



**MONTECITO FIRE PROTECTION DISTRICT**  
Invites applications for the position of:

**FIREFIGHTER/EMT**

---

**SALARY:** \$8,785 - \$11,481 Monthly  
**OPENING DATE:** November 15, 2023 8:00 a.m.  
**CLOSING DATE:** November 22, 2023 5:00 p.m.

**POSITION DESCRIPTION:**

Responds to structure and vegetation fires, emergency medical calls, and other emergency calls to protect life, property, and the environment. Participates in fire, rescue, and EMS training, fire prevention, public education, and station and equipment maintenance. Reports to fire captain.

**Minimum Qualifications**

- ◆ High School Diploma or equivalent
- ◆ California State Firefighter 1 Certificate or Firefighter 1 Academy
- ◆ EMT certification
- ◆ Current CPR AED healthcare provider certification
- ◆ Valid California driver's license
- ◆ Must not have been convicted by a state or by the federal government of a crime, the punishment for which could have been imprisonment in a federal or state prison

**Desired Qualifications:**

- ◆ Hazardous Materials First Responder
- ◆ FF 2 certification
- ◆ Basic ICS (I-200)
- ◆ Basic Wildland Firefighter (S-130)
- ◆ Introduction to Wildland Fire Behavior (S-190)
- ◆ Rescue Systems 1

**Other Requirements:**

- ◆ Must obtain a Firefighter endorsement to accompany the Class B or C California Driver's License within eighteen months of employment.
- ◆ Must obtain State Firefighter 1 Certification within one year of employment.
- ◆ Must meet insurability requirements of District's insurer(s).
- ◆ At the District's discretion, firefighters are subject to special duty assignments which may include: rotating shifts as vacation relief, fire prevention assignment and working a 40 hour workweek as needed to meet District needs.
- ◆ Successfully complete probationary period.

---

## REPRESENTATIVE DUTIES & KNOWLEDGE

The following duties are typical for this classification. Incumbents may not perform all of the listed 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.

- ◆ Responds to emergencies including, but not limited to, structure fire, wildland fire, vehicle fire vehicle accidents, injuries, trapped people or animals, fallen trees, down power lines, gas leaks, flooded structures, hazardous substances, and trail rescues
- ◆ Places fire hoses, operates fire streams, sets ladders, ventilates and enters burning structures to extinguish fires and perform rescue services. Has an understanding of fireground command, strategy, and tactics
- ◆ Perform salvage and overhaul during fires to remove hazards and prevent water damage
- ◆ Stands fire watch
- ◆ Lays hose, directs fire streams, constructs fire line, takes weather readings, and has an understanding of wildland/urban-interface command, strategy and tactics
- ◆ Understands the use of personal protective equipment and SCBA
- ◆ Knows the location of, and how to set up and use all medical equipment within EMT scope of practice and SBC EMSA policies and protocols
- ◆ Assists paramedics when necessary
- ◆ Understands rescue operations and procedures
- ◆ Has an understanding of the Incident Command System as it applies to all emergencies
- ◆ Is able to safely and effectively operate all fire department equipment necessary to perform job duties including, but not limited to generators, pumps, ventilation fans, power saws, hand tools, and hydraulic tools
- ◆ Drives fire department vehicles including fire apparatus and operates pump after proper certification; maintains proper licensing as required by CA DMV for fire department apparatus
- ◆ Inspects and performs maintenance on fire hydrants
- ◆ Has an understanding of hazardous materials operations, and performs decontamination procedures in compliance with CalOSHA regulations
- ◆ Performs commercial occupancy inspections, participates in fire prevention demonstrations, and has an understanding of fire prevention strategies and codes
- ◆ Participates in drills, and classes as directed
- ◆ Washes, polishes, and performs preventive maintenance on fire apparatus and equipment
- ◆ Cleans and maintains fire station and grounds
- ◆ Maintains fitness through a self-directed physical fitness program
- ◆ Presents programs and participates in the department's public relations programs as assigned
- ◆ Maintains a clean professional appearance, and behaves in accordance with policies of the Montecito Fire Protection District
- ◆ Familiar with policies, procedures, rules & regulations of the Montecito Fire Protection District
- ◆ May be assigned special projects by chief or company officer
- ◆ In the event of a major fire or emergency, may be called in from off duty to work an extended period of time; may be scheduled to work on days off when an open shift cannot be filled in accordance with force hire policy; may be sent to emergencies in other areas for an extended period of time
- ◆ Possesses the basic math skills necessary for fire pump calculations, USAR shoring calculations, and other job functions

