

## Employment Opportunity

# FIREFIGHTER/EMT OR PARAMEDIC

(Entry-Level or Lateral)



A partnership of the  
City of Ukiah and  
Ukiah Valley Fire District



**Salary: \$4,492—\$5,460 Per Month**

**Deadline to Apply: Open Until Filled**

### DEFINITION

Under supervision of a Fire Captain, fights fires; performs rescue and emergency medical care; participates in fire prevention activities; operates and maintains firefighting, EMS, and rescue equipment; performs fire station and grounds maintenance; and does related work as assigned.

### EXAMPLES OF DUTIES

These examples are intended only as illustrations of the various types of work performed. The examples of work performed are neither restricted to nor all-encompassing of the duties to be performed under this job title.

(E=Essential Duty; M=Major Portion of Time)

- ◆ Serves as hose operator in firefighting situations, including pulling working lines and directing fire streams; raise, lower, and climb ladders; and assist in overhaul and salvage operations. (E,M)
- ◆ Responds to rescue and medical aid calls, provides emergency medical care, and transports patients to the hospital. (E,M)
- ◆ Cleans and inspects equipment, makes minor and major mechanical repairs and adjustments. (M)
- ◆ Cleans and tests fire hose. (E)
- ◆ Operates radio, telephone and computer equipment. (E)
- ◆ Cleans station quarters and equipment.
- ◆ Maintains knowledge and proficiency related to Ukiah Fire Department Rules and Regulations, fire hazards, firefighting techniques, and related subjects. (E)
- ◆ Assists and/or conducts fire prevention inspections, and other related activities. (E)
- ◆ Participates in fire drills and training exercises. (E)
- ◆ Responds to emergency calls during non-duty hours. (E)
- ◆ Participates in continuous training in fire prevention inspection and suppression through both simulated and on-the-job exercises. (E)
- ◆ Works 48-hour shifts and overtime as required and assigned. (E)
- ◆ Performs other duties as assigned.

### KNOWLEDGE OF

- ◆ Principles, practices and procedures of modern EMS, firefighting and ambulance operations as they relate to the protection of lives and property.
- ◆ Operation and maintenance of the type of apparatus, tools, and equipment used in modern firefighting activities.
- ◆ Practices of emergency medical care and rescue operations.

### ABILITY TO

- ◆ Communicate clearly and concisely, orally and in writing.
- ◆ Utilize modern office technology including, but not limited to, operation of a computer (PC) and use of basic database and Word programs.
- ◆ Deal effectively and courteously with the general public.
- ◆ Understand and carry out oral and written directions.
- ◆ Operate apparatus and equipment used in modern firefighting activities.
- ◆ Establish and maintain cooperative working relationships with fellow employees and those contacted in the course of work.
- ◆ Work flexible hours. Work 48-hour shifts (or more) with little or no sleep or administrative assignment to a 40-hour schedule, and overtime as required or assigned.
- ◆ Perform strenuous exertion under handicaps such as smoke, cramped surroundings, extreme temperature, loud noises, and high places.
- ◆ Work in hazardous situations with possible exposure to toxic particulate substances, explosive and electrical hazards, and radiation.
- ◆ Think and react quickly in order to make informed decisions in extremely stressful situations.

## ABILITY TO (CONTINUED)

- ◆ Demonstrate a high degree of mechanical aptitude.
- ◆ Wear protective clothing and equipment, which weighs over 50 pounds.
- ◆ Have visual acuity and color perception in both emergency and non-emergency activities which includes near vision, far vision, and night vision.
- ◆ Hear at levels that allow the incumbent to perceive and interpret low volume noises.
- ◆ Stand for extended periods of time.
- ◆ Climb ladders, fences, or walls that require lifting arms above shoulder level & working at heights greater than 10 feet.
- ◆ Drag a victim weighing more than 160 pounds out of a building unassisted wearing full firefighting PPE including SCBA.
- ◆ Perform physically demanding tasks under extreme fluctuations in temperature.
- ◆ Ability to put on full firefighting PPE within a period not to exceed 60 seconds.
- ◆ Enter and crawl on hands and knees through zero-visibility buildings/rooms with a fully charged hose in hand wearing full firefighting PPE and SCBA.
- ◆ While on aerial ladder, maintain balance & a secure position while directing water through a charged hose line at fire.
- ◆ Drag charged 1½ or 1¾ inch hose weighing over 75 pounds for 150 feet unassisted.
- ◆ Carry 150-foot hose bundle weighing over 40 pounds up 2 flights of stairs while wearing full firefighting PPE and SCBA.
- ◆ Bilingual desired, but not required.
- ◆ *See job description posted online at <http://www.cityofukiah.com/job-descriptions/> for complete list of necessary abilities.*

## NECESSARY SPECIAL REQUIREMENTS

- ◆ If hired as a Firefighter/EMT or Paramedic, must obtain Coastal Valley EMS accreditation within 60 days of hire.
- ◆ If currently NREMT Paramedic, must obtain California Paramedic within 90 days of hire.
- ◆ If currently enrolled in a Paramedic program, must obtain NREMT, California Paramedic license, and Coastal Valleys EMS accreditation within 180 days of completion of program.
- ◆ Possession of a valid Class C California Driver License.
- ◆ Possession of a California State, IFSAC, or Pro Board Firefighter I Certification, or successful completion of an accredited Firefighter 1 or CAL Fire Basic Academy.
- ◆ Hazardous Materials First Responder Operational Level Certification.
- ◆ Certificates and licenses must be maintained as a condition of continued employment.
- ◆ Must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL) at the time of application. (For more information on how to be placed on the FCTC SEL, visit [www.FCTCOnline.org](http://www.FCTCOnline.org)).
- ◆ Must have valid Cal-JAC CPAT card (within 6 months) at time of appointment.
- ◆ Must pass a pre-employment physical exam in accordance with NFPA 1582.
- ◆ As a condition of employment, a person employed in this classification after June 1, 1985 must be a non-user of tobacco products in any form and shall refrain from smoking tobacco or any other substances.
- ◆ ***The City is currently in negotiations and seeking to establish a residency requirement that would require Firefighters/EMTs or Paramedics to reside in a location that would allow response to the station within 45 minutes of notification of report, with the intent of allowing relocation within 6 months of hire.***

