



Windsor Fire Protection District

Invites Applications for The Position of:

Firefighter/EMT



Windsor Fire Protection District
8200 Old Redwood Highway
Windsor, CA 95492
707-838-1170
www.cscfire.org

The Windsor Fire Protection District invites and encourages qualified candidates to apply for an opportunity to be part of our growing team. The position of Firefighter/EMT is an entry level position in the Fire District.

The Fire District is anticipating filling fifteen (15) Firefighter/EMT positions that will be needed following the consolidation of the Windsor Fire Protection District with three other fire agencies. The recruitment will also be used to establish a list for future vacancies that may occur over the following 12-month period.

Our firefighters perform skilled work in emergency fire suppression, basic life support emergency medical care, fire prevention, investigation activities, and other activities that support the protection of life and property. Firefighters assume responsibility for patient care at the scene of a medical emergency; and perform other related duties normally associated with the position of a Firefighter.

About the Fire District and Our Pending Consolidation

The Windsor Fire Protection District is in northern Sonoma County. We have two fire stations serving the Town of Windsor and the surrounding unincorporated areas. The Windsor Fire District and the neighboring Rincon Valley Fire District have an existing agreement to share administrative positions and services. Both agencies share a robust Volunteer Firefighter cadre.

Four fire agencies are on a rapid track to consolidate. The Windsor Fire Protection District, Rincon Valley Fire Protection District, Bennett Valley Fire Protection District, and the Mountain Volunteer Fire Department are consolidating into a newly formed fire district, the Sonoma County Fire District. We are currently in our final stages of the consolidation process and expect that the new Sonoma County Fire District will be in service in early April of 2019.



The Sonoma County Fire District will serve an area comprised of residential commercial, retail, remote communities, and has a vast wildland urban interface area. The Sonoma County Fire District will have 5 staffed stations and 3 volunteer stations covering 177 square miles in the heart of the Sonoma County Wine country. Bordered on the West by the Russian river and to the East by Napa County it will be one of the largest fire districts in the County. The current fire agencies, and the new Sonoma County Fire District, are all risk fire departments responding to all types of emergency and non-emergency incidents.

Our Vision Statement

We will position the Fire District to provide fiscal sustainability while providing excellence in emergency response and community preparedness.

Our Mission Statement

To compassionately care for the safety of our communities and our visitors through progressive professional preparedness and response.

Our Guiding Principles

- We believe in providing the highest level of professionalism to our communities; therefore, we will remain committed to honesty and integrity.
- We believe in a positive and professional work environment; therefore, we will treat everyone with respect and honesty.
- We believe in the important of flexibility and adaptability; therefore, we will welcome growth and change.
- We believe that honesty is essential; therefore, we will be transparent in every aspect of service.
- We believe being compassionate is essential; therefore, we will treat everyone with kindness.



Compensation and Benefits:

- Monthly salary \$5386 to \$7346 per month
- PERS 3% @55 for Classic or 2.7% at 57 PEPR for new employees
- Employee contribution to 457 plan.
- Other benefits provided under current MOU with IAFF L1401

Qualified Candidates must Possess:

Important: This position requires you be on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility list, in addition to completing the Windsor Fire Protection District employment application.

- Must be on the FCTC Statewide Eligibility List during the application period.
- CAL-JAC CPAT card must be dated March 18, 2018 through March 22, 2019.
- Successful completion of California State Fire Marshal Approved Firefighter 1 or equivalent Firefighter 1 training curriculum.
- Valid California Driver's License, Class A, B or C.
- Valid State of California Emergency Medical Technician 1.

How to Apply:

Qualified applicants must submit a packet containing the following copies in person to the Windsor Fire Protection District offices at 8200 Old Redwood Highway, Windsor, California. Applications will be accepted starting at 800 AM on March 18th, 2019 until 12 Noon on March 22nd, 2019:

- A completed Windsor Fire Protection District Employment Application. Applications are available at cscfire.org under the employment tab.
- Must be on the FCTC Statewide Eligibility List during the application period.
- CAL-JAC CPAT card must be dated March 18, 2018 through March 22, 2019.
- A single page resume.
- Copy of high school diploma, GED certificate, or transcript.
- DD214 Long Form (Required of all former military personnel).
- Successful completion of California State Fire Marshal Approved Firefighter 1 or equivalent Firefighter 1 training curriculum.
- Valid California Driver's License Class A, B or C.
- Valid State of California Emergency Medical Technician 1.

****Incomplete, late, mailed or electronic applications will not be considered****

Highly Desirable:

- Associate of Science or Bachelor's Degree in Fire Science or related field
- Prior experience as a Volunteer Firefighter, Firefighter and/or Emergency Medical Technician
- Currently employed by a fire department or fire district in Sonoma County

Tentative Recruitment and Selection Process:

Final Filing Date: March 22nd, 2019, 12 noon

Interview panels: Week of April 1st, 2019

Background for Selected Candidates: To begin the second week of April.

Anticipated Start of Employment: June of 2019*

*Selected candidates may begin the pre-employment process described below prior to the implementation of the new Sonoma County Fire District. Actual employment start date will occur after implementation of the Sonoma County Fire District which is anticipated to be in April of 2019. The district will use an aggressive time line to accomplish the pre-employment process. No rescheduling of appointments will be accommodated.

