



CITY OF SAN MARCOS
invites applications for the position of:

FIREFIGHTER PARAMEDIC RECRUIT

SALARY:	\$6,406.79 - \$8,359.40 Monthly \$76,881.49 - \$100,312.77 Annually
OPENING DATE:	12/16/22
CLOSING DATE:	02/06/23 04:30 PM
SUMMARY DESCRIPTION:	

**The City of San Marcos Fire Department is recruiting for
multiple Firefighter Paramedic Recruit positions.**

We are considering the following candidate types:

1. **Internal Promotional Candidates:** Current full-time City of San Marcos employees who have passed their initial probationary period or current full-time, at will City of San Marcos employees who have completed at least 1 year of service, meet the minimum requirements for this position. Each candidate must have a passing CALJAC FCTC written score within 12 months of the application deadline and a passing CALJAC FCTC CPAT time within 6 months of the application deadline.
2. **Lateral Candidates:** Candidates who have one year of paid, post-probationary, full-time experience at a level comparable to, or higher than, a City of San Marcos Firefighter Paramedic, and is currently employed in this capacity. The lateral Firefighter Paramedic must also meet the minimum requirements for this position and have a passing CALJAC FCTC written score within 12 months of the application deadline and a passing CALJAC CPAT time within 6 months of the application deadline.
3. **Open Competitive Candidates:**
4. Candidates who meet the minimum requirements for this position, but do not meet the requirements as an internal or lateral candidate. The City of San Marcos will be accepting applicants who have a passing CALJAC FCTC written score within 12 months of the application deadline and a passing CALJAC CPAT time within 6 months of the application deadline.

A Firefighter Paramedic Recruit (Recruit) is under constant supervision while attending the fire department orientation and mentorship. The department orientation and mentorship process prepares recruits for a fire fighting career and also teaches them to perform related work. Fire Recruit is an entry-level class in the Firefighter series.

The Recruit attends fire department orientation and mentorship processes in order to learn and demonstrate proficiency at firefighter and paramedic skills and related rescue techniques, emergency medical techniques, fire codes, fire apparatus and equipment use, fire prevention and investigation methods, salvage and overhaul operations through classroom training, drills and observation.

The Recruit attends training classes and receives instruction in the theories, techniques, methods, and procedures used in firefighting and rescue work; under immediate supervision, performs firefighting and rescue tasks; performs other related duties as required; attends training classes and receives instruction and training in the various aspects of firefighting, rescue work

and in first aid and emergency life support procedures and techniques; studies firefighting manuals, departmental policies, procedures, fire codes, and regulations.

The Recruit is the entry-level fire suppression, prevention and emergency response position for the San Marcos Fire Department. This classification exists solely for those who are completing their initial fire department training, orientation and mentorship processes. At the successful completion of the Orientation phase, the Recruit position will transition into the class of a Firefighter/Paramedic.

12/9/2022	FCTC CPAT – Miramar College
12/10/2022	FCTC Written Exam – San Marcos Training Center
12/16/2022	Application process opens
1/28/2022	FCTC Written Exam – San Marcos Training Center
2/3/2022	FCTC CPAT – Miramar College
2/6/2023	Recruitment closes – 430pm
2/13/2023	Skills testing
2/15/2023	Structured Interview
2/21/2023	Chiefs Interview
2/24/2023	Ladder Climb / PPE Fitting
2/20 – 3/20/2023	Backgrounds
4/3/2023	HR Orientation / Medic Mentorship Begins
5/1/2023 – 5/26/2023	Orientation
5/29/2023	Begin probationary period

Ideal Candidate:

The ideal candidate should be a self-starter, highly motivated, capable of embracing innovative management principles and enjoy the challenge of blending traditional fire service values with modern business practices. The ability to develop cooperative relationships with other city departments and community organizations is crucial in fulfilling the responsibilities of the Firefighter/Paramedic. Being capable of carrying out Department responsibilities with minimal direction and supervision is essential. Persons hired for these positions must be dedicated and self-disciplined in assuring that the Department's high operational standards are maintained.