## COMPENSATION AND BENEFITS

**Salary:** \$4,492 to \$5,460    **Paramedic Certification Pay:** \$325 per month

**Retirement:** CalPERS "Classic" members: 3%@55 with employee contributing 10% of pre-tax salary. "New" members: 2.7% @57 with employee contributing 12.75% of salary. Ukiah does not contribute to Social Security.

**Leave:** *Vacation Leave* is accrued at 291.2 hours per year and increases with City service. *Sick Leave* is accrued at 144 hours per year.

**Health Insurance:** The City pays 85% of the premium for medical, dental, and vision plans.

**Longevity Program:** Upon the seventh anniversary date of employment, and each year thereafter on the anniversary date, a full-time employee will receive \$1,000. Upon the 12th anniversary date, the amount increases to \$2,500 annually; at the 20th anniversary, the amount increases to \$3,500 annually.

**Uniform Allowance:** \$1000.00 per fiscal year.

**Education Incentive Program:** 2.5% of base salary for intermediate fire certificate, up to 7.5% of base salary for advanced fire certificate.

**Additional Benefits:** Other benefits include City-paid membership in an Employee Assistance Program (EAP) for employee and eligible dependents; optional participation in supplemental health coverages through AFLAC, optional participation in pre-taxed Unreimbursed Medical and Dependent Care Assistance programs; optional participation in Air Ambulance; and optional participation in Employee Credit Union and Deferred Compensation 457 Savings Plans.

## EXPERIENCE

**Entry-Level:** One year of career or 2 years volunteer Firefighter experience in a recognized, organized Fire Department is required.

**Lateral:** Must be currently employed in an organized fire agency and have 2 years full-time paid experience as a firefighter. Extensive experience in the provision of emergency medical care must be documented.

## EDUCATION

High School diploma or equivalent, with associated reading, writing, and speaking skills. Paramedic preferred.

## SELECTION

Must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL) at the time of application. (For more information on how to be placed on the FCTC SEL, visit [www.FCTCOnline.org](http://www.FCTCOnline.org)). All applications will be reviewed by a screening committee and those applicants who are qualified will be invited to an examination process which will consist of the following:

- ◆ Oral Board Interview. Requires a passing score of 70% to move to the next step;
- ◆ An eligibility list will be established ranking candidates by their overall scores. Top candidates will be invited to an interview with the Fire Chief as part of the selection process;
- ◆ Physical Ability Test.

## PROBATIONARY PERIOD

Employees serve a twelve month probationary period. If performance is not satisfactory, an employee may be terminated or returned to their previous position without cause or recourse during this time.

<b>SERVICE</b> We inspire confidence in our organization and our team members by consistently providing exceptional service.	<b>SAFETY</b> We strive to keep our community and our workplace safe and healthy.	<b>PROFESSIONALISM</b> We demonstrate professionalism through proficiency, reliability, and our drive to make opportunities happen.	<b>INNOVATION</b> We work to discover practical solutions, challenge prevailing assumptions, and create new ideas that prove useful.	<b>TEAMWORK</b> We believe in creating an environment that fosters teamwork and processes that support equal opportunity, collaboration, and commitment to common goals.
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**OUR CORE VALUES**

## APPLICATION PROCESS

Applications are available at the City of Ukiah, 300 Seminary Avenue, Ukiah, CA, or they may be downloaded at [www.cityofukiah.com/jobs](http://www.cityofukiah.com/jobs). Applications must be filled out completely and received by the Human Resources Department at 5:00 p.m. on the final filing date. Applications will be reviewed by a screening committee and those applicants who appear to be among the best qualified will be selected for the examination process. This process may include a variety of techniques designed to test applicants' knowledge, skills and abilities to perform the duties and responsibilities of the job. An Eligibility list will be established by ranking candidates by their overall score and a selection will be made from the candidates on this list. All employment offers are subject to a thorough Public Safety background check, City-paid physical, drug screen, and psychological examination.

*In accordance with the Immigration Reform Act of 1986, the City must verify, once an employment offer has been made, that all persons have written proof of their right to work in the United States.*

*In accordance with the Americans with Disabilities Act (ADA), if special accommodations are necessary at any stage of the testing process, please notify the Human Resources Department in advance at (707) 463-6244 so your request may be reviewed prior to the occurrence of the test.*

*Application materials are available from:*

**City of Ukiah - Human Resources**

300 Seminary Ave

Ukiah, CA 95482

Phone: (707) 463-6272

[www.cityofukiah.com/jobs](http://www.cityofukiah.com/jobs)

**FINAL FILING DATE: Open Until Filled**

**The City of Ukiah is an Equal Opportunity Employer  
committed to building a diverse workforce.**

*Note: The provisions of this bulletin do not constitute an expressed or implied contract. Any provision contained in this bulletin may be modified or revoked.*