



**RANCHO CUCAMONGA FIRE PROTECTION DISTRICT  
INVITES APPLICATIONS FOR AN OPEN EXAMINATION FOR  
FIREFIGHTER EMT/ FIREFIGHTER PARAMEDIC**

**\$4,996.34 - \$6,695.58 per month  
(Paramedic Stipend \$967.27 per month upon District assignment)**

**THE POSITION**

Under supervision, fights fires; mitigates hazardous material incidents, assists in and performs emergency medical and rescue work; participates in fire prevention inspections, station maintenance, and training activities; and performs related duties as required.

**PARAMEDIC STIPEND**

In addition to the regular duties of a Firefighter, Firefighter/Paramedics are trained and certified to provide advanced life support care to ill and/or injured victims. Paramedics examine, evaluate and treat patient condition; communicate patient condition to emergency room staff and work with transportation agencies. When assigned to a shift as a paramedic, employees receive a skill pay differential as provided in the Fire Memorandum of Understanding (MOU). Paramedic pay differential may be authorized for any of the company ranks of firefighter, fire engineer or fire captain. Paramedic pay differential may not be continued upon promotion according to District need and at the discretion of the Fire Chief.

**THE CITY OF RANCHO CUCAMONGA**

The City of Rancho Cucamonga is a forward-looking, progressive organization, dedicated to the delivery of superior service to all those who live, work and play in our community. We call our workforce Team RC and our shared vision is to exceed the expectations of those we serve in an environment of employee excellence and innovation, empowered by leadership, opportunity and a collaborative spirit. One of the safest cities in the country, our community is a highly desirable place to live, work, and play. Situated at the base of the picturesque San Gabriel Mountains, Rancho Cucamonga is home to almost 177,000 people. Amongst its many amenities are an award-winning senior and community center, the Victoria Gardens Cultural Center, and the Victoria Gardens Regional Shopping Center.

**THE FIRE PROTECTION DISTRICT**

The Fire District is responsible for providing and managing numerous programs for the efficient delivery of fire prevention, emergency medical, disaster preparedness and fire protection services. Personnel are dedicated to the preservation of life and property in service to the people of Rancho Cucamonga. Our goal is to deliver these services in an effective, efficient and professional manner by utilizing innovative and progressive approaches to fire and life safety services which enhance the quality of life for those we serve.

**EMPLOYMENT STANDARDS**

**KNOWLEDGE, SKILLS & ABILITIES**

Knowledge of basic fire prevention and suppression techniques and practices; ability to learn and apply firefighting principles and techniques; think and act quickly and effectively in emergency situations; understand and apply mechanical and physical principles related to fire suppression; learn and apply fire code provisions and arson/fire investigation techniques; follow directions and orders of superiors quickly in emergency situations; work effectively and cooperatively with others; understand and follow verbal and written directions.

**MINIMUM QUALIFICATIONS**

- Must be at least 18 years of age at time of employment
- Possess a minimum of a high school diploma or a GED certificate
- Satisfactory driving record and possession of, or ability to obtain, an appropriate California driver's license
- EMT Certification in the State of California\*
- Paramedic license and ACLS certification\* (to be considered as a Paramedic)
- CPR certification from the American Heart Association or equivalent\*\* (Healthcare Provider Level)
- Successful completion of the Candidate Physical Ability Test (CPAT)\*\*\* within twelve months of application filing date
- Successful completion of the FCTC Firefighter Entry-Level Written Examination\*\*\*\* within 24 months of application filing date **Minimum passing written exam score is 70%.**

*\* National Registry EMT and/or Paramedic will be accepted at time of application filing period in lieu of EMT or Paramedic Certification in the State of California; however, State of CA Certification must be obtained prior to employment.*

*\*\*Licenses and certifications must be effective on the date the application filing period closes.*

*\*\*\*The Physical Ability Test (PAT) "Biddle" will not be accepted.*

*\*\*\*\*All candidates will be verified for eligible hiring status by their placement on the FCTC State Eligibility List provided to the District directly following the final application deadline.*

**DESIRABLE QUALIFICATIONS**

Completion of a State Certified Firefighter I, Fire Academy, or any combination of training and experience that provides the desired knowledge, skills and abilities.

RANCHO CUCAMONGA

## **APPLICATION PROCESS**

All applicants are required to apply online at [www.calopps.org](http://www.calopps.org). The online application will consist of an application form and single question essay to be completed at time of filing. Please allow approximately two hours to complete the application process.

**Note: Prior to starting the application process, applicants must have the following materials prepared in advance to completing the online application:**

1. Resume in Microsoft Word format (copy and paste the text into the online application when prompted)
2. A single PDF file to include all the following required documents (file size cannot exceed 2MB):
  - Copy of high school diploma or GED certificate
  - Copy of EMT and/or Paramedic Certification in the State of California
  - Copy of CPR certification from the American Heart Association or equivalent (Health Care Provider)
  - Proof of successfully passing the CPAT (Candidate Physical Abilities Test) current within twelve months of application filing date
  - Resume
3. Essay 250 word maximum to be included under the Supplemental Questionnaire Section of the application.