Copies of the following certifications and/or licenses are required for consideration of this position. In addition to the completed application, please upload copies of your current certifications as a single PDF attachment, in the following order:

- High School Diploma or GED equivalent
- Accredited California State Fire Marshal / State Fire Training Firefighter I Academy Certificate
 - If you are currently enrolled in an accredited CA State Fire Marshal / State Fire Training Firefighter I Academy and will successfully complete all requirement by time of hire, please submit proof of enrollment in lieu of your Academy Certificate.
 - If you are applying with an out of state Firefighter I Academy Certificate, you must also include proof that the certificate meets the accreditation by the International Fire Service Accreditation Congress (IFSAC) and the National Board on Fire Service Professional Qualification (Pro Board).
- Must have a passing CALJAC FCTC written score within 12 months of application deadline and a passing CALJAC CPAT time within 6 months of the application deadline.
 - *FCTC testing dates and locations can be found by clicking this [link](#).*
- Valid California Driver License with satisfactory driving record
- Current California State Certified EMT/Paramedic license
- Current EMT-P accreditation with the County of San Diego EMS office

- A San Diego County Card is required at time of appointment, not at time of application. If you have accreditation with a different county, please submit a copy of your county accreditation card.
- Valid CPR Certification with a minimum rating of BLS-C
- Current ACLS Card

Copies of the following certifications and/or licenses are desirable for consideration of this position:

- Valid California Driver License for fire apparatus
- California State Firefighter I and II Certificates
- Hazardous Materials First Responder Operational Certificate
- NIMS (IS700)
- Weapons of Mass Destruction First Responder Awareness

Any other supplemental material you wish to include (cover letter, resume, etc.)

REPRESENTATIVE DUTIES:

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

- Responds to alarms involving fire, all types of accidents, gas leaks, flooded structures, hazardous substances, and life saving and rescue work.
- Places fire hose, sets ladders, operates fire streams, ventilates and enters burning structures to extinguish fires and perform rescue services.
- Treats and transports patients in accordance with San Diego County Emergency Medical Services protocol and Department policy; diagnoses medical problems and provides emergency medical care and treatment to ill or injured persons in accordance with established policies and procedures.
- Interprets electrocardiograms and recognizes cardiac arrhythmias; administers cardiopulmonary resuscitation (CPR), defibrillation, intravenous solutions, emergency bandaging and splinting, places and uses adjunctive breathing devices to maintain an effective airway, and performs other medical procedures as directed by the Base Station Hospital.
- Prepares and maintains, in a confidential manner, a variety of records and reports such as medical information, controlled drug inventory, equipment and station logs, and EMS reports.
- Participates in and supports the quality assurance/quality improvement program.
- Safely operates department vehicles and related emergency medical equipment, radio equipment, personal protective equipment, fire hydrants, rescue and miscellaneous fire suppression tools; operates pneumatic and auxiliary equipment such as generators and pumps. Occasionally operates fire and rescue apparatus, other mechanical equipment, and pressure ventilation fans.
- Performs salvage and overhaul operations during and after fires to remove hazards and prevent water damage.
- Supports and assists other Firefighter/Paramedics as directed on medical calls.
- Performs fire prevention and pre-fire planning inspections in commercial, industrial and municipal facilities; inspects and maintains fire hydrants.
- Participates in drills and other Department training activities; participates in fire watches; participates in self-directed exercise program to maintain physical fitness.
- Studies and keeps up to date on City geography, Department rules, regulations, procedures and other training and job related materials; updates station bulletin boards and maps.
- Cleans and maintains fire station and grounds; washes, polishes, and performs preventive maintenance on fire apparatus and equipment.

- In the event of a major fire or emergency, may be called in from off duty to work mandatory hours which may include an extended period of time.
- May be required to work additional hours to support automatic or mutual aid responses, or in support of Department endorsed or sponsored events.
- Presents programs and participates in departmental public relations programs as assigned; demonstrates proper procedures and techniques to other employees as assigned.
- Performs other related work as required.

QUALIFICATIONS:

The following generally describes the knowledge and ability required to enter the job and/or be learned within a short period of time in order to successfully perform the assigned duties.

Knowledge of:

Firefighting and EMS procedures and equipment; fire ground tactics and strategy; emergency incident management, specifically the Incident Command System (ICS); principles of incident safety; automatic and mutual aid agreements; hazardous materials procedures; and confined space and technical rescue techniques; hazardous materials, fire prevention procedures and related codes; rescue operations and procedures; California vehicular laws related to operation of various firefighting and rescue apparatus; safety principles and practices related to the Fire Service; policies, procedures, rules and regulations of the City of San Marcos and the San Marcos Fire Department; geography and street layout of the City and surrounding area; laws and regulations pertaining to fire and emergency medical services operations; personal protective equipment; pertinent federal, state, and local laws, codes, and regulations; algebraic and arithmetic computations; English usage, spelling, grammar and punctuation; principles and practices of customer service

Ability to:

Perform competently under extreme pressure and in stressful situations; make accurate observations and rapid judgments; understand a variety of procedural instructions, both 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; work cooperatively with others and contribute to a successful team effort; maintain physical endurance and agility; demonstrate an awareness and appreciation of the cultural diversity of the community; bring value to the City and Department.

