



**COUNTY OF SANTA BARBARA
INVITES APPLICATIONS FOR THE POSITION OF:**

**Firefighter Trainee - EMT & Firefighter
Trainee - Paramedic**

An Equal Opportunity Employer

SALARY

Salary: See Position Description

OPENING DATE: 01/05/23

CLOSING DATE: 01/30/23

THE POSITION



SALARY

ACADEMY:

Firefighter Trainee - Paramedic and/or EMT - Starting Pay **\$75,507** Annual Base Salary (During Academy).

POST-ACADEMY:

Firefighter-EMT: Starting Pay **\$90,347** Annual Base Salary (Commences after Graduation from Academy), plus **EMT Allowance - \$3,601** Annually (Commences after Graduation from Academy).

Firefighter-Paramedic: Starting Pay **\$90,347** Annual Base Salary (Commences after Graduation from Academy), plus **EMT Allowance - \$3,601** Annually (Commences after Graduation from Academy), plus **Paramedic Allowance - \$11,890** Annually (Commences after Accreditation Period).

We are accepting applications to fill vacancies in **All Locations**. **One employment list** will be used to fill vacancies at all locations (separate employment lists for different locations will **not** be established). Therefore, applicants **must check** "All Locations" on the application and be willing to accept assignment at any location.

Before submitting your application, please read the employment standards (qualifications) carefully and the remainder of the job bulletin. If you do not meet the employment standards, we ask that you consider applying once you have met the required employment standards.

THE POSITION: Under immediate supervision, candidates will attend the Santa Barbara County Fire Department Firefighter Recruit Academy to receive instruction designed to qualify trainees for the classification of Firefighter; and in a non-safety capacity, to perform other duties as required.

Firefighter trainees should strive to continuously improve their skills in rescue services and emergency medical delivery and be able to adapt to, and implement, new techniques and procedures.

IDEAL CANDIDATE:

1. Highly motivated;
2. Follows directions;
3. Cohesively works as part of a team;
4. Dedicated to delivering excellent customer service;
5. Works proficiently under pressure;
6. Organized and efficient;
7. Knowledge of basic emergency medical techniques;
8. Committed to safety and prepared to work in adverse conditions.

For more information about the Fire Department, go to <https://www.sbcfire.com/>

OVERVIEW OF FIRE ACADEMY: This is a trainee-level classification and incumbents are expected to successfully complete the Firefighter Recruit Academy, receive the recommendation of the Fire Chief, and promote to Firefighter as a condition of continued employment.

The Fire Academy will operate Monday through Friday and may include some weekend days and evenings. Trainees participate in a physical training program, followed by morning line up, inspection and briefing for the day of training. The training day includes both classroom time and field exercises conducted at various locations throughout the county. Field exercises are designed to simulate actual firefighting tasks including advancing hose lines, working with tools as a team and individually under extremely difficult conditions including: confined space, restricted visibility, wearing heavy clothing and breathing from a self-contained breathing apparatus. Trainees must raise and climb ladders and be comfortable working high above the ground. Trainees are expected to climb steep hills while wearing protective clothing and packs, carrying heavy tools and hoses in extreme environmental conditions including high temperatures, humidity, and smoke. All facets of fire service response are covered, including, but not limited to: structural and wildland firefighting, hazardous materials, high angle rope rescue, emergency driving, confined space and trench rescue and delivery of emergency medicine.

EXAMPLES OF DUTIES

1. Attends the Firefighter Recruit Academy to obtain instruction in such topics as Structural and Wildland Firefighting, Emergency Medical Response, Hazardous Materials Response, Urban Search and Rescue, High Angle Rope Rescue, and related all-risk response duties.
2. Participates in rigorous physical fitness training.

EMPLOYMENT STANDARDS

ALL APPLICANTS MUST POSSESS THESE EMPLOYMENT STANDARDS AT THE TIME OF APPLICATION. PLEASE ENSURE ALL LICENSES, CERTIFICATES, AND OTHER DOCUMENTS LISTED BELOW ARE VALID AND REGISTERED WITH THE FCTC STATEWIDE ELIGIBILITY LIST (SEL) AT THE TIME OF APPLICATION.