---

## ABILITIES

- ◆ Perform competently under extreme pressure and in stressful situations
- ◆ Make accurate observations and rapid judgments
- ◆ Understand a variety of procedural instructions; written and oral, and convert to proper actions
- ◆ Give oral instructions to others
- ◆ Prepare clear, concise, accurate written reports
- ◆ Deal tactfully and effectively with the general public and co-workers
- ◆ Work cooperatively with others and contribute to a successful team effort
- ◆ Maintain physical endurance and agility

## PHYSICAL DEMANDS AND WORKING ENVIRONMENT

The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job.

### Physical:

Constant upward and downward flexion of neck, side-to-side turning of neck; simple grasping and repetitive use of hands to hold radios, equipment and property; fine finger dexterity to manipulate apparatus controls, computer keyboard and writing utensils; lifting and carrying of objects weighing up to 10 lbs.

Frequent walking, standing, sitting, kneeling, climbing, balancing and squatting; bending and twisting at the waist; pushing, pulling and reaching above and below shoulder level; power grasping; walking on uneven ground; driving; lifting and carrying of objects weighing up to 25 pounds from below waist to above shoulder level; lifting and carrying objects weighing up to 100 lbs with or without assistance.

Occasional running, crawling; lifting and carrying objects and persons weighing more than 100 lbs. with or without assistance.

### Environmental:

Exposure to extreme heat, cold, humidity, and temperature swings working indoors and outdoors; extreme noise of emergency equipment; mechanical and electrical hazards of burning equipment, facilities and materials; explosive hazards of gases and explosive devices; radiation hazards of locations having exposure to radioactive materials; fumes, odors and dust of atmosphere at fires and other emergency sites; biological hazards of bodily fluids, airborne and blood-borne pathogens; toxic substances of burning materials.

Work is performed in 24-hour shifts, with time allowed for meals, breaks and sleeping subject to interruption as required by emergency situations. In the event of a major fire or emergency situation, incumbents may be called in from off-duty to work an extended period of time.

Work is performed at the fire station and in the field at emergency sites and other locations. Work setting is both formal and informal, team oriented, having both routine and variable tasks. Work pace and pressure is variable, frequently fast-paced and high pressure.

---

**EMPLOYMENT INFORMATION:**

Applications must show clearly that the employment standards listed on the front of this bulletin are satisfied. Information provided is subject to verification.

Montecito Fire Department is an equal opportunity employer, we encourage applications from all qualified candidates without regard to age, ancestry, color, mental or physical disability, gender identity and expression, marital status, medical condition, national origin, race, religious belief, sex, sexual orientation, or political affiliation.

Americans with Disabilities Act (ADA) and California Fair Employment & Housing Act (FEHA). Applicants with a disability who require special testing arrangements should contact the Department.

Employment may require a Department-paid medical exam by a Department-designated physician based upon job-related physical standards, a psychological evaluation, background investigation, and drug screening.

A probationary period must be satisfactorily completed. The probationary period is regarded as a continuation of the testing process, during which time an employee may be terminated at any time without cause and without the right of appeal to the Civil Service Commission.

In compliance with the Immigration Reform & Control Act of 1986, if you are selected for employment with the Montecito Fire Protection District, you will be required to provide proof of identity and work eligibility within three business days from your hire.

