



City of Lompoc Fire Fighter

SALARY	\$25.43 - \$30.91 Hourly \$6,171.79 - \$7,501.87 Monthly \$74,061.48 - \$90,022.44 Annually	LOCATION	Lompoc, CA
JOB TYPE	Full-Time, Permanent	JOB NUMBER	3101025
DEPARTMENT	Fire	OPENING DATE	11/01/2025
CLOSING DATE	1/2/2026 11:59 PM Pacific	MAX NUMBER OF APPLICANTS	101

DEFINITION/SELECTION PROCESS

THIS RECRUITMENT IS TO ESTABLISH A CITY ELIGIBILITY LIST FOR FUTURE VACANCIES. QUALIFIED CANDIDATES MUST BE ON THE ACTIVE FIREFIGHTER CANDIDATE TESTING CENTER ("FCTC") STATEWIDE ELIGIBILITY LIST.

The City of Lompoc is an Equal Opportunity Employer, and consistent with the City's recruitment policies and "The Vow to Hire Heroes Act of 2011" the City will allow veterans preference points in its application process for this position.

The City reserves the right to stop accepting applications prior to the posted deadline, if enough qualified applications is received. Therefore, applicants are encouraged to apply as early as possible. The recruitment is officially closed once it has been removed from the City's website.

INCENTIVES AVAILABLE:

- Education Incentive - Up to 5% with proof of certification & approval from Fire Chief
- USAR - 4% with proof of required certifications

Under general supervision, to respond to fire alarms and other emergency calls for the protection of life and property; to render first aid and lifesaving assistance; to participate in fire prevention and training activities; to perform fire alarm, firefighting and fire station equipment maintenance; and to perform related work as required.

CLASS CHARACTERISTICS

The class of **Firefighter** is the entry and working level class in the fire series. Incumbents perform a wide variety of work associated with responding to fire alarms, emergency calls, fire prevention, and training activities.

Copies of ALL certificates, including Candidate Physical Ability Test ("CPAT") certificate OR Biddle "Card of Completion," and/or DD214 or equivalent document, are required at time of application submittal and must be easily readable in order to be considered for this recruitment. CPAT/Biddle certification must be dated within the last twelve (12) months. Qualified candidates' active status on FCTC eligibility list will be verified, please provide proof if feasible.

EXAMINATION PROCESS: Based upon screening of the **City application**, resume, and **responses to supplemental questions**, applicants whose qualifications best meet the requirements of the position will be invited to the examination process. This process may include, but is not limited to, written examination, manipulative/performance exam, and/or panel interview, which consists of an evaluation of some of the essential knowledge, skills, abilities, and job-related experience listed below. Those candidates who pass the examination process are placed on an eligibility list from which the final selection will be made.

SELECTION PROCESS: As authorized by City policy, applicants being considered for hire in this position are subject to fingerprinting for purposes of investigating criminal history background, as part of the employment screening process. Appointment is subject to successful completion of a pre-employment medical examination (based upon job-related physical standards) by a City-designated physician.

Failure in any one part of the examination or selection process will disqualify a candidate from further consideration.

ESSENTIAL FUNCTIONS/EXAMPLES OF DUTIES

The following duties are typical of this classification. Incumbents may not perform all of the duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.

1. Performs fire control activities and utilizes strategies in the areas of victim rescue, exposure tactics, ventilation, fire containment and extinguishing fires
2. Fights structural, residential, commercial, industrial, chemical, petroleum, vehicle and wild lands fires
3. Inspects and maintains nozzles, appliances, fittings, fire extinguishers, hand and power tools, ropes, emergency lighting equipment, generators, rescue, first aid and related equipment
4. Operates fuel and oil pumps, building heating and cooling systems, cutting, boring and sawing tools, lighting, lifting and air moving equipment, various types of extinguishers, appliances, elevators, fire protection and escape systems, radio equipment and meters
5. Uses a variety of tools, ropes, knots, ladders, life lines, belts and couplings
6. Loads, unloads and carries hoses; connects nozzles and valve fittings
7. Extends and reduces hose lines
8. Lays single and multiple hose lines
9. Lays hoses and operates hose streams above and below street level
10. Raises, climbs and works from extension ladders
11. Makes forcible entries
12. Receives and transmits alarms
13. Controls traffic
14. Provides emergency care and treatment of fire and accident victims
15. Lifts, carries and transports victims
16. Engages in public information activities
17. Conducts fire drills and demonstrates fire equipment
18. Assists in the maintenance of fire station and grounds
19. Conducts inspections of dwellings, public assemblies and commercial, industrial and government buildings
20. Identifies common, special, structural and panic hazards
21. Interprets fire and building codes
22. Issues orders to comply with such codes
23. Inspects and tests fire protection systems
24. Examines the storage, handling and use of flammable and combustible liquids and of other hazardous materials; makes recommendations regarding the correction of hazards
25. Assists in the investigation of fires
26. Responds to complaints and requests for information from the public
27. Performs related work as required

If you are unable to perform the essential functions of the position for which you are applying, either with or without reasonable accommodation, please notify HR at [\(805\) 875-8208](tel:805-875-8208).