1. Placement on the FCTC Statewide Eligibility List (SEL): **AND**
 - Possession of a valid driver's license
 - High School Diploma or General Education Diploma (GED)
 - Possess a valid Cal-JAC CPAT (Candidate Physical Ability Test) Card
 - Receive a passing score of 70% or higher on the FCTC Written test (written test expires 12 months from date taken). *If you are taking the written exam between 1/23/23 and the close of this posting 1/30/23 and you have not yet received your score from the FCTC, you may still submit your application. When we receive your score from the FCTC, if it is below 70% you will not be eligible to move forward in this recruitment.*

2. Possession of a current California EMT-1 license**Additional Qualifications:**

- Possession of a valid Class C Driver's License at the time of appointment.
- A California Firefighter Endorsement is required within one year of appointment.

Knowledge of: Basic emergency medical techniques.

Ability to: Learn the proper use of firefighting tools and equipment; understand and follow written and oral directions; effectively communicate verbally; work under a structured organization that will require emotional and physical stability under stress; work in an outdoor environment; and perform moderate and heavy physical activities for prolonged periods.

Desirable Qualifications:

- Possession of a current EMT-P license is highly desirable;
- Fire suppression experience;
- Firefighter I Certification issued by the California State Board of Fire Services or graduation from a State of California Certified Fire Fighter I Academy.

To view upcoming Cal-JAC CPAT and FCTC Written Test dates, click here:

(<https://www.fctonline.org/candidates/upcoming-test-schedule/>).

Please visit www.FCTOnline.org for further information regarding the CPAT, written tests, and to learn about the examination process, requirements, study materials, and other testing information including fees. Costs associated with taking the examinations are the responsibility of the applicant.

Applicants hired after December 26, 1988, shall be disqualified from further employment consideration if they use tobacco products in any form on or off duty.

SUPPLEMENTAL INFORMATION**SELECTION PROCESS:**

1. Review applications and supplemental questionnaire to determine applicants who meet the minimum employment standards.
2. **Supplemental Questionnaire Rating Assessment:** Responses to the required supplemental questions will be evaluated and scored. Candidates' final score and rank on the eligibility list will be determined by the responses to these questions. Your responses on the Supplemental Questionnaire will be used for ranking placement on the employment list.

Candidates must receive a percentage score of at least 70 on the Supplemental Questionnaire Rating Assessment to be placed on an employment list. An adjustment may be made to raw scores based on factors listed in Civil Service Rule VI. Those candidates who are successful in the selection process will have their names placed on the employment list for a minimum of three months. At the time the employment list is established, all candidates will receive an email notice of their score on the exam(s), rank on the employment list, and exact duration of the employment list.

Selection Interviews: A select number of applicants from the eligibility list will be invited to participate in selection interviews. Selection Interviews will occur following the steps above at dates/times to be determined.

The eligible list established for this position may be used to fill existing and future Firefighter Trainee-EMT and Firefighter Trainee-Paramedic positions. We anticipate holding our next academy in May of 2023 (subject to change).

If you have application login problems or get an error message during the application process, please call **Government Jobs (NeoGov helpline)** for assistance: (888) 636-4681.

VETERAN'S PREFERENCE CREDIT: Veteran's preference credit is applicable for this recruitment (5 points for veterans, 10 points for disabled veterans). To be eligible for this credit, you must be applying for this position within five years from your most recent date of: (1) honorable discharge from active military service; or, (2) discharge from a military or veterans' hospital where treatment and confinement were for a disability incurred during active military service; or, (3) completion of education or training funded by a Federal Educational Assistance Act. No time limit exists for veterans with 30% or more disability. To receive veteran's preference points, you must: (1) check the Veteran's Preference Points box on the employment application form, (2) attach a copy of your Form DD214 to your application at the time of application, and (3) pass all phases of the examination process. The preference points will be added to your final supplemental questionnaire score.

