



CITY OF TULARE
invites applications for the position of:

Fire Fighter Trainee (Licensed Paramedic)

SALARY: \$22.83 - \$27.75 Hourly
\$1,826.09 - \$2,219.62 Biweekly
\$3,956.52 - \$4,809.17 Monthly
\$47,478.24 - \$57,710.04 Annually

OPENING DATE: 04/19/23

CLOSING DATE: 05/07/23 11:59 PM

POSITION DESCRIPTION:

RECRUITMENT OVERVIEW

Thank you for your interest in our Firefighter Trainee (Licensed Paramedic) recruitment. We invite licensed paramedics to apply for this unique career opportunity.

We are currently recruiting to fill two positions and an eligible list will also be established to fill future opportunities.

This is a non-sworn classification in the fire service series established to provide on-the-job training to licensed paramedics that will be hired as Firefighter Trainees (Licensed Paramedic) and enrolled as cadets in the Fresno City College Fire Academy (Class #60), an Office of the State Fire Marshal accredited fire academy. The first day of academy instruction will be July 17th. As academy cadets, Firefighter Trainees must maintain academic and department standards for continued employment with the City of Tulare. Firefighter Trainees are required to learn, train, and perform all related learning and testing activities relative to the technical knowledge, skills, and physical abilities required to perform in the capacity of a sworn Firefighter/Paramedic upon successful completion of the academy.

Appointment to a Sworn Firefighter/Paramedic position is contingent upon successful completion of the academy followed by a final review by management personnel.

RECRUITMENT TIMELINE & PROCESS: *For planning purposes, the dates and elements associated with the recruitment process have been included in this job posting.*

This recruitment will close on: SUNDAY, MAY 7th at 11:59 p.m. Human Resources will start screening applicants on Monday, May 8th and will send applicants an email notification informing them of their status, by 5 p.m. on Wednesday, May 10th.

INTERVIEW/ASSESSMENT CENTER: Applicants that meet the minimum qualifications will be invited to participate in our interview and assessment process which will be administered the week of May 15th. Additional details will be sent via email to qualified applicants once our screening process is completed. Applicants must receive a minimum passing score of 70% to be placed on the eligibility list in rank order by score.

CHIEF'S INTERVIEW: The top candidates based upon their interview/assessment score, will be invited to interview with the Fire Chief.

COMPREHENSIVE BACKGROUND INVESTIGATION: A thorough background investigation is required of all firefighter applicants to ensure they are qualified, honest, and have good moral character. Background checks for firefighters are critical because of the role firefighters play. Firefighters are trusted members of the community whose jobs place others' lives in their hands and are given significant authority and responsibility.

PRE-EMPLOYMENT PHYSICAL: All firefighter applicants recommended for hire, undergo a medical examination prior to hire. The goal of the medical examination is to determine whether the applicant has any medical condition which would preclude the safe and efficient performance of firefighter duties.

CANDIDATE PHYSICAL ABILITIES TEST: Applicants recommended for the position will take the Candidate Physical Abilities Test (CPAT) on June 8th at Fresno City College.

Participants in the CPAT will navigate eight separate events on a closed course within a time span of 10 minutes and 20 seconds. Each event simulates a physical skill or function that firefighters experience on the job.

- Stair Climb
- Hose Drag
- Equipment Carry
- Ladder Raise and Extension
- Forcible Entry
- Search
- Rescue Drag
- Ceiling Breach and Pull

During the CPAT, candidates wear a helmet, gloves and 50-lb weighted vests, designed to simulate the weight of firefighter personal protective equipment. For the stair climb, the first event, candidates will don an additional 25-lb weight, to simulate the carrying of a hose pack into a high-rise fire. Candidates will be accompanied by a test proctor, who will call out directions for the test events and score the candidates' success in real time.

ACADEMY START DATE: Candidates recommended for the position of Firefighter Trainee (Licensed Paramedic) will attend Class #60 of the Fire Academy at Fresno City College. The first day of academy instruction will be: July 17, 2023.

To be considered for this outstanding career opportunity applicants must submit an application with detailed information in each of the following sections of the application: Education, Work Experience, Certificates and Licenses, and Skills. Applicants must also attach copies of the required certificates to their application. Resumes may be attached but will not be accepted in lieu of a complete, detailed application.

