

FIREFIGHTER TRAINEE (LICENSED PARAMEDIC) EMPLOYMENT WITH THE GILROY FIRE DEPARTMENT

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 Trainee (Licensed Paramedic) positions. Candidates interested in employment as a Firefighter Trainee (Licensed 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 Trainee (Licensed 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 Trainee (Licensed 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/candidates/>

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

Learn, train, and positively represent the Gilroy Fire Department as a top academy student



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

Opportunity to train with some of the best fire/emergency medical response employees in CA

Opportunity to be sponsored to attend a State of CA Firefighter I Academy

Opportunity to staff Gilroy's new Santa Teresa Fire Station

QUALIFICATIONS

- 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.
- Education equivalent to graduation from high school. Additional college level course work in the field of paramedicine and fire science/technology strongly preferred.
- Be at least 18 years of age.
- Possess at time of application, and maintain, a valid State of California Emergency Medical Technician – Paramedic (EMT-P) license.
- One year of full-time (or equivalent; equivalency determined by the City of Gilroy) work experience within the last year as a licensed paramedic in the State of California.
- Possess and maintain a valid California Driver License and a safe driving record necessary to operate assigned vehicle(s).
- Must be able to successfully complete a Firefighter I Academy (meets or exceeds the standards for certification by the State Board of Fire Services and the Office of the State Fire Marshal and in-house training programs).
- Willingness to continue education and training by taking additional courses, attending seminars and workshops, supplemented by individual study.
- Pass an extensive background investigation, which includes a Department of Justice criminal record check for employment.
- 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.
- Pass a post-offer psychological evaluation and a medical examination, which includes a drug test.
- Shall comply with no tobacco use standard (includes all types of nicotine/tobacco).
- Bilingual (English/Spanish) highly desired.



DETAILED JOB DESCRIPTION AND EXAMPLES OF DUTIES:

EXAMPLES OF DUTIES:

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.

Operate all Fire department apparatus and equipment and assist with mitigating emergency and non-emergency incidents.

Test and maintain fire apparatus, equipment and facilities.

Participate in related training programs.

Conduct fire safety inspections and public education presentations as necessary.

For the full job description go to:

<https://www.governmentjobs.com/careers/cityofgilroy/classspecs?keywords=firefighter>

Although not a requirement of the Firefighter Trainee position, Trainees should be aware the Gilroy Fire Department has a mandatory residency requirement wherein Fire personnel must reside, and continue to reside, within ninety (90) minutes of a Gilroy Fire Station before the end of the Firefighter (Licensed Paramedic) probationary period.



COMPENSATION AND BENEFITS

GENERAL SALARY INFORMATION

All Firefighter Trainees (Licensed Paramedics) are temporary, at-will employees and are paid a flat monthly salary of \$6,423.75 while in the Trainee position. Limited benefits are applicable as described below. If later hired as a Firefighter (Licensed Paramedic) with the City of Gilroy Fire Department, salary and full benefits consistent with the Gilroy Firefighters Association (IAFF, Local 2805) Memorandum of Understanding (MOU) will apply. If hired as a regular Firefighter (Licensed Paramedic) the base salary ranges currently are:

- Base Annual Salary for Firefighter: \$85,650 - \$104,109
- Base Annual Salary Firefighter (60 college units): \$89,933 - \$109,317

In addition, if hired as a regular Firefighter (Licensed Paramedic) the following additional pays (% of base salary) and benefits are available:

- 6.6% holiday pay (in lieu of holidays off)
- 11% licensed paramedic pay
- 5% bilingual pay (Spanish/English)
- CalPERS retirement (Classic: 2% at 55; PEPR: 2% at 57)
- Cafeteria Plan for Medical and Dental benefits; cash-in-lieu available if employee has medical from another source
- Long-Term Disability, Life Insurance and Employee Assistance benefit programs
- Vacation, personal, and sick leave benefits



HEALTH ALLOWANCE

Medical-only coverage is offered for this position as it is not a seasonal position and it is expected to last more than 90 days. Depending upon the number of dependents, the health allowance ranges from \$797.41 to \$2,084.68 per month for core health. No other health benefits are offered.

RETIREMENT BENEFITS

Temporary employees are enrolled in the PARS retirement system with the City making an employer contribution and the employee contribution (6.2%) being deducted from your payroll check. The PARS retirement system is in lieu of participating in social security. You will, however, participate in the Medicare portion of social security as that is a required program.

PAYROLL

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

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 4 stations which are strategically located throughout the city and responds to over 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 remains family oriented and our members enjoy the positive relationship they have built with the community.

Under general direction of the Fire Officer and/or Fire Academy supervisor, and in a non-sworn/non-suppression capacity, attend and participate in a Firefighter I academy/training program (meets or exceeds the standards for certification by the State Board of Fire Services and the Office of the State Fire Marshal). The Trainee is responsible to learn, train, and successfully perform all related learning and testing activities relative to the technical knowledge, skills and physical capabilities required to perform in the capacity of a State of California certified Firefighter I. The Trainee must successfully complete the

Firefighter I academy/training program during the time period established for completion. Trainees will also be assigned to complete in-house training to include time with an engine company to gain firefighting and paramedic work experience. Firefighter Trainees do not possess recognized firefighter authority, but may perform firefighting duties as part of their assigned training program. However, Trainees are licensed paramedics with the ability to perform paramedic related duties as assigned. Individuals in this job classification are considered temporary, non-sworn, unrepresented, at-will employees. Appointment to a regular Firefighter position is contingent upon successful completion of:

- A Firefighter I academy/training program (meets or exceeds the standards for certification by the State Board of Fire Services and the Office of the State Fire Marshal)
- Santa Clara County paramedic accreditation and Gilroy Fire Department paramedic field evaluation process
- Attainment of a State of CA Fire Marshal's Office Firefighter I certification
- Final review and selection by the Fire Chief and City Administrator

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

