

# NORTH TAHOE FIRE PROTECTION DISTRICT EMPLOYMENT OPPORTUNITY

## **FIREFIGHTER / PARAMEDIC**

**POSTION:** Firefighter / Paramedic

**POSTING DATE:** November 1, 2017

**FINAL FILING DATE:** January 26, 2018

The North Tahoe Fire Protection District is currently accepting applications from qualified individuals for the position of Firefighter/Paramedic. The eligibility list established from this recruitment will be used to fill current and future vacancies.

**THE POSITION (Typical Duties and Responsibilities):** Successful applicants shall provide the highest possible level of fire, rescue, and pre-hospital emergency medical services as part of a firefighting/emergency services team. Position functional requirements: lays hose and directs fire streams, sets ladders, ventilates buildings, provides salvage/overhaul, uses hand and power tools; engages in wildland and urban interface firefighting; applies first-aid and provides advanced life support emergency medical services; provides public education; assists in defensible space and prescribed burning programs; performs routine maintenance of station, apparatus and equipment; assists in fire inspections, investigations, prevention, and pre-planning activities; participates in drills and training activities; and performs other related duties.

The applicant must maintain the physical endurance, muscular strength, and agