The Cosumnes Community Services District Fire Department
is seeking qualified persons for the position of

FIREFIGHTER/PARAMEDIC

Final Filing Date: **October 24, 2017**

Cosumnes Community Services District | Human Resources Office

9355 E. Stockton Boulevard, Suite 185, Elk Grove CA 95624

The Cosumnes Community Services District

The Cosumnes Community Services District (CSD) provides all-hazards emergency response and risk reduction services to the communities of Elk Grove and Galt, CA, along with Parks and Recreation Services to Elk Grove and its surrounding rural areas. Established in 2006 through the reorganization of the Elk Grove Community Services District and the Galt Fire Protection District, the Cosumnes CSD provides services to a diverse population in excess of 185,000, with two incorporated cities, a large area of unincorporated southern Sacramento County, and varied suburban, rural, industrial, and agricultural areas. As an independent California Special District, the CSD is a separate local government with a five-member elected governing board.

About the Cosumnes Fire Department

The Cosumnes Fire Department provides fire, technical rescue, and advanced life support emergency medical services, including ambulance transportation, to an area covering more than 157 square miles and a population in excess of 193,000. Responding to more than 18,000 requests for service annually, the dedicated men and women of the Cosumnes Fire Department are committed to providing extraordinary service to their community through prevention, preparedness, and emergency response, and strive to exceed expectations at all times.

The Department has eight fire stations, a separate headquarters administrative facility, a training center, and a fleet maintenance facility. It employs 165 personnel including a Fire Chief, two Deputy Fire Chiefs, three line Battalion Chiefs, three Division Battalion Chiefs, a Fire Marshal, 137 line suppression personnel, five inspectors, and 18 full-time non-safety personnel. The Department's total operating budget for fiscal year 17/18 is $50 million, which includes in excess of $7 million in ambulance transport revenues. The Department is divided into three branches – Operations, Support Services, and Fire Prevention. These three branches work in concert to provide some of the finest emergency and fire prevention services in the region, all under the supervision of Fire Chief Mike McLaughlin.

The headquarters of the Cosumnes Fire Department is located at 10573 East Stockton Blvd, Elk Grove, CA 95624. Hours of operation are Monday through Friday, 8 am to noon and 1 pm to 5 pm. The non-emergency phone number is 916.405.7100 and the fax number is 916.685.6622.

The Communities We Serve

The Cosumnes Fire Department serves the cities of Elk Grove and Galt, California.

Elk Grove, California *(population 169,000+)* is a progressive community in southern Sacramento County that is diverse in ethnicity, age, and income levels. Elk Grove was established in 1850 as a hotel and stage stop. Elk Grove had its start in agriculture and it is still a big part of the economy today with vineyards, dairy, and cattle. Home to an entrepreneurial spirit and superior quality of life, Elk Grove is a family-oriented community where opportunity is around every corner.

Galt, California *(population 24,400+)* is a growing community located approximately 20 miles south of Sacramento along Highway 99. It was incorporated in 1946. Galt offers affordable housing with a small town atmosphere, perfect for raising young families as well as a great opportunity for new businesses. The city is known for its annual spring Strawberry Festival, summer Galt Festival, and winter Bird Festival.

The Position

The Cosumnes Fire Department is seeking qualified persons for the position of Firefighter/Paramedic.

From the hire date through the successful completion of the Department's Academy, the newly-hired personnel will be classified as a Fire Recruit. Fire Recruit is an entry-level classification that describes the prospective firefighters during the duration of the Department's Academy. Upon successful completion of the Academy, Fire Recruits will be reclassified to the rank of Firefighter Step 1 with a Paramedic stipend. Recruits are required to complete the formal training program in fire suppression, technical rescue, patient care, hazardous materials response, and physical fitness. Fire Recruits are considered limited-term, unrepresented "at-will" employees.

Upon reclassification to Firefighter Step I, the employee will become a member of the Fire Safety bargaining unit and serve a 12-month probationary period with standard benefits and leave accruals as outlined in the Memorandum of Understanding (MOU) in effect at the time of appointment. The current MOU is available for review at http://www.yourcsd.com/DocumentCenter/Home/View/2455

ESSENTIAL DUTIES AND RESPONIBILITIES

The following duties are intended only as illustrations of the various types of work that may be performed. The omission of specific statements on duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position. Each individual in the classification does not necessarily perform all the duties listed. Employees may perform other related duties at an equivalent level as required.

A Fire Recruit:

- Completes assigned training sessions: classroom lessons, manipulative exercises, and drills;
- Demonstrates knowledge of fire science and firefighting methods, including safety practices;
- Studies and completes homework assignments;
- Successfully completes periodic quizzes and examinations;
- Demonstrates basic defensive driving techniques of fire apparatus;
- Performs equipment operation and maintenance procedures and practices;
- Operates fire extinguishers, fog nozzles, and similar equipment used in extinguishing fires;
- Raises, lowers, and climbs ladders;
- Performs salvage and overhaul operations;
- Provides basic and advanced emergency medical procedures;
- Learns the organization, chain of command, and rules and regulations of the Cosumnes Fire Department;
- Participates in physical fitness training;
- Attends scheduled related training sessions or programs as required;
- Performs other related duties as assigned.

A Firefighter/Paramedic:

- Performs general suppression of fires, rescues, and life-saving duties;
- Responds to emergency medical calls and renders first aid;
- Handles fire streams and other fire service equipment in suppression of fires;
- Operates emergency vehicles;
- Performs daily housekeeping and station maintenance;
- Makes required equipment checks and reports mechanical deficiencies;
- Assists in minor repair of apparatus;
- Assists in putting equipment and apparatus back in readiness for another emergency;
- Performs daily housekeeping and station maintenance;
- Performs required fire prevention inspections;
- Participates in public education;
- Attends scheduled training sessions;
- Completes and maintains necessary reports and records;
- Subject to call back;
- Performs advanced life support care to the sick or injured.