Background Investigation: Once a conditional offer of employment has been made, candidates will be required to successfully complete a background check, which includes a conviction history check, and satisfactory reference checks. Appointee will be subject to a post-offer medical examination and psychological exam. The appointee must satisfactorily complete a one-year probationary period.

REASONABLE ACCOMMODATIONS: The County of Santa Barbara is committed to providing reasonable accommodation to applicants. Qualified individuals with disabilities who need a reasonable accommodation during the application or selection process should contact the recruiter listed on the job posting. We require verification of needed accommodation from a professional source, such as a Medical Provider or a learning institution.

Recruiters will correspond with applicants by e-mail during each step in the recruitment process. Applicants are reminded to **check spam filters continuously during the Recruitment & Selection Process steps listed above to ensure** they do not miss required deadlines.

Disaster Service Worker: Pursuant to Governmental code section 3100, all employees with the County of Santa Barbara are declared to be disaster service workers subject to such disaster service. Activities as may be assigned to them by their superiors or by law.

Vaccination Verification and Testing: This position may be subject to State Health Officer Orders (SHOOs) or County policy regarding vaccine verification and/or testing. Please contact the hiring department for more information.

Statement of Commitment

The County of Santa Barbara is dedicated to cultivating and sustaining an environment that exhibits equity and inclusion everywhere, and at all levels of our organization. The County believes equity is a fundamental principle that must be imbedded in policies, institutional practices and systems. The County recognizes the negative impacts of systemic racism and is committed to eliminating the barriers affecting our Black, Latinx, Indigenous, and Asian community members, as well as people of other diverse racial and ethnic backgrounds. We envision a world where society and its systems (e.g. education, criminal justice, and health care, housing the economy) are just, fair, and inclusive, enabling all people to participate and reach their full potential.

We celebrate community and employee diversity, strive for inclusion and belonging, and promote empowered participation. We aspire to build a workforce that is reflective of these values and the communities we serve. We are proud to be an equal opportunity employer and will resolutely uphold federal, California state law and/or Santa Barbara County ordinances.

We believe equity and inclusion are vital to fulfill the County's mission and to embody a culture of "One County, One Future." Expanding the full range of employee talent allows the County to deliver our best to all our community members.

BENEFITS: The County of Santa Barbara offers generous benefits, please visit our website: <https://www.countyofsb.org/3083/Fire-Fighters-Local-2046>. Additionally, applicants from other public sector employers may qualify for retirement reciprocity and time and service credit towards

an advanced vacation accrual rate.

APPLICATION AND SUPPLEMENTAL QUESTIONNAIRE DEADLINE: Monday, January 30, 2023 at 4:59 PM PST; Postmarks are not accepted. Applications and job bulletins can be obtained 24 hours a day at www.sbcountyjobs.com.

IF YOU HAVE QUESTIONS, YOU MAY EMAIL THE FIRE DEPARTMENT AT:
firedghr@sbcfire.com

APPLICATIONS MAY BE OBTAINED AND FILED ONLINE AT:
<https://www.governmentjobs.com/careers/sbcounty>
OR
1226 Anacapa Street
Santa Barbara, CA 93101

EXAM #23-3574-01 (O)
FIREFIGHTER TRAINEE - EMT & FIREFIGHTER TRAINEE -
PARAMEDIC
CG

Firefighter Trainee - EMT & Firefighter Trainee - Paramedic Supplemental Questionnaire

