



CITY OF TURLOCK
invites applications for the position of:

FIREFIGHTER

An Equal Opportunity Employer

SALARY

Monthly
\$4,606.00 - \$5,597.00

OPENING DATE: 09/11/20

CLOSING DATE: 10/05/20 05:00 PM

POSITION INFORMATION:

The City of Turlock is currently accepting applications for the position of Firefighter. The Firefighter classification is the entry-level classification in the professional Firefighter series. Firefighters are responsible to perform the full range of fire suppression and emergency medical response duties.

RECRUITMENT TIME LINE

Turlock Fire will be utilizing the FCTC to determine a passing score on the written portion of the test as well as the physical agility requirement. Both results must be issued within 12 months of the final filing deadline of October 05, 2020.

Oral Interview- Test Dates:

- Wednesday, October 21, 2020
- Thursday, October 22, 2020
- Friday, October 23, 2020

Chief's Interviews:

- Thursday, October 29, 2020
- Friday, October 30, 2020

Hire Date- To be determined.

Note: Interview dates may be subject to change.

All notifications to candidates regarding this recruitment process will be made by e-mail. It is imperative that you include an e-mail address for correspondence.

This position is assigned to the Firefighter bargaining unit for labor relations purposes and is subject to call back and overtime assignments. An eligibility list will be established from this recruitment. The employee will be required to serve a twelve (12) month probation period.

ESSENTIAL FUNCTIONS:

Essential Functions

Duties may include, but are not limited to, the following:

- Responds to fire alarms with assigned company; lays and connects hose; maintains pumping apparatus; holds nozzles and directs water streams; raises and climbs ladders.
- Operates all types of portable fire extinguishers, pike poles, hand lines, smoke ejectors, salvage covers, forcible entry tools, aerial ladder equipment, emergency medical equipment and other rescue equipment.
- Provides basic life support at emergency medical incidents, apply techniques to control bleeding, administers first aid, C.P.R. and defibrillator, and assists paramedics at medical emergencies.
- Responds to hazardous materials incidents.
- Participates in fire inspection activities and other fire prevention and public education activities as assigned.
- Participates in fire drills; attends training sessions which include fire fighting techniques, emergency medical care and the proper use of all equipment and related tools.
- Cleans apparatus and equipment and performs general custodial duties as required.

**MINIMUM
QUALIFICATIONS:**

Knowledge of:

- Firefighting rescue methods and techniques;
- Emergency medical skills and techniques, including first aid and Cardio Pulmonary Resuscitation.

Ability to:

- Learn to apply fire fighting and medical techniques and procedures;
- Learn the basic operation and mechanics of firefighting equipment;
- Maintain, inspect and make minor adjustments and repairs to fire apparatus and equipment;
- Analyze emergency and non-emergency situations and adopt effective courses of action;
- Identify fire hazards and conduct inspections;
- Interpret, understand and carry out City and Department rules and regulations, policies, procedures and training evolutions;
- Retain presence of mind, think and act quickly and effectively in emergency situations;
- Read and interpret maps, run cards and pre-fire plan drawings;
- Learn the geography of the City, including the layout of the City's water main system and street numbering system;
- Demonstrate a basic knowledge of the principles of mathematics;
- Understand and follow oral and written directions promptly and accurately;
- Communicate effectively, both orally and in writing;
- Establish and maintain cooperative-working relationships with those contacted in the course of work;

Minimum Age

Minimum eighteen (18) years of age at time of application.

Education

Equivalent to graduation from high school. College level courses encouraged.

License and Certificates

- Possession of a valid California driver's license at time of appointment, to be maintained as condition of appointment.
- Possession of current national registry EMT or current California EMT certification at time of application. Must possess a California EMT certification at time of appointment, to be maintained as a condition of employment.
- Possession of a Firefighter I Certificate of Completion approved by the California Fire Service Training and Education System or a California Firefighter I Certificate issued by the California State Fire Marshall at time of application or equivalent Firefighter I Certifications(s) if from outside the State of California. Certification (s) must meet NFPA 1001 specifications.
- Must be active on the FCTC Statewide Eligibility List (SEL) on 10/05/20.
- Possess a valid CPAT Card dated between 10/05/19 and 10/05/20.
- A passing score on the Firefighter Candidate Testing Center (FCTC) Written Test dated between 10/05/19 and 10/05/20.
(Please visit www.fctconline.org to sign up for CPAT and FCTC Written Test events)

EXPERIENCE AND EDUCATION:

Education

Refer to Minimum Qualifications section.