Any equivalent combination of education, training, and experience which provides the required skills, knowledge, and abilities may be considered qualifying at the sole discretion of the District. A typical way to obtain the knowledge and skills would be:

Education

- High school diploma or GED equivalent.
- State of California Paramedic License.
- Successful completion of an accredited regional firefighter training academy or Cosumnes River College Fire Intern Academy is desirable.

Experience

- None required.
- Paramedic field experience is desirable.

Special Requirements

- **Must successfully pass the Entry-Level Firefighter Written Examination conducted by the Firefighter Candidate Testing Center (FCTC).**
- **Must provide proof of successful completion of the Candidate Physical Agility Test (CPAT) offered by the California Fire Fighter Joint Apprenticeship Committee taken on or after October 1, 2016;**
- Must possess and maintain throughout employment a valid California Class "C" driver's license, and maintain a driving record sufficient to be insurable through the District;
- Possession of, or the ability to obtain, a California DMV Firefighter Endorsement by the end of the Academy; endorsement must be maintained throughout employment;
- Must be 18 years of age or older;
- Must maintain throughout employment a valid paramedic licensure/local accreditation;
- Must pass a pre-employment safety background investigation;
- Must pass a pre-employment medical exam and psychological evaluation;
- Must be tobacco-free for the 12 months prior to date of hire;
- Work assigned in a safety classification requires the employee to wear respiratory protective equipment at times. Employees in a safety classification must comply with the grooming standard for facial hair to ensure safe fitting of the respiratory protection equipment.

Salary Range

Fire Recruit: $5,345 monthly during Academy

Firefighter: $5,880 (Step 1) monthly upon graduation from the Academy, plus $547 stipend for EMT/paramedic license for a total of $6,427 per month

Firefighter Salary Range
(including EMT and Paramedic stipends): $6,427 to $8,477 monthly

BENEFITS

Fire Recruits/Firefighters will be safety members in the California Public Employee Retirement System (CalPERS).

New CalPERS members will have a 2.7% @ 57 pension formula in accordance with the 2012 Public Employees' Pension Reform Act. CalPERS final compensation based on highest thirty-six month period.

Classic PERS members will have a 3% @ 50 pension formula. CalPERS final compensation based on highest twelve months.

The District reserves the right to make changes to any of the dates/times listed below.

Oral Interviews: Applicants will participate in an Oral Board, which will be conducted November 6 to November 13. Candidates will be advised of their appointment date/time by October 28.

- **EMS Skills Assessment:** Those candidates who excel in the Oral Board will be invited to participate in a scored ALS patient scenario. ALS Treatment standards shall be in accordance with National Registry Guidelines, American Heart Association A.C.L.S. guidelines, and the county of Sacramento pre-hospital protocols. The EMS Skills Assessment will be conducted November 28 to December 14. Candidates will be advised of their appointment date/time by November 20.

- **Senior Chiefs Interview:** Candidates who excel in the EMS Skills Assessment may be invited to an interview with the Fire Chief and senior staff. A current resume will be required at the time of interview. The Senior Chiefs Interview will be conducted January 3 to January 10. Candidates will be advised of their appointment date/time by December 20.

UNCONDITIONAL OFFER OF EMPLOYMENT CONTINGENT UPON SUCCESSFUL COMPLETION OF THE FOLLOWING:

- **BACKGROUND INVESTIGATION:** A comprehensive professional background investigation shall be conducted on each candidate given a conditional offer of employment. Current and former employers/supervisors will be contacted during the background investigation.
- **PSYCHOLOGICAL EVALUATION:** A comprehensive psychological assessment shall be conducted by a licensed clinical forensic psychologist on each candidate given a conditional offer of employment.
- **MEDICAL EXAMINATION:** Each candidate given a conditional offer of employment must be able to pass a comprehensive medical examination, which includes a drug and alcohol screen, and other "Fitness for Duty" criteria.

EMPLOYMENT PERIOD: The Fire Recruit classification is a temporary classification that applies only from the date of hire to the conclusion of the Academy. The Academy term does not count toward the 12-month probationary period of a Step 1 Firefighter.

ACADEMY: Anticipated to begin on February 26, 2018. Successful candidates in the pre-employment testing process will attend a rigorous in-house Academy. Estimated duration of the Academy is 22 weeks.

RIGHT TO WORK VERIFICATION: Documentation verifying candidate's legal right to work in the United States will be required and shall be presented upon hire.

Application Process

To be considered for this position, all candidates must successfully pass the Entry-Level Firefighter Written Examination and the Candidate Physical Ability Test (CPAT), conducted by the Firefighter Candidate Testing Center (FCTC). The CPAT must be issued after October 1, 2016. Please visit www.FCTConline.org to register for upcoming CPAT and written tests, and to learn more about the examination process and requirements. Currently, FCTC has an Entry-Level Firefighter Written Examination scheduled in Livermore on October 21.

To apply, please go to our website at http://www.yourcsd.com/155/Employment and click on Current Job Openings. This will open a new page. Click on Firefighter/Paramedic and then on the green APPLY tab at the top right of the announcement. Please note only online applications will be accepted and must be submitted by Tuesday, October 24, at 4:30 pm for further consideration.

The District reserves the right to change the date/time of the deadline or re-open the application period, without notice to the applicants.

The Cosumnes CSD is an equal employment opportunity employer. It is our policy to provide equal employment opportunities to qualified individuals without discrimination on the basis of race, color, religious creed, national origin, gender, sexual orientation, age, disability, genetics, covered veteran/military status, or any other status protected by federal or state law.