TYPICAL QUALIFICATIONS

Include any combination of training, education and experience which demonstrates an ability to perform the duties of the position. The typical qualifying entrance background is:

EDUCATION/EXPERIENCE: Any combination of training, education and experience which demonstrates an ability to perform the duties of the position. The typical qualifying entrance background is a high school diploma or equivalent and meets the certification requirements.

LICENSE REQUIRED: Possession of a valid and appropriate California Driver's License, Emergency Medical Technician Certificate and Firefighter I Certificate are required.

CERTIFICATION REQUIRED: If claiming veterans preference credit, applicants must submit a DD214 or equivalent document.

- Must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL) on 01/02/2026. (For more information on how to be placed on the FCTC SEL, visit <https://www.fctconline.org/becoming-a-firefighter/fctc-statewide-list/>).
- CA-JAC CPAT (Candidate Physical Ability Test) Card must be dated between 01/02/2025 to 01/02/2026.
- A minimum passing score of 70% on the FCTC Written Test must be dated 01/02/2025 and 01/02/2026.
- Possession of current and valid Basic Emergency Medical Technician Certification; either California EMSA EMT or National Registry EMT-B certification; **AND**
- California State Fire Academy Certificate of Completion **OR** California State Fire Marshal Firefighter I Certification **OR** equivalent firefighter certification (as determined by Lompoc Fire Dept.);
- CPAT **OR** Biddle "Certificate of Completion" (issuance date must be no earlier than one year from time of application submittal); **AND**
- CPR/AED certification for Healthcare Professionals.

To view upcoming Cal-JAC CPAT and FCTC Written Test dates, click here (<https://www.fctconline.org/testing-information/upcoming-test-schedule/>).

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

****IMPORTANT:** It is your sole responsibility to ensure your contact information in your FCTC profile matches what you are putting on this application to be accurately matched to the SEL. (FCTC ID#, Name, Email Address, Phone Number, etc.)**

As a condition of employment, applicants are responsible for maintaining all licenses and certifications once hired. Upon hire, Firefighters are required to obtain an appropriate Firefighter's driver's license in accordance with Fire Department procedures.

KNOWLEDGE OF:

- Basic mathematics and mechanical relationships;
- Hazardous materials management and handling;
- Uniform fire and building codes.

ABILITY TO:

- Read, understand and apply technical fire fighting materials and concepts;

- Respond quickly to changing situations under emergency pressures;
- Perform limited mechanical work involved;
- Operate a vehicle observing legal and defensive driving practices;
- Understand and carry out oral and written instructions;
- Establish and maintain effective relationships with those contacted in the course of work.

SUPPLEMENTAL INFORMATION

PHYSICAL AND MENTAL/PSYCHOLOGICAL DEMANDS: *The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

PHYSICAL: Strength: Very Heavy-exert force over 100 pounds occasionally, over 50 pounds frequently, or over 20 pounds constantly to lift, carry, push, pull, or move objects. Occasionally stand, walk, sit, bend, stoop, crouch, climb ladders and stairs, reach at, above and below shoulder level, extend neck up, down and side to side, push, pull, twist at the waist, handle, grip, grasp, finger, type. On rare occasion crawls, kneels, climbs scaffolding. **Vision:** visual acuity sufficient to perform the essential functions of the position; average depth perception needed. **Hearing:** effectively hear and comprehend oral instructions and communication and equipment noise. Must have excellent general health and physical fitness.

MENTAL/PSYCHOLOGICAL: Work cooperatively and interact appropriately with those contacted in the course of work, including the general public, without exhibiting extreme responses; respond appropriately to criticism from supervisor; read/comprehend complex material; utilize simple math skills; Read, write and interpret technical fire and medical reports; understand, remember and carry out complex job instructions; respond quickly to changing situations under emergency pressures; maintain mental and emotional control in extremely stressful situations; communicate effectively orally; work under pressure; work within deadlines; maintain control in hazardous and emotionally charged situations.

ENVIRONMENTAL CONDITIONS: Work in extremely hazardous conditions. Work both outdoors and indoors. Occasional exposure to extreme temperatures, flames, dust, fumes, smoke, gases, odors, chemicals, excessive noise, radiation or electrical energy, solvents, grease, oil, slippery or uneven walking surfaces. Occasionally uses a computer, drives motorized equipment/vehicles, works at heights and in confined spaces. On rare occasion works with explosives. Works both alone and with others. May be exposed to biohazards including blood borne pathogens and infectious diseases.

SPECIAL REQUIREMENTS: Employees in this classification may be required to utilize respirators in the course of their job duties or under emergency circumstance and thus must follow General Industry Safety Order 5144. Employees shall not wear beards, mustaches, sideburns, facial hair, or other conditions in such a manner that may prevent or interfere with establishing and maintaining a proper seal of the respirator facemask. This requirement is implemented to ensure the safety and health of the employee.

Employer

City of Lompoc

Address

100 Civic Center Plaza

Lompoc, California, 93436

Phone

805-875-8208

Website

<http://agency.governmentjobs.com/lompocca/default.cfm>

*QUESTION 1

The information provided in your application must support your selected answers in the supplemental questions. The information you provide will be verified and documentation may be required. Please be as honest and accurate as possible. You may be asked to demonstrate your knowledge and skills in a work sample or during an interview. By completing this supplemental questionnaire you are attesting that the information you have provided is accurate. Any misstatements, omissions, or falsification of information may eliminate you from consideration. "See Resume" is not an acceptable answer to the questions.

- ☐ Yes, I understand and agree
- ☐ No, I do not agree

*QUESTION 2

Please acknowledge you understand, in order to be considered further for the position, ALL copies of certificates (CPAT certification, Biddle "Card of Completion") must be attached to your application in an easily readable format, OR be forwarded to Human Resources PRIOR to the closing date.

- ☐ YES
- ☐ NO

*QUESTION 3

Are you on an active Firefighters Candidate Testing Center ("FCTC") eligibility list?

- ☐ Yes
- ☐ No

*QUESTION 4

If so, please list your FCTC ID number below. If none, please enter N/A.

*QUESTION 5

Indicate type of firefighter certification you currently possess.

- ☐ No certification
- ☐ Basic Fire Academy Certificate
- ☐ CA State Fire Academy Certificate
- ☐ CA State Fire Marshal Firefighter I Certificate
- ☐ Other state Fire Academy Certificate
- ☐ DOD Certification

*QUESTION 6

Indicate level of Emergency Medical Technician certification you currently possess, either through the California EMSA or National Registry.

- ☐ None
- ☐ EMT-B
- ☐ EMT
- ☐ EMT - Paramedic
- ☐ AEMT

*QUESTION 7

Indicate type of physical agility certification you currently possess.

- ☐ None
- ☐ CPAT Certificate
- ☐ Biddle "Card of Completion"

***QUESTION 8**

Do you have a current Cardiopulmonary Resuscitation (CPR) certification?

- ☐ YES
- ☐ NO

***QUESTION 9**

What is your experience level as a Firefighter?

- ☐ None
- ☐ Volunteer
- ☐ Seasonal
- ☐ Full Time

***QUESTION 10**

How many years of Seasonal Firefighter experience do you have?

- ☐ None
- ☐ 1-2 seasons
- ☐ 3-4 seasons
- ☐ 5-6 seasons
- ☐ 7 or more seasons

***QUESTION 11**

How many years of paid career firefighter experience do you have?

- ☐ None
- ☐ 1-2 years
- ☐ 3-5 years
- ☐ 6-10 years
- ☐ More then 10 years

***QUESTION 12**

List any other Fire certifications you have completed. If none, enter N/A.

***QUESTION 13**

What is the highest level of education you have completed?

- ☐ High School Diploma or equivalent
- ☐ Associate Degree
- ☐ Bachelor Degree
- ☐ Masters Degree

***QUESTION 14**

How many years of EMT experience do you possess?

- ☐ No Experience
- ☐ 1-2 years
- ☐ 3-4 years
- ☐ 5-6 years
- ☐ 7 or more

***QUESTION 15**

Have you completed any of the following courses? (select all that apply)

- ☐ Low Angle Rope Rescue Operations (LARRO)
- ☐ Rescue Systems 1 (RS1)
- ☐ Rescue Systems 2 (RS2)
- ☐ Trench Rescue
- ☐ Confined Space Rescue
- ☐ Technical Search Specialist
- ☐ Confined Space Rescue Operations - Technician (2021)
- ☐ Rope Rescue Awareness Operations (2021)
- ☐ Rope Rescue Technician (2021)
- ☐ Structural Collapse Specialist 1 (2021)
- ☐ Structural Collapse Specialist 2 (2021)
- ☐ Trench Rescue Technician (2021)

*** Required Question**