

CITY OF GILROY IS HIRING

LATERAL FIREFIGHTER (LICENSED PARAMEDIC)

ABOUT THE POSITION

The City of Gilroy is recruiting to fill up to six Lateral Firefighter (Licensed Paramedic) positions as well as create an eligible list of candidates for future openings. **A Lateral Firefighter applicant for Gilroy has at least one year of recent/current full-time paid Firefighter (Licensed Paramedic) work experience and not on probation AND holds a California State Fire Marshal Firefighter I certification.**

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

DETAILED JOB DESCRIPTION AND EXAMPLES OF DUTIES:

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

IDEAL CANDIDATE: *The “ideal” lateral candidate will have:*

- More than one year of very recent or current full-time, paid Firefighter (Licensed Paramedic) experience
- Strong paramedicine knowledge, skills and training with the ability to manage a large volume of varied EMS calls each shift
- Exceptional customer service and communication skills
- The ability to work, live, and interact with people of diverse backgrounds
- The ability to work independently and as part of a team to achieve the desired results
- The ability to remain calm during stressful situations and make sound decisions
- The ability to maintain a positive demeanor and attitude
- A work ethic that includes serving others before self
- A desire for a fire service career with the Gilroy Fire Department
- A high-level of physical fitness and a professional desire to maintain it
- Courage, dedication, and a strong commitment to provide an important service to all members of the Gilroy 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

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

Opportunity to staff Gilroy's new Santa Teresa Fire Station

QUALIFICATIONS

- Possess at least one year of recent/current full-time, paid firefighter work experience and not on probation if the one year of experience is at the agency where the applicant is still on probation.
- Possess a California State Fire Marshal Firefighter I Certification at time of application.
- Possess at time of application, and maintain, a valid California Emergency Medical Technician – Paramedic (EMT-P) license.
- 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.
- Education equivalent to graduation from high school.
- Be at least 18 years of age.
- Following initial employment application and screening, lateral candidates are required to complete the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List testing process by passing the written and physical ability testing elements.
- Must be able to complete an 18-month probationary period which includes skills testing at various intervals and includes skills tests related to driving and operating various types of apparatus.
- Must successfully complete a new hire academy (type of academy and elements to be determined at the discretion of the Fire Chief) that includes, but is not limited to, physical conditioning and skills-performance testing elements.
- Pass an extensive pre-hire background investigation, which includes a Department of Justice criminal record check for employment.
- Pass a post-offer psychological evaluation and a medical examination, which includes a drug test.
- Meet the residency requirement of residing within ninety (90) minutes travel time from any fire station, as outlined in the Memorandum of Understanding.
- All Firefighters hired after January 1, 2004 shall sign a physical condition and tobacco use contract restricting their use of all types of tobacco.
- Prefer bilingual (English/Spanish).



COMPENSATION AND BENEFITS

GILROY FIREFIGHTERS IAFF, LOCAL 2805 MEMORANDUM OF UNDERSTANDING (MOU)

The City and IAFF, Local 2805 recently approved a two-year MOU for the period July 1, 2020 – June 30, 2022.

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

HEALTH ALLOWANCE AND FLEXIBLE BENEFITS PLAN

Depending upon the number of dependents the health allowance ranges from \$852.03 to \$2,250.05 per month for core health benefits for calendar year 2020 and 2021. 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

- 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
- Bilingual candidates fluent in Spanish or Vietnamese may qualify to receive 5% bilingual pay following a certification process.

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COMPENSATION AND BENEFITS

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OTHER BENEFITS/COMPENSATION

- Beginning, January 1, 2021, the City will contribute \$75 per month to each employee's retiree health savings plan; the amount increases to \$150 per month effective January 1, 2022. 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.
- 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.
- 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.

LEAVES AND WORK SCHEDULE (56-HOUR 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.

RETIREMENT BENEFITS

- 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 to fire employees who are categorized as a "classic" member of CalPERS. Single highest year final compensation is included. 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 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.

APPLICATION PROCESS

This is a continuous recruitment process for the position of Lateral Firefighter (Licensed Paramedic). Only complete application packets will be reviewed. **Application packets are reviewed as submitted so please apply as soon as possible.**

If you are 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:

- Cover letter that explains your specific interest in this position with the City of Gilroy Fire Department
- Detailed resume focusing on relevant work experience, education, and training
- A copy of your current State of California EMT-P license
- A copy of your Firefighter I Certification issued by the State of California Fire Marshal's Office

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.

Apply Online: Go to
<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 the Human Resources Department right away 408-846-0228.

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

