

# CITY OF GILROY IS HIRING

## FIREFIGHTER TRAINEE (LICENSED PARAMEDIC)

### ABOUT THE POSITION

The City of Gilroy is recruiting to fill up to three Firefighter Trainee (Licensed Paramedic) positions (one immediate opening and two new positions effective 7/1/24) as well as create an eligible list of candidates for future openings. 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 60,000 residents. The Gilroy Fire Department serves the community from four 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 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

### 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 where patient care is the top priority

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

## QUALIFICATIONS

- **Must currently be on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List at time of application by meeting the entry-level Firefighter candidate requirements and passing the written and physical ability testing elements.** (For more information on how to be placed on the FCTC SEL, visit <https://www.fctconline.org/find-a-job/fctc-statewide-list/>)
  - Cal-JAC CPAT (Candidate Physical Ability Test) Card must be dated within one year of application date.
  - A passing score on the FCTC Written Text must be dated within one year of application date.
- 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).
- 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:

<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 three hours of a Gilroy Fire Station before the end of the Firefighter (Licensed Paramedic) probationary period.

## TO APPLY (<https://www.governmentjobs.com/careers/cityofgilroy>)

**If you meet the above qualifications and are interested in pursuing this exciting career opportunity, please attach and submit the following required items with your electronic NEOGOV application:**

- A completed City of Gilroy online application including supplemental responses.
- A copy of your passing FCTC written exam results dated within one year of your application.
- A copy of your passing Cal-JAC CPAT (Candidate Physical Ability Test) results dated within one year of your application.
- A cover letter explaining your interest in this position is preferred
- Detailed resume focusing on relevant work experience and education is preferred.





# COMPENSATION AND BENEFITS

## GENERAL SALARY INFORMATION

All Firefighter Trainees (Licensed Paramedics) are full-time temporary 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 all requirements are met and the employee is 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 benefit
- Once employee has been at Step E/5 of the salary schedule for one year, employee can advance to additional retention steps based on years of service and work performance.
- Annual health and wellness assessment to include cancer screening

## 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 \$852.03 to \$2,250.05 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.



## APPLICATION PROCESS

This is a continuous recruitment process. Application packets will be reviewed periodically, and the interview/paramedic skills assessment process will be scheduled as needed. The top candidates from the interview/assessment process will then move to the background check process.

If you are on the current Firefighter Candidate Testing Center (FCTC) list and interested in pursuing this exciting career opportunity, please attach and submit the following **required** items with your electronic NEOGOV application, including complete responses to all supplemental questions:

- A copy of your current State of California EMT-P license.
- A copy of your passing FCTC written exam results dated within one year of your application.
- A copy of your passing Cal-JAC CPAT (Candidate Physical Ability Test) results dated within one year of your application.
- Cover letter that explains your specific interest in this position with the City of Gilroy Fire Department is preferred.
- Detailed resume focusing on relevant work experience, education, and training is preferred.

### Apply Online:

<https://www.governmentjobs.com/careers/cityofgilroy>

**City Application Form** – Candidates must complete the NEOGOV City of Gilroy application form for this position and submit online. Please prepare attachments prior to completion of the NEOGOV application as incomplete applications will not be accepted.

After viewing the Job Description, click the 'Apply' tab. If this is the first time you are applying using our online job application, you will need to create an account and select a Username and Password. After your account has been established, you can import your resume from LinkedIn, upload it from a saved document on your computer, or manually enter your personal information. This application will be saved and used to apply for future job openings.

Only the most qualified applicants with the most relevant experience and education will be invited to continue in the selection process. In addition, final candidates for the position are required to pass a comprehensive background check, including a polygraph evaluation, State of California Department of Justice criminal records check, medical evaluation, psychological and drug screen, given at the City's expense, prior to appointment. If special accommodations are necessary at any stage of the selection process, please contact HR right away 408-846-0228.

Candidates experiencing financial hardship may qualify for financial aid to pay for their FCTC testing fees. (<https://www.fctconline.org/grants/>)

**THE CITY OF GILROY IS AN EQUAL OPPORTUNITY EMPLOYER AND SUPPORTS WORKFORCE DIVERSITY, EQUITY, AND INCLUSION.**