License and Certificates

Refer to Minimum Qualifications section.

Physical Requirements

Incumbents must possess at the time of appointment to this position and maintain the physical ability and stamina to meet fire and safety protection line duties including: Vision corrected sufficiently to drive City vehicles and apparatus and meet medical standards established by the Department of Motor Vehicles to maintain a Class C Driver's License, read blueprints, fine print and MDT's; hear well enough to identify mechanical noises, converse on the radio, telephone, and in person over incident noise; bodily mobility to crawl in attics, maintain balance on narrow platforms, to climb ladders, make rapid transitions from rest to near maximal exertion without warm-up periods; use of hands and fingers to write, drive vehicles and administer medical treatment; must be able to lift equipment and people as necessary; free from any physical, emotional or mental condition that might adversely affect the ability to exercise the duties of the position; tolerate extreme fluctuations in temperature while performing essential functions, must perform physically demanding work in hot (up to 400 F), and humid (up to 100% humidity) atmospheres while wearing firefighting equipment which significantly impairs body cooling mechanisms.

Smoking and Tobacco Use Policy

All employees hired after January 1, 2014 as a condition of employment, shall not smoke and/or use any tobacco products. Employees hired after January 1, 2014 will be required to sign a "No Smoking and Tobacco Use Agreement". As a condition of continued employment, all employees hired after January 1, 2014, shall remain a non-smoker and/or tobacco user whether on or off duty. Failure to comply with this policy may lead to disciplinary action, up to and including termination of employment.

Selection Process

1. All applicants must complete City of Turlock application for employment form, supplemental questionnaire and attach documents/certifications/license demonstrating possession of minimum qualifications stated in this job announcement. A personal resume must also be attached to the application. Applications will be rejected if they are incomplete and required documentation is not attached.

2. All applications will be reviewed for possession of the minimum qualifications. You may submit your required certifications using the following options:

a) By email (jdhami@turlock.ca.us), attach a scanned copy in the "Add attachment" option or

b) Fax to (209) 668-5529 or

c) Hand deliver copies of your certifications to 156 S Broadway Suite 235 Turlock CA 95380 on or before October 5, 2020 by 5:00PM. **Note: City Hall is open Monday through Friday 1PM to 5PM.**

3. The City will verify Written Examination (A passing score is 75% or more) and CPAT scores with the FCTC. Completed applications will be screened and the most qualified candidates will be invited to participate in the next phase of the testing process, an oral interview.

4. Candidates must receive a passing score of 70% or more on the oral interview to be placed on the eligibility list. Ranking on the eligibility list is based solely on the results of the oral interview.

5. Finalists will be referred to the Interim Fire Chief for final appointment consideration.

6. Final appointment will be contingent upon passing the following:

a) Background investigation;

b) Medical examination (including a strength/stamina exam, drug screening, hearing and vision exam); and

c) Psychological examination.

Benefits

- Effective January 1, 2013, all new employees, as defined by AB 340, will participate in the Public Employees Retirement System (PERS) 2% @ 62 defined benefit formula for non-safety members. All new

employees, as defined by AB 340, who are safety members will participate in the Public Employees Retirement System (PERS) Safety Option Plan Two, 2.7% @ 57. New employees shall have an initial contribution rate of at least fifty percent (50%) of the total normal cost rate for the defined benefit plan or the current contribution rate of similarly situated employees, which is currently a 9% PERS contribution, whichever is greater. All employees shall be subject to the mandatory provisions of AB 340.

