emergency Cardiac Care (ECC) Certification, and
 - Pre-Hospital Trauma Life Support (PHTLS) or International Trauma Life Support (ITLS) or Assessment and Treatment of Trauma (ATT)
- Out of state firefighter candidates may apply with IFSAC or Pro Board Certification and will need to meet the California State Accredited Firefighter certification requirements as listed in the [class specification](#).

If certification(s) are currently out of date and extended due to the pandemic, candidates will need to attach supporting documentation to your online application, such as a letter or email from the agency, County or licensing agency by the closing date of the application period. Additionally, those candidates must provide all required certifications at the time of the interview.

Please note: Meeting the minimum qualifications does not guarantee an invitation to participate in the testing/selection process.



Compensation and Benefits

This position is represented by the Fremont Professional Firefighters, Int'l Assoc of Firefighters (IAFF), Local 1689 Bargaining Unit.

Firefighter EMT Annual Salary Range: \$104,774 - \$127,339 (plus 2.5% EMT premium pay).

Firefighter Paramedic Annual Salary Range: \$104,774 - \$127,339 (plus paramedic premium pay equal to 10% of top step Firefighter; once assigned by the Chief to perform the full range of Paramedic duties).

- 24-month probationary period
- Paid Fire Academy
- 48/96 work schedule after completion of the Fire Academy
- Excellent training and development opportunities

The following generous benefits are provided:

- **Medical** – A variety of plans are offered through CalPERS.
- **Dental** – Plans are offered through Delta Dental.
- **Vision** – Plans are offered through VSP.
- **Health Benefit Allowance** – The City contributes up to \$2,350 towards health benefit premiums (medical, dental and vision) and unused allowance up to \$580 is paid monthly to the employee.
- **Retirement Health Savings Plan** – IAFF employees contribute 2% of their base pay towards a Retirement Health Savings (RHS) plan.
- **Retirement** – As defined by the Public Employees' Pension Reform Act of 2013 (PEPRA) and in the CalPERS retirement system:
 - Classic Members (Tier 2—hired on or after 4/8/12) will receive CalPERS retirement benefits under the 3% at age 55 plan.
 - New Members (Hired on or after 1/1/13) will receive CalPERS retirement benefits under the 2.7% at age 57 plan.
 - *Refer to CalPERS web site for complete definitions of Classic and New employees:
www.calpers.ca.gov
- **Deferred Compensation Voluntary Plan Options** – The City offers two optional 457 plans for employee participation.
- **Income Protection** – The City provides basic plan coverage for Life and Accidental Death and Dismemberment and Long-Term Disability with additional coverage available for purchase by the employee.
- **Flexible Benefit Plan** – Employees have the option to contribute tax-free income for medical premiums, healthcare reimbursement and dependent care reimbursement.



Compensation and Benefits (continued)

- **Commuter Benefits (Parking and Transportation)** – Employees have the option to set aside money on a pre-tax basis to pay for work-related commuting and parking expenses.
- **General Leave, Management Leave, Sick Leave and Holidays** – Refer to [IAFF MOU](#).
- **Uniform Allowance** – \$700 annually
- A complete benefits summary can be found at [Fremont.gov](#) or by using this link: [Benefits Summary](#).

Reasonable Accommodation

Human Resources will make reasonable efforts in the examination process to accommodate persons with disabilities. Please advise Human Resources of any special needs a minimum of 5 days in advance of the selection process by sending an email to humanresources@fremont.gov.

The City of Fremont is an Equal Opportunity Employer.

The information contained herein is subject to change and does not constitute either an expressed or implied contract.

[Apply Here!](#)



Human Resources Department | 3300 Capitol Avenue, Bldg. B
(510) 494-4660 | humanresources@fremont.gov
www.fremont.gov/humanresources



Firefighter - EMT Supplemental Questionnaire

The selection process will consist of an evaluation of the applicant's education, training and work experience based on the application and responses to the supplemental questionnaire. Responses to the supplemental questionnaire must reflect the work experience that is included in the "Work Experience" section of the online application. Only those candidates whose backgrounds best match the position will be invited to proceed in the selection process. Additional phases of the selection process may consist of one or more interviews, one of which may include a practical/writing exercise.

As part of the online application process respond to the following questions:

1. I have attached my resume. (You must attach a resume in order for your application to be considered complete).
 - Yes
 - No

2. I have a valid Candidate Physical Ability Test (CPAT) card issued between 1/24/2022 and 1/23/2023.
 - Yes
 - No

3. I have taken the FCTC Firefighter Exam between 1/24/2022 and 1/23/2023.
 - Yes
 - No

4. Are you on the Firefighter Candidates Testing Center (FCTC) Statewide Eligibility List?
 - Yes, I am on the Firefighter Candidates Testing Center (FCTC) Statewide Eligibility List.
 - No, but I will be on the Firefighter Candidates Testing Center (FCTC) Statewide Eligibility List by or before, 1/23/2023.
 - I will not be on the Firefighter Candidates Testing Center (FCTC) Statewide Eligibility List by or before, 1/23/2023

5. Which of the following valid certificates do you have? (You may select more than one; certificates must be attached to your application, or you will need to attach supporting documentation to your application, such as a letter or email from the agency, County or licensing agency by the closing date of the application period. Additionally, those candidates must provide all required certification at the time of interview).
 - National Registry EMT Certificate
 - California EMT Certificate
 - Other Equivalent Certificate (Specify below)

6. If you selected "other equivalent certificate," please list all your certificates below.

Firefighter - EMT Supplemental Questionnaire (continued)

7. Do you have a CPR Certificate?

- Yes
- No

8. Have you attached copies of all your certifications that you checked in the above questions (required)? You do not need to attach your CPAT or FCTC score if you are on the FCTC Statewide Eligibility List. (Required certificates must be attached to your application, or you will need to attach supporting documentation to your application, such as a letter or email from the agency, County or licensing agency by the closing date of the application period. Additionally, those candidates must provide all required certification at the time of interview).

- Yes
- No

9. Do you possess a valid California Driver's License?

- Yes
- No
- No, but I have the ability to obtain a valid California Driver's License by the date of appointment.

10. Please confirm that you have attached required certification(s), or if you have attached supporting documentation to your application, such as a letter or email from a agency, County or licensing agency that indicates your certification(s) are out of date and extended due to COVID-19. Note: Required certifications must be provided by the time of interview.

- This is to confirm that I have attached all required certifications to my application.
- This is to confirm that I have not attached all required certifications to my application; however, I have attached supporting documentation, such as a letter or email from my agency, County or licensing agency that indicates my certification(s) are currently out of date and extended due to COVID-19. I acknowledge that if I am invited to an interview, I must provide the required certifications.

11. If you need to provide an explanation or additional information related to the above questions, please include the information here and include reference to the question number(s).

12. Are you 18 years or older (at closing date for filing)?

- Yes
- No

13. This job posting (#23FIR01) is for Firefighter EMT only. In addition to this Firefighter EMT application, have you applied, or do you intend to apply to the Firefighter Paramedic job posting (#23FIR02)?

- Yes. I have applied or I intend to apply to the Firefighter Paramedic job posting (#23FIR02).
- No. I have not and do not intend to apply to the Firefighter Paramedic job posting (#23FIR02).