*These dates, including the final filing date, may be changed due to business or administrative necessity.

The primary communication method will be by email.

Applicants who receive a conditional offer of employment are subject to a comprehensive background investigation including, but not limited to, DMV driving record review, Live Scan, psychological screening, medical evaluation, and drug test.

The Position and General Job Description:

Under the direct supervision of Fire Captain, the Firefighter performs a variety of duties involving fire suppression, emergency response, protection of life and property, fire prevention, and other related activities.

Supervision Received and Given:

Receives direct supervision for an assigned Fire Captain on an assigned shift. May receive general supervision from an Engineer. May exercise some supervision on volunteer and/or explorer firefighters.

Class Characteristics:

This is a safety position that is typically assigned to a fire suppression company. The incumbent is trained on the various skill sets and application of equipment used in firefighting, rescue, salvage, emergency medical services, operation of fire apparatus and equipment, public education, fire prevention inspections and investigations.

Tasks:

- Depending upon assignment, duties may include but are not limited to the following:
- Respond to fires, emergency medical calls, and other emergency alarms and public service calls as a member of a fire suppression company;
- Perform primary and secondary search procedures for fire and disaster victims.
- Remove and rescue trapped victims;
- Apply Basic Life Support (BLS) and perform primary and secondary assessments on patients at the scene of a medical emergency to determine appropriate medical treatment;
- May operate multiple vehicle types tow equipment, rescue units, four-wheel drive apparatus;
- Gain access to involved structures or areas to evacuate inhabitants, lay hose lines and assist in operating nozzles to direct streams of water on fires to control and extinguish fires;
- Select proper tools from a wide variety of specialized manual and power equipment to perform required tasks such as raising, lowering, and climbing ladders, and operating equipment from attics, ladders, basements, roofs, and other hazardous points;
- Operate rescue equipment such as the air chisel, air bags, etc.;
- Ventilate burning buildings to release heat and smoke, use salvage covers to prevent water damage, and overhaul operations after a fire to prevent rekindling;

- Check fire scene for point of origin and source of ignition and preserve evidence, which may indicate arson;
- Inspect and perform routine maintenance on rescue equipment, fire apparatus, hydrants, fire hoses, and other support equipment;
- Study and attend training sessions concerning, but not limited to, subjects such as modern techniques of firefighting, emergency medical services, hazardous materials and rescue techniques;
- Perform fire prevention functions by inspecting commercial, industrial, and residential structures;
- Provide assistance and information regarding fire and life safety education and other related community service programs to the public;
- Perform general maintenance and upkeep of fire stations, including but not limited to gardening and housekeeping duties;
- Assist Explorers, and Volunteers on the daily operations of the job;
- May act as Fire Captain or Arson Investigator as necessary;
- Perform other duties as assigned.

Knowledge of:

- Basic Life Support (BLS) procedures for evaluation and treatment of patients during various medical emergencies.
- Basic techniques on safe and proper use of tools and equipment associated with mechanical and maintenance work.
- Basic principles relating to flammable and combustible materials.
- Basic mechanical principles such as leverage, force, acceleration, friction, etc.
- English grammar, punctuation, and spelling.
- Basic math such as addition, subtraction, multiplication, and division utilizing both whole numbers and decimals.

Ability to:

- Learn firefighting methods and techniques, the basic operation and mechanics of firefighting equipment, location of hydrants, mains, major traffic and fire hazards;
- Learn to drive apparatus with care and safety in accordance with traffic laws and department regulations;
- Learn and maintain proficiency in Basic Life Support (BLS) practices and techniques;
- Analyze fire and driving situations and to adopt effective courses of actions;
- Think and act quickly in emergencies;
- Understand and carry out verbal and written directions;
- Maintain effective working relationships with those contacted in the course of work;
- Work irregular or protracted hours and to respond promptly to call-backs;
- Perform heavy and hazardous physical labor for extended periods;
- Meet and maintain physical standards;

- Work well with others as a team;
- Analyze problems quickly and take appropriate action under pressure;
- Effectively interact with various individuals with tact and courtesy;
- Effectively and clearly communicate in both verbal and written formats;
- Work under conditions of zero visibility and temperature variations with various equipment and tools; Read and interpret maps, diagrams, floor plans and geometric figures.

Work Environment:

Work indoors and outdoors; exposure to extreme hot or cold temperature; work at unprotected heights; be around moving machinery; exposure to marked changes in temperature/humidity; exposure to dust, fumes, smoke, gases, odors, mists, or other irritating particles; exposure to toxic or caustic chemicals; exposure to excessive noise; exposure to radiation or electrical energy; exposure to solvents, grease or oil; exposure to slippery or uneven walking surfaces; work below ground; work with explosives; exposure to vibration; exposure to flames or burning items; work around others, work alone, work with others; complete work on a computer. Work for prolonged periods at intense levels.

NOTE: Information contained in this announcement does not constitute an express nor implied contract, and the information provided is subject to change: It does not necessarily include all duties and responsibilities required of the position.

We are an Equal Opportunity Employer and welcome and encourage qualified applicants of all ages, races, genders, and veterans to apply