- * 1. I acknowledge it is my responsibility as an applicant to provide sufficient information on my application to demonstrate that my education and experience meet the employment standards (minimum qualifications) for this position as detailed in the job bulletin. I further acknowledge that if the County determines I do not meet the employment standards, there will be no opportunity for me to provide additional information regarding my application after the closing date listed on the job bulletin. Therefore, I understand that, before submitting a job application, it is important I review the job bulletin thoroughly and ensure that my application clearly reflects how my education and experience meet the employment standards at the time I submit my application.
☐ I understand.
- * 2. As part of the application process, this Supplemental Questionnaire must be completed along with the standard application form. Resumes will be accepted, but **NOT** in lieu of a completed application and supplemental questionnaire.
☐ I understand.
- * 3. The Human Resources Department communicates with all applicants through e-mail. Please make sure your email address is entered correctly and it is current. If you feel you are not receiving your emails, please check your spam or junk inbox for our emails.
☐ I understand.
- * 4. I must be willing to work at Fire Department locations throughout Santa Barbara County. Please ensure you have indicated "**All Locations**" on your application as required. If you are unsure, please go back and check your application before continuing. **(If you do not check ALL LOCATIONS, your application will not be accepted).**
☐ I understand.
- * 5. Veterans preference points: To be eligible for this credit, you must be applying for this position within five years from your most recent date of: (1) honorable discharge from active military service; or, (2) discharge from a military or veterans' hospital where treatment and confinement were for a disability incurred during active military service; or, (3) completion of education or training funded by a Federal Educational Assistance Act. No time limit exists for veterans with 30% or more disability. To receive veteran's preference points, you must: (1) check the Veteran's Preference Points box on the employment application form, (2) attach a copy of your Form DD214 to your application at the time of application, and (3) pass all phases of the examination process. The preference points will be added to your final supplemental questionnaire score. If you are a veteran requesting preference points, please attached a copy of your DD214, completion of education or training document, or your disability document to your online application. Please select the one that best describes your status and how you will provide the information. If you

are emailing your DD214 or documents, you will have until June 23, 2022. Submit DD214 or documents to FireDGHR@sbcfire.com

- ☐ I am eligible for Veteran's points and have attached my DD214 document.
 - ☐ I am a Veteran, but I am not eligible because my dates are not in the eligible range.
 - ☐ I am currently in the Military.
 - ☐ None of the above.
- * 6. As part of the selection process for Firefighter Trainee, I understand I will undergo a thorough background investigation. If I am given a conditional offer of employment and accept it, I will undergo physical and psychological examinations. Falsification of any information in any portion of the hiring process including this application and supplemental questionnaire or failure to meet the required standards will result in my disqualification. I acknowledge that I have read and understand the information listed above.
- ☐ I understand.
- * 7. Please select your highest education level achieved.
- ☐ High School Diploma or G.E.D.
 - ☐ In the process of obtaining my AA/AS degree
 - ☐ AA/AS degree
 - ☐ In the process of obtaining my BA/BS degree
 - ☐ BA/BS or higher degree
 - ☐ None of the above
- * 8. Please select the answer options below that best describes your qualifications.
- ☐ I am in the process of obtaining my California EMT-1 license.
 - ☐ I possess a current California EMT-1 license.
 - ☐ I have a National Registry EMT license.
 - ☐ None of the above
- * 9. Do you possess a valid EMT license? If so, please provide your license number and the expiration date in the space below. If you do not possess this license, please enter "NA" in the space below.
- * 10. All applicants are required to have successfully received a passing score of 70% or greater on the Firefighter Candidate Testing Center (FCTC) written exam, obtained within a year preceding your date of application. Please note: Our agency will obtain your score from the FCTC agency. Please select the most appropriate answer option below.
- ☐ I have taken the FCTC written exam within a year preceding my date of application and obtained a passing of 70% or more.
 - ☐ I have taken the FCTC written exam recently and am awaiting my score from the FCTC.
 - ☐ I have not taken or did not receive 70% or more on my FCTC written exam.
 - ☐ None of the above
- * 11. Do you possess a valid certificate of successful completion of the CPF/Cal-JAC Candidate Physical Abilities Test (CPAT), as certified by the California Joint Apprenticeship Committee?
- ☐ I have a valid CPAT.
 - ☐ I do not have a valid CPAT.
- * 12. A valid Class C Driver's license is required. Please select the most appropriate answer option below.
- ☐ I currently hold California Class C Driver's license.
 - ☐ I currently have an out of state driver's license and will obtain a California Class C Driver's License.
 - ☐ Will not be able to obtain a California Class C Driver's License at this time.
- * 13. As of today, do you hold a Fire Fighter I certification issued by the California State Board of Fire Services AND/OR proof of graduation from a State of California Certified Fire

Fighter I Academy (certificate must clearly state academy is "State of California Certified" – please check your certificate before answering this question?) Please check all that apply to your qualifications.

- ☐ Yes, I possess a Fire Fighter I Certification issued by the California State Board of Fire Services.
- ☐ Yes, I have graduated from a State of California Certified Fire Fighter I Academy.
- ☐ I am in the process of obtaining my Fire Fighter I Certification issued by the California State Board of Fire Services.
- ☐ I am currently enrolled in a State of California Certified Fire Fighter I Academy.
- ☐ No, none of the above

* 14. Please select all previous experience you possess in the Fire Service. You may select multiple selections. Be prepared to offer proof of employment for each selection.

- ☐ I have worked as a Lead firefighter for 90 days or more.
- ☐ I have worked on as a Squad boss for 90 days or more.
- ☐ I have worked on a Santa Barbara County fire crew.
- ☐ I have worked for a federal or state firefighter hand crew (type 1 or type 2 Initial Attack (IA)).
- ☐ I have worked as a Smokejumper/ Flight crewmember/ Helitack Crewmember.
- ☐ I have worked on a federal or state seasonal wildland fire engine.
- ☐ I have worked as a heavy equipment swamper/ assistant as a wildland firefighter.
- ☐ I have worked on a local government paid crew or wildland fire engine.
- ☐ I have no prior experience in the fire service.

* 15. Select how many months of paid wildland firefighter experience you possess? Months selected must represent 40+ hr/ a week of employment as a wildland firefighter. Be prepared to offer proof of employment for each selection.

- ☐ More than 36 months.
- ☐ 25-36 months.
- ☐ 13-24 months.
- ☐ 6-12 months.
- ☐ Less than 6 months.
- ☐ No experience.

* 16. Your responses to the following questions will be read and scored by raters. The raters WILL NOT have access your application, resume, other supporting materials, or responses to previous supplemental questions. Although you may have provided some of this information on your application and previous responses, you will need to answer the following questions completely and thoroughly. In order to give the raters the best opportunity to evaluate your responses, please make sure you read the question carefully and fully answer all parts of the question. This is your only opportunity to provide detailed information. Failure to provide full and complete responses may affect the outcome of your score and rank on the employment list.

- ☐ I understand.

* 17. I understand the Civil Service Examination for this recruitment is a Supplemental Questionnaire Ranking and my responses to the following supplemental questions will be used as a weighed, scored selection device that will determine my ranking on the employment list for this job classification. Do not type "See Resume" or "See Application" as raters will not have access to any information except what is provided in the response boxes for each question. For information on protest procedures for the supplemental questionnaire, please see Civil Service Rules 612 and 613:
<https://www.countyofsb.org/1444/Civil-Service-Rules>

- ☐ I understand.

* 18. Do you possess a valid paramedic license in the State of California or accredited in the County of Santa Barbara? If so, please attach your license to your application.

- ☐ Yes
- ☐ No

- * 19. Do you possess work experience as a seasonal wildland firefighter? Applicants must have 180+ days or 6+ months cumulative paid work history at 40+ hours/week as a seasonal wildland firefighter (includes forest/ range technicians directly assigned to firefighting duties) to qualify. This experience must be provided in the work experience section of your application.
 - ☐ Yes
 - ☐ No
 - * 20. Do you possess experience working on a federal, state or Santa Barbara County fire crew (type 1 Interagency Hotshots (IHC) or type 2 Initial Attack (IA))? This experience must be provided in the work experience section of your application.
 - ☐ Yes
 - ☐ No
- * Required Question