The materials listed above must be submitted with the online application in order to be considered for employment. **Failure to comply with the above process and appropriate requirements will result in rejection of your application.**

## **FINAL FILING DATE**

Employment Application and supplemental materials as outlined under **Employment Standards and Application Process** must be submitted online at [www.calopps.org](http://www.calopps.org) during the filing period. **Online filing period is Monday, June 12<sup>th</sup> 12:00 pm to Tuesday, June 13<sup>th</sup> 5:00 pm at which time the online application process will close and no further amendments will be allowed. Incomplete applications will NOT be accepted. Note: The application process will take approximately two hours to complete.**

## **TEST INFORMATION**

The CPAT (<https://www.fctconline.org/>) is available from either the Northern or Southern California testing centers through FCTC in coordination with Cal-JAC. **Written examinations will be offered on June 9, 2017 in Rancho Cucamonga as well as other locations in California (refer to the FCTC website for additional dates & locations). Both tests are subject to a testing fee and candidates will be required to submit an online application with FCTC to include registration, documentation, and payment.** Successful completion of the above testing components and application process will enable candidates to be placed on a CA State Eligibility List that we will utilize for hiring verification.

## **SELECTION PROCESS**

Applications must be complete and demonstrate that the minimum qualifications are met. All statements made on the application are subject to investigation and verification.

Candidates who meet the minimum qualifications will remain candidates until a final offer is accepted by the candidate who most closely meets the requirements of the Fire District. The Fire District may conclude that none of the candidates, even those who meet the minimum qualifications, are appropriate for the position.

Successful candidates shall be required to:

- Complete a verification form designated by Immigration and Naturalization Service to certify that they are eligible for employment in the United States of America; and
- Pass a pre-employment medical exam, including drug/alcohol screening; and
- Provide proof of a valid California driver's license and be insurable; and
- Pass a reference and background verification. References will not be contacted until a mutual interest has been established.
- Successful completion of a psychological examination administered through the District's contract provider; and
- Successful completion of an 18 month probationary period upon hire.

**The City of Rancho Cucamonga Participates in E-Verify.** Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. In accordance, the City will provide the Social Security Administration and, if necessary, the Department of Homeland Security, with information from each new employee's Form I-9 to confirm work authorization. For additional information regarding E-Verify, the Federal Government's online employment eligibility verification system, please visit [www.uscis.gov](http://www.uscis.gov).

## **Disclaimers**

The City of Rancho Cucamonga Fire Protection District is an Equal Opportunity, Affirmative Action Employer. In addition, the City of Rancho Cucamonga Fire Protection District abides by a nepotism policy which may preclude you from being hired if the District employs a relative. The City of Rancho Cucamonga Fire Protection District makes reasonable accommodations for disabled persons, considering each situation on an individual basis. Please make direct requests for accommodation to Human Resources. For more information on Employee Rights under the Family and Medical Leave act, please visit [www.dol.gov](http://www.dol.gov). There is a no smoking policy in effect in all City/District Offices and vehicles. Finally, please note that the provisions of this bulletin do not constitute a contract expressed or implied and any provisions contained in this bulletin may be modified or revoked without notice. Questions regarding this recruitment may be directed to Human Resources at (909) 477-2700. Applicants may visit the City's official website at [www.cityofrc.us](http://www.cityofrc.us) for more information.

## **BENEFITS**

- CALPERS retirement
- Paid employee and family health insurance

- Dental plan and optical plan provided
- Vacation (120 hours accrued first year)
- 14 paid holidays (including three discretionary holidays)
- Sick leave (144 hours per year)
- \$50,000 Life Insurance

Dist: 5-31-17

## Rancho Cucamonga Fire Protection District Retirement Benefits – New Employees Effective 7/1/2015

Benefits described below are the result of the Public Employment Pension Reform Act (PEPRA.) If you have specific questions about retirement benefits, please contact Jenifer Phillips, Human Resources Manager, at (909) 477-2700, ext. 2411.

### **New CalPERS Members**

For employees hired 1/1/2013 or later and who **ARE NOT** a member of the California Public Employees Retirement System (CalPERS) or a reciprocal agency\*, or those who have been separated from a public agency which contracts with CalPERS or a reciprocal agency for six months or more, the retirement benefit shall be:

Miscellaneous Employees – 2% at age 62; 3 year final compensation  
Safety Employees – 2.7% at age 57; 3 year final compensation

The required employee contribution shall be:

6.25% of reportable compensation for Miscellaneous Employees.  
11.50% of reportable compensation for Safety Employees.

Note that for those new employees described above, the compensation used to determine final retirement benefits is capped under PEPRA. This cap does not limit compensation but does cap the amount of salary that is used to determine retirement benefits. That cap shall be adjusted annually. Please contact Human Resources for details.

### **Current CalPERS Members**

For employees hired after 1/1/2013 who are **CURRENT MEMBERS** of CalPERS or a reciprocal agency and **HAVE NOT** been separated from service from such agency for six months or more, the retirement benefit shall be:

Miscellaneous Employees – 2% at age 55; 3 year final compensation  
Safety Employees – 3% at age 55; 3 year final compensation

The required employee contribution shall be:

3% of reportable compensation for Miscellaneous Employees (1% of the Employee Member Contribution and 2% of the Employer Contribution).

5% of reportable compensation for Safety Employees (1% of the Employee Member Contribution and 4% of the Employer Contribution).

Please refer to the current Memorandums of Understanding for information on future increases or contact Human Resources if you have specific questions.

\* A list of reciprocal agencies can be found in the publication, [When You Change Retirement Systems](http://www.calpers.ca.gov/eip-docs/about/pubs/member/change-retirement-system.pdf) (<http://www.calpers.ca.gov/eip-docs/about/pubs/member/change-retirement-system.pdf>).