**SALARY & BENEFIT INFORMATION:**

The salary range consists of four steps, each representing an increase of approximately ten percent. Employees receive annual performance reviews. Salary and benefits are subject to change

The following benefits may vary and are subject to collective bargaining:

- ◆ Vacation is accrued beginning at 144 hours / year, increasing with years of service.
- ◆ Sick leave is accrued at the rate of 144 hours / year.
- ◆ Holiday leave is accrued at the rate of 144 hours / year.
- ◆ Retirement: CalPERS Safety Retirement, 3% @ 55 (Classic) and 2.7% @ 57 (PEPRA)
- ◆ The District pays a monthly maximum of \$2,780 towards medical insurance and covers the entire premium for dental and vision plans for employees and their eligible dependents
- ◆ Flexible Spending Account: The District sponsors a Flexible Spending Account, which allows employees to use pre-tax dollars towards eligible health and dependent care expenses.
- ◆ Life Insurance: District-paid term life insurance (\$100,000) is provided.
- ◆ Deferred Compensation Savings Plan (457) is available to employees through a deferred compensation program. After one year of service, the District contributes \$500.00 monthly.
- ◆ A Uniform Allowance of \$1,000 / year will be provided by the District.
- ◆ Longevity Incentive: 3% is accrued for each 3 yrs of consistent employment, capped at 24 years.
- ◆ EMT/AED Incentive: 5.35%
- ◆ The Montecito Firefighters' Association represents this classification. For full list of benefits and post-retirement benefits visit: <https://www.montecitofire.com/benefit-packages>

---

## APPLICATION PROCESS:

1. Only online applications will be accepted. Application opens at 8:00 a.m. November 15, 2023 and closes at 5:00 P.M. November 22, 2023 or when a sufficient number of applications have been received. Your application and all supporting documentation must be submitted via NEOGOV at <https://www.governmentjobs.com>. The job announcement can be viewed at the following link <http://www.montecitofire.com/employment>.
2. If you have any questions about the recruitment process, contact Battalion Chief Aaron Briner at [abriner@montecitofire.com](mailto:abriner@montecitofire.com). Please indicate "2023 Firefighter-EMT Recruitment" in the subject line of your email.
3. Please submit the following supporting documentation with your application through NEOGOV:
  - ◆ Supplemental Essay Question
  - ◆ Cover letter
  - ◆ Resume
  - ◆ CPAT or Biddle certification dated within the 12 months prior to application close date
  - ◆ Valid California Class A, B, or C driver's license or equivalent
  - ◆ California State Fire Marshal Firefighter 1 Certificate or graduation diploma from a Firefighter 1 academy accredited by the California State Fire Marshal *or* be eligible for reciprocity within the guidelines of California State Fire Training.
  - ◆ California EMT Certificate or current California EMT Card or NREMT with reciprocity for California; Current CPR AED healthcare provider certification or equivalent.
4. Must be a qualified member of the California Firefighter Candidate Testing Center State Eligibility List with a written test score of 70% or higher dated within the 12 months prior to application close date. FCTC allows applicants to take the written test once every thirty-days. Visit <https://www.fctconline.org/candidates/upcoming-test-schedule> for test dates/locations.
5. The selection process may include any of the following: application, resume, supplemental questionnaire, essay, written examination, skills assessment, oral interview process, secondary interview process, and Chief's oral interview.
6. Candidates must successfully complete each segment of the selection process in order to be eligible for subsequent segments. Successful completion does not guarantee continuation into the next segment of the process.
7. The successful candidate will be required to satisfactorily complete a psychological examination, medical examination, controlled substance screening, and background examination.
8. Upon hire, candidates will be required to complete a department recruit academy.

## FILING DEADLINE:

The online application, supplemental questionnaire, essay, and the remaining supporting materials must be submitted via NEOGOV no later than 5:00 p.m. on November 22, 2023.

## SUPPLEMENTAL ESSAY QUESTION:

In one page or less, describe what "service before self" means to you and how you will apply this concept in your role as a firefighter with the Montecito Fire Department.