POSITION OVERVIEW

Under general supervision, attends and participates in a comprehensive training program at a Office of the State Fire Marshal (OSFM) accredited fire academy and maintains academic standards as required; learns, trains, and performs all related learning and testing activities relative to the technical knowledge, skills, and physical abilities required to perform in the capacity of a sworn firefighter/paramedic; performs a variety of activities in administering non-sworn fire services and programs for the City's Fire Department; participates in suppression, prevention, inspection, education, and related activities to protect life and property; maintains good community relations and provides information and assistance to the public; relieves sworn firefighter/paramedics of routine paramedic duties and performs related work as required.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from a Fire Captain, assigned supervisor or management personnel. Exercises no direct supervision over staff.

CLASS CHARACTERISTICS

This is a non-sworn classification in the fire service series in place to provide on-the-job training to personnel enrolled in the Fire Academy. The incumbent attends the academy and performs various administrative and paramedicine duties in support of fire activities and is responsible for providing support to the sworn fire staff in a variety of areas including paramedicine. Firefighter Trainees do not possess recognized firefighter authority, but may perform firefighting duties as part of their assigned training program. However, firefighter trainees are licensed paramedics with the ability to perform paramedic related duties as assigned. Appointment to a sworn firefighter/paramedic position is contingent upon successful completion of the academy followed by a final review by management personnel.

This class is distinguished from Firefighter/Paramedic in that incumbents are in training to effectively function in the position of Firefighter/Paramedic upon graduation.

DEPARTMENT OVERVIEW:

Tulare Fire Department is comprised of two divisions: Administration and Fire Suppression.

ADMINISTRATION DIVISION: Tulare City Fire Department is responsible for enforcing local, state and federal fire safety laws. The Prevention Bureau within the admin division, achieves this by conducting annual fire & life safety inspections of all existing buildings that are open to the public. The prevention bureau performs plan reviews for safety compliance of all new commercial, industrial and multi-residential structures. Plan review consists of checking plans for fire safety features such as: fire sprinkler, and fire alarm plans. The prevention bureau is also very involved with the storage and sale of safe & sane fireworks, as well as large public gatherings most notably the World Ag Expo.

SUPPRESSION DIVISION: The Fire Suppression Division consists of forty-one (40) uniformed personnel. The primary responsibility of the fire suppression and first responder units are to respond to fire, emergency medical, rescue, and life safety emergencies within Tulare. Emergency Services are delivered through four (4) in-service fire companies from three (3) strategically located fire stations within the city. Three of the fire companies are staffed with three personnel (captain, engineer, and firefighter/paramedic) and one patrol unit is staffed with two personnel (captain and engineer/paramedic). A division chief is on duty each day to perform as an incident commander, supervise fire suppression activities, and provide personnel supervision.

The City of Tulare is a vibrant and steadily growing community with a population of 67,834 located in the heart of California's Central Valley. The City provides a full-range of service to our citizens. The organization, staffed with 368 full-time employees, enjoys a culture of fiscal conservatism, collaboration, teamwork and dedication to public service and our community.

The primary goals of the Fire Department are to reduce casualties and the loss of life, improve patient outcomes, reduce property loss and damage, affect successful extrications of trapped victims, and protect the environment from the effects of a hazardous materials release. In calendar year 2021, the Fire Department responded to 594 fire calls, 4,648 medical calls and 2,732 calls for various other reasons for a total of 7,974 calls for service. The Fire Department is also responsible for enforcing local fire ordinances, state and federal laws, apprehending arsonists and assisting in their prosecution.

Dedicated and Professional TFD Personnel

Tulare Fire Department (TFD) has 40 sworn members, 2 non-sworn members and 1 Senior Administrative Assistant. We operate out of three fire stations; each has one engine company with three personnel on duty each day. TFD also operates a ladder company with two personnel out of Station 61 each day. These highly trained and professional firefighters are ready at a moments' notice to answer any call for services. TFD is an Insurance Services Office (ISO) rated Class 2 Fire Department.

The men and women of TFD are among the finest and well trained we have in our community. Countless hours are spent each shift honing their knowledge, skills, and abilities to keep in tune with new tactics, techniques, and procedures to tackle any hazards they face when called upon. TFD firefighters are a diverse set of individuals that come together to form an outstanding group of career professional firefighters!

Mission

To provide exceptional customer service through Fire Rescue efforts while ensuring Public Safety.

Vision

We are mission focused and value driven to proactively provide for our community's needs now and into the future through listening to our community, investing in our people, responsible management, and continuous improvement.

Core Values

- Integrity
- Professionalism
- Dedication
- Honor
- Leadership
- Service
- Respect

EXAMPLES OF ESSENTIAL FUNCTIONS:

(Illustrative Only) *Management reserves the right to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.*

- Attends, participates, and successfully completes an Office of the State Fire Marshal (OSFM) regionally accredited fire academy in accordance with the academy schedule which may include varied days and/or hours.
- Performs all necessary training activities as assigned and in accordance with readiness and preparation for firefighting activities, including training in fire suppression, emergency medical training, hazardous materials, vehicle extrication, technical rescues, equipment use and maintenance, and other related functions; participates in fire drills.
- Operates and maintains a variety of fire vehicles, apparatus, and equipment on a training basis.
- Performs physical fitness training to maintain physical abilities necessary for firefighting.
- Maintains station and personal living areas in a clean and orderly manner, and maintains surrounding grounds to ensure a safe and pleasant environment for fire personnel and the general public.
- Performs a variety of administrative duties including maintaining proper records and documentation on all job-related activities, functions, apparatus, and equipment, preparing reports, forms, recommendations, and other required administrative procedures.
- Participates in a variety of public awareness activities to promote good public relations and fire safety awareness, including providing tours of fire facilities and giving presentations at local schools as requested; responds to complaints and requests for information from the public; engages in public information activities.

- Responds to emergency medical calls and administers advanced emergency medical procedures including EKG interpretation, intravenous access, drug therapy, endotracheal intubation, pediatric emergencies, cardioversion and defibrillation, needle thoracostomy, patient assessment techniques, and safe patient transport.
- Assumes a designated position on an assigned apparatus and follows command structure instructions for fire suppression or related emergency services.
- Serves within a command structure, requiring adherence to officers' orders in life threatening situations.
- Performs salvage duties at fire scenes by placing salvage covers, sweeping, vacuuming up water, and removing debris.
- Conducts daily inspections of condition and readiness of equipment including medical and first aid equipment; cleans, washes, and services fire apparatus, vehicles and equipment; inspects, tests, and maintains equipment and pump motors including nozzles, appliances, fittings, hydrants, fire extinguishers, hand and power tools, ropes, emergency lighting equipment, generators, rescue and first aid, and related equipment.
- Assists in the investigation of fires; obtains and preserves evidence at a fire scene, secures fire scene and controls traffic, and participates in determining fire origin and cause; may be required to testify in court, as necessary.
- Assists in inspecting building structures to ensure code compliance; explains City fire codes and fire prevention policies and procedures to the general public; identifies common, special, structural, and panic hazards and recommend pre-fire planning; issues orders to comply with codes; and prepares complete and accurate reports of inspection activities as required.
- Responds to a variety of alarms and follows established procedures to investigate.
- Maintains fire fighting and emergency equipment in a clean and operable condition, including performing daily equipment checks, and performing basic repair of damaged equipment as necessary; maintains inventories of apparatus, equipment, and supplies.
- Ensures the use of appropriate firefighting safety apparel and equipment, and follows appropriate safety procedures as required.
- Works closely with other emergency medical staff, public safety, and fire personnel from other agencies, depending upon response situation.
- Responds to man-made and natural disasters, including fires, floods, earthquakes, crash rescues and other catastrophic events, including providing medical assistance.
- Subject to recall on a scheduled and/or emergency basis.
- May provide direction to EMT-1 staff on medical emergencies.
- Performs other duties as assigned.

QUALIFICATIONS / REQUIREMENTS:

QUALIFICATIONS

Knowledge of:

- Appropriate methods of patient care utilized within the Paramedic scope of practice.
- Symptoms of medical emergencies and of appropriate responses to such conditions.
- Procedures, methods, and techniques of emergency medical services.
- All basic fire operations as taught in an Office of the State Fire Marshal (OSFM) regionally accredited fire academy.
- Activities and programs of the City's Fire Department.
- Recent developments, current literature, and sources of information related to functional areas.
- Problem solving and decision -making skills.
- Principles and practices of effective interpersonal communication.
- Techniques for effectively representing the City in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory and legislative organizations.
- Applicable Federal, State, and local laws, codes and ordinances.
- Safety practices and equipment related to the work.
- Safe driving principles and practices.

- Modern office practices, methods, computer equipment and computer applications.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Techniques for providing a high level of customer service by dealing effectively with the public, vendors, contractors and City staff.

Ability to:

- Evaluate patients' conditions and properly render emergency medical care including administration of emergency medications.
- Perform at required EMS operation levels.
- Learn the geographic layout of the City and the surrounding areas and the location of various fire suppression utilities.
- Obtain necessary information from individuals in stressful or emergency situations.
- Analyze situations and identify pertinent problems/issues; collect relevant information; evaluate realistic options; and recommend/implement appropriate course of action.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities and meet critical time deadlines.
- Interpret and apply policies, procedures, laws, codes, and regulations pertaining to assigned programs and functions.
- Establish and maintain a variety of manual and computerized recordkeeping and project management systems.
- Make sound, independent decisions within established policy and procedural guidelines and protocols.
- Understand and follow oral and written directions promptly and accurately.
- Operate modern office equipment including computer equipment and software programs.
- Operate radio communication equipment.
- Use English effectively to communicate in person, over the telephone, and in writing.
- Use tact, initiative, prudence and independent judgment within general policy and legal guidelines in politically sensitive situations.
- Establish and maintain effective working relationships with those contacted in the course of work.

Education and Experience: *Any combination of training and experience which would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to the completion of the twelfth (12th) grade, supplemented by Paramedic training.

Licenses and Certifications:

- Possession of a valid Class C California driver's license with a satisfactory driving record.
- Possession of a valid EMT-P issued by a California Emergency Medical Services Authority.
- Possession of the following certifications: Advanced Cardiac Life Support, and Pediatric Advanced Life Support.
- Possession of a valid health care provider CPR certification.
- Possession of the Firefighter Candidate Testing Center (FCTC) Candidate Physical Ability Test (CPAT) card is desirable.

Special Requirement:

- Must pass a detailed background investigation.
- Be able to meet the current NFPA 1852 medical requirements for a Firefighter and be free from any physical condition which might adversely affect the ability to perform the duties of a City of Tulare Firefighter.
- Successful completion of an approved Office of the State Fire Marshal (OSFM) regionally accredited fire academy within a time period determined by the City.

ADDITIONAL INFORMATION:

PHYSICAL DEMANDS

Must possess mobility, physical strength and stamina to respond to emergency situations and use all emergency apparatus and equipment; perform medium to heavy physical work, to work in confined spaces, around machines and to climb and descend ladders; vision to discern colors and assess emergency situations, including medical incidents, to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. The job involves fieldwork requiring frequent walking in operational areas to identify problems or hazards. Finger dexterity is needed to access, enter and retrieve data using a computer keyboard or calculator and to operate above-mentioned apparatus and equipment.

Positions in this classification bend, stoop, kneel, reach and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push and pull materials, objects, and individuals necessary to perform job functions.

Environmental Elements

Employees work in the field and are exposed to loud noise levels, extreme temperatures, inclement weather conditions, road hazards, substantial heights, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes.

Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

WORKING CONDITIONS

- Employees are required to attend a fire academy in accordance with the academy schedule which may include varied days and/or hours, and work shifts, as scheduled by the Department.

APPLICATIONS MAY BE FILED ONLINE AT:
<http://www.tulare.ca.gov>

Position #2023-17
 FIRE FIGHTER TRAINEE (LICENSED PARAMEDIC)
 IS

411 East Kern Ave
 Tulare, CA 93274
 559-684-4201

Fire Fighter Trainee (Licensed Paramedic) Supplemental Questionnaire

- * 1. Do you possess a valid EMT-P issued by a California Emergency Medical Services Authority?
 Yes No
- * 2. Do you possess a valid Advanced Cardiac Life Support certificate/card? Attach a copy to your application. Failure to do so will result in disqualification.
 Yes No
- * 3. Do you possess a valid Pediatric Advanced Life Support certificate/card? Attach a copy to your application. Failure to do so will result in disqualification.
 Yes No

- * 4. Do you possess a valid Health Care Provider CPR certificate/card? Attach a copy to your application. Failure to do so will result in disqualification.
 Yes No

- * 5. Do you possess a Firefighter Candidate Testing Center (FCTC) Candidate Physical Ability Test (CPAT) card? This is not required however, if you possess the card, please attach a copy to your application.
 Yes No

- * 6. Do you possess a valid Class C California driver's license with a satisfactory driving record? Attach a copy of your license to your application. Failure to do so will result in disqualification.
 Yes No

- * Required Question