- Fully paid healthcare plan (HDHP and PPO) for employee and their dependents
- Term Life Insurance at 1 1/2 times annual salary
- Long Term Disability Insurance
- Liberal vacation plan
- Sick leave accrual 12 hrs for each month worked
- Holiday time at eight (8), 24 hrs shifts annually
- Uniform allowance \$1,100 annually
- \$100/month Bilingual pay after initial probation
- Associates Degree or equivalent - \$100.00 monthly
- Bachelors Degree - additional \$100.00 monthly
- Physical fitness incentive pay after initial probation
- Interest free computer loan
- The City does not participate in Social Security

Veterans' Preference System

The City of Turlock has adopted a veterans' preference system (effective January 1, 2002). The percentage score achieved through entrance (non-promotional) examination which ranks applicants on an eligibility list shall be adjusted to provided: (a) one (1) percentage point added to the final test score for each six (6) months of active service during time of armed conflict, up to a maximum of five (5) points and (b) five (5) percentage points added to the final test score for veterans who are disabled as a result of active military service during time of armed conflict, regardless of length of service. To receive preference points, applicants must provide supporting documentation and proof of honorable discharge. In no event shall an applicant receive more than a five (5) point adjustment. This request should be made in section #12 of the employment application form. ***(A copy of your DD214 must be attached for this request to be considered.)***

Equal Opportunity Employer

The City of Turlock is an Equal Opportunity Employer committed to Affirmative Action. We are sincerely interested in receiving applications from qualified minorities, women and the disabled.

Qualified applicants receive equal consideration without regard to race, color, religion, sex, sexual orientation, national origin, ancestry, age, marital status, physical or mental disability, medical condition, political affiliation or belief except where indicated by requirements of the job.

The City of Turlock will make every effort to accommodate applicants that have disabilities that would not allow them to compete in the announced process. Applicants are asked to indicate their request for accommodation when answering Question # 7 of the "Agency Wide" questions.

Customer Service Policy

The City of Turlock is committed to quality service to our customers. Our

goal is to create a positive, productive and courteous atmosphere for our employees and customers. Employees are evaluated on the quality of customer service they provide.

Please Note:

Information contained herein does not constitute an expressed or implied contract as it is subject to change.

Final Filing Date: Friday, October 5, 2020 by 5 PM

Postmarks will not be accepted.

APPLICATIONS MAY BE OBTAINED AND FILED ONLINE AT:

<http://www.cityofturlock.org>

ALTERNATIVE FORMAT MAY BE OBTAINED AT:

156 S. Broadway, Ste. 235

Turlock, CA 95380

(209) 668-5540

(209) 668-5542 ex. 1109

FAX Number: (209) 668-5529

Job #2020-08-10

FIREFIGHTER

JD

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FIREFIGHTER Supplemental Questionnaire

- * 1. Do you currently possess a California Class C Driver's License? If yes, a copy must be attached.
 Yes No

- * 2. Do you currently possess a valid National Registry EMT or current California Emergency Medical Technician Certificate? If yes, a copy must be attached.
 Yes No

- * 3. Do you currently possess a California Firefighter I Certification issued by the California State Fire Marshal or proof of academy completion? If yes, a copy must be attached.
 Yes No

- * 4. Do you currently possess a Candidate Physical Ability Test (CPAT) card from the Firefighters Candidates Testing Center (FCTC), issued within 12 (twelve) months at time of application for this position? If yes, a copy must be attached.
 Yes No

- 5. Do you currently possess Written Test results from the Firefighter Candidates Testing Center (FCTC), issued within 12 (twelve) months at time of application for this position? If yes, a copy must be attached.
 Yes No

* 6. Do you possess a certificate/diploma equivalent to graduation from high school? If yes, a copy must be attached.

Yes No

* 7. What is your email address?

* 8. What phone number(s) would you like to be reached at?

* 9. HAVE YOU EVER BEEN CONVICTED BY ANY COURT OF ANY OFFENSE?

Yes No

* 10. IF YES, LIST CONVICTION(S) BELOW. You may only omit: (1) Traffic violations for which the fine imposed was \$30 or less. (2) Any offense which was finally adjudicated in a Juvenile Court or under the Youth Offender Law. (3) Any incident that has been sealed under Welfare and Institutions Code Section 781 or Penal Code Section 1203.45. (4) Convictions for certain marijuana offenses that are more than two years old, pursuant to Labor Code Section 432.8. Prior Convictions, in and of themselves, will not necessarily disqualify an applicant from employment with the City of Turlock. You may attach additional pages, if needed. It is recommended that you consult an attorney if you have any questions regarding disclosure. If your question to #8 was "No" Please type/write "N/A" here.

* Required Question