

SCOTTS VALLEY FIRE PROTECTION DISTRICT
Invites your application for the position of:

FIREFIGHTER PARAMEDIC



SCOTTS VALLEY
FIRE DISTRICT

7 Erba Lane
Scotts Valley, CA 95066

Phone 831.438.0211
Email:
jmneil@scottsvalleyfire.com

Applications will be accepted until

July 1, 2019

An Equal Opportunity Employer

Scotts Valley Fire Protection District

Established in 1958, the Scotts Valley Fire District provides fire and emergency services to the City and community of Scotts Valley as well as the adjacent unincorporated areas of Santa Cruz County. Utilizing two full time stations with 6 pieces of apparatus, the District serves nearly 20,000 residents within its 24 square mile boundaries. The District has 27 full time employees, two part time, and 7 paid-call firefighters, which provide a variety of services, including fire suppression, emergency medical services, administration, technical rescue, hazardous materials mitigation, public education, fire investigation, and fire prevention. Daily emergency response consists of 7 firefighters and one Battalion Chief. Added to this, the Scotts Valley Fire District has Mutual Aid Agreements with neighboring fire suppression organizations to further strengthen the emergency services available to our customers.

The District's administration, located at 7 Erba Ln. in Scotts Valley, is open Monday thru Friday 7am – 4pm excluding holidays. The Fire District is governed by a board of 5 directors elected to 4 year terms. Registered voters within the District elect fellow constituent candidates to a four year term. Being that we are an autonomous special district, all funding is received from property taxes. We do not receive any funding from the City of Scotts Valley.

Scotts Valley Fire personnel are highly trained, highly motivated and prepared to answer the call. We continually strive to exceed the expectations of those we serve.

Mission Statement

To protect lives, the environment and property.

Purpose

To prevent fires through:

- Education of the hazards of, and behaviors that lead to, uncontrolled fires
- Fire protection planning of the community and buildings
- Development and enforcement of codes and ordinances related to fire safety

To suppress fires through:

- Rapid response, intervention and mitigation of all uncontrolled fires
- Providing an adequate number of high caliber personnel with exceptional fire suppression training
- Use of apparatus and equipment of the appropriate kind and type

To provide rescue and emergency medical services:

- With the highest level of service possible
- Providing high caliber personnel with exceptional EMS training
- With apparatus and equipment of the appropriate kind and type

To provide response to hazardous material releases.

- Providing high caliber personnel with exceptional hazardous material training
- With apparatus and equipment of the appropriate kind and type

To respond to disasters through:

- Community education related to disaster preparedness
- Planning for any potential disaster
- Adequate training for personnel related to disaster planning and operations

To provide other emergency services to the community as required.

Values

- Maintain a high level of readiness
- Assure all personnel are adequately trained for their job
- Treat everyone with respect and kindness
- Treat people fairly and reasonably
- Maintain a professional personal appearance
- Control costs providing the best service possible for each dollar
- Maintain apparatus and equipment for a high degree of readiness
- Maintain facilities to assure functionality and professional appearance
- Support other agencies' mission(s) and maintain a high degree of cooperation with other agencies

Minimum Qualifications

Age: Must at least 18 years of age and a citizen of the United States.

Education: High School Diploma or possession of an equivalent G.E.D. certificate.

Medical Requirements: Must be able to pass a medical/physical examination and drug screening.

License/Certifications:

- Must possess a valid California Class C driver's license, along with a safe driving record, and the ability to obtain a Class B license as required.
- Possession of a current paramedic license. Local Santa Cruz County accreditation must be completed within three months of employment.
- Possession of current CPR and ACLS cards, PALS or PEPP provider card, and BTLS or PHTLS card.
- Certification of completion from a California Accredited Firefighter I Academy (*California State Firefighter I Certification is desirable*) or meet the minimum qualifications in *District Policy 1708* for Firefighter I by the date of appointment.
- Must meet residency requirements for career personnel in *District Policy 1203* within six (6) months of successful completion of the probationary period.
- Must submit a current Candidate Physical Ability Test (CPAT) certification. When submitting your CPAT completion card, the completion date must not be more than a year old from your anticipated appointment date. Note: Information on obtaining CPAT certification is available at www.fctonline.org

Knowledge of and Ability to:

- Learn rules, regulations and operational procedures of the Fire District
- Learn and apply emergency medical procedures
- Demonstrate physical endurance, agility, strength and stamina in the performance of hazardous tasks under emergency conditions
- Demonstrate a high degree of mechanical aptitude
- Learn and demonstrate the operating and mechanical principles of fire apparatus, fire alarm systems, automatic fire extinguishing equipment, and other fire equipment
- Learn to effectively and safely drive and operate the full range of fire apparatus and equipment used by the Fire District
- Learn to perform field calculations of hydraulics for the proper and effective operation of equipment at emergency scenes
- Learn and effectively demonstrate fire combat methods and techniques, the operation of firefighting equipment, and street location in the District
- Think and act quickly in emergencies
- Understand and follow oral and written directions promptly and accurately
- Effectively impart knowledge of materials learned to others
- Deal courteously and effectively with the public
- Establish and maintain cooperative relationships with those contacted in the course of work

ADA special requirement:

Essential duties require the following physical abilities and work environment: Ability to sit, stand, walk, kneel, crouch, squat, stoop, reach, crawl, twist, climb and lift 150 pounds; exposure to cold, heat, extreme noise, outdoors, confining work space, electrical hazards, vibration, chemicals, dust, toxic waste, mechanical hazards and explosive materials; availability for shift work, on-call and stand-by call.

Salary and Benefits

Base salary range \$ 93,800-102,524 annually

The Fire District offers a competitive total compensation package that includes the following:

- 3% @ 55 retirement for Classic CalPERS members, 2.7% @ 57 retirement for New CalPERS members
- Choice of medical plans offered through CalPERS
- Employer paid dental and life insurance plans
- Optional 457 plan and EAP plan available
- Uniforms provided by the District
- Paid vacation, six (6) shifts per year to fourteen (14) shifts per year after twenty years
- Work week averages 56 hours-typical 48 hour shifts on a 3 platoon system
- 24 hours of sick leave accrual per month

How to Apply

Applicants for this position are required to submit an employment application, including required documents, and supplemental questionnaire to the District and have completed a job simulation test with National Testing Network, by the testing deadline of 7/1/2019, 4 pm PST. Applicants who fail to complete either of the above requirements by the deadlines provided will be disqualified from further consideration. For those applicants who previously took the job simulation test, your test score must be valid through 7/1/2019 for this recruitment. For further details on the District's employment application and required documents, visit the job bulletin for Firefighter Paramedic at www.scottsvalleyfire.com. Note: The application with required documents can be emailed (jmcneil@scottsvalleyfire.com), sent by regular mail, or delivered in person.

Selection Process

Candidates who meet all qualifications along with the most desirable combination of education, experience and training will be invited to continue in the selection process. The selection process will require the following: *proof of current CPAT, application appraisal, job simulation test, oral panel interviews, and a Chiefs oral interview*. Candidates who successfully complete the selection process will be placed on an eligibility list. Appointment will be made from the eligibility list. A twenty-four month probationary work period is required.

Failure to submit all required documents by the filing deadline will result in disqualification of the applicant. ALL RESPONSES WILL BE CONDUCTED VIA THE EMAIL ADDRESS YOU PROVIDE. Therefore it is imperative that you provide an email address to which you have access and frequently check.

Supplemental Questionnaire

- Please explain in 2-3 paragraphs why you would like to work for Scotts Valley Fire Protection District.

COMPONENT / TENTATIVE DATES: Application filing Period: June 1, 2019 – July 1, 2019

- **Job Simulation Test:** Completed testing by July 1, 2019 at 5pm. Candidate must schedule their own testing by going to nationaltestingnetwork.com
- **Oral Interviews:** July 8-9, 2019. The oral interviews will include a panel interview and paramedic assessment interview designed to evaluate those qualities necessary for success on the job.
- **Chiefs Oral Interview:** July 15-16, 2019. The oral interview examination is designed to evaluate those who fit best with Scotts Valley Fire District.
- **Employment Eligible List:** Placement on the eligible list is comprised of the combined weighted scores. Candidate's final composite scores will determine placement on the employment eligible list.

- **Current Vacancies:** The District anticipates vacancies during the term of the list. The top candidates will be certified by the Chief and Board of Directors. The employment eligibility list is valid for one year unless exhausted sooner.
- **Conditional Offer of Employment:** Conditional employment offers will require a thorough medical and background screening prior to final offer of employment.

DATE OF NOTICE: June 1, 2019