EDUCATION AND EXPERIENCE:

Any combination of education and experience that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education/Training

Must be at least 18 years of age and have an education equivalent to completion of the twelfth grade. Must have graduated from a 240-hour Firefighter I Academy accredited by California State Fire Marshal/State Fire Training or equivalent, as determined by the San Marcos Fire Chief.

Must have completed appropriate education and training to obtain licensure as a California State Certified EMT/Paramedic and meet requirements of the County of San Diego EMS Office, including the successful completion of the San Diego County protocol examination.

The City of San Marcos is an equal opportunity employer and does not discriminate on the basis of race, color, gender, age, ancestry, national origin, political or religious affiliation, sexual orientation, marital status, other non-job related physical or mental disability, medical condition, or other functional limitation in employment or the provision of service. The City is committed to making its programs, services and activities accessible to individuals with disabilities. If you require accommodation to participate in this recruitment, please contact the Human Resources Office prior to the filing deadline. We will attempt to reasonably accommodate applicants with disabilities upon request.

Note: All appointments are subject to the successful completion of a medical examination, including substance abuse screening, at the City's expense. In accordance with the Immigration Reform and Control Act of 1986, all new employees must produce proof of eligibility to work in the United States within the first three days of employment.

The provisions of this bulletin do not constitute an express or implied contract. Any of the provisions contained in this bulletin may be modified or revoked without notice.

APPLICATIONS MAY BE FILED ONLINE AT:

<http://www.san-marcos.net>

Position #2023 - 01
FIREFIGHTER PARAMEDIC RECRUIT
CD

1 Civic Center Dr.
San Marcos, CA 92069
760-744-1050

HumanResources@san-marcos.net

FIREFIGHTER PARAMEDIC RECRUIT Supplemental Questionnaire

- * 1. Please indicate which Firefighter Paramedic Recruit position you are applying for:
 - ☐ Internal Candidate
 - ☐ Lateral Candidate
 - ☐ Outside Competitive Candidate
- * 2. Copies of required licenses and/or certifications are required as part of the submitted application materials for this position. All documents must be uploaded as a **single PDF** document as outlined on the position flier. Please initial below to acknowledge your understanding of this mandatory requirement. Applications submitted that do not include current copies of all required certificates will **NOT** be considered.
- * 3. Below are the required certifications and/or licenses that are required for consideration of the Firefighter / Paramedic Recruit position. Select all requirements that you currently possess. These certifications and/or licenses are subject to verification and are required to be submitted with the application as a single PDF document in the below order.
 - ☐ High school diploma or GED equivalent
 - ☐ Accredited California State Fire Marshal / State Fire Training Firefighter I Academy Certificate or current enrollment documentation
 - ☐ Passing CALJAC FCTC written score within 12 months of application deadline and a passing CALJAC CPAT time within 6 months of the application deadline
 - ☐ Valid California Driver License with satisfactory driving record
 - ☐ Current California State Certified EMT/Paramedic license
 - ☐ Current EMT-P accreditation with the County of San Diego EMS office - A San Diego County Card is required at time of appointment, not at time of application. If you have accreditation with a different county, please submit a copy of your county accreditation card.
 - ☐ CPR Certification with a minimum rating of BLS-C
 - ☐ Current ACLS Card
- * 4. All Fire Safety Personnel hired after July 1, 1992, shall be required to remain a nonsmoker throughout their employment as a member of the San Marcos Fire Department. Please initial below to acknowledge that you understand this special requirement for this position.

- * 5. All Fire Safety Personnel must live within the Department residency boundary within one year of appointment. Safety employees must reside within a 275 mile radius of the City of San Marcos. Please initial below to acknowledge that you understand this special requirement for this position.

- * 6. As a condition of continued employment, all Firefighter/Paramedic Recruits will be required to successfully complete the North Zone Physical Abilities Test prior the end of orientation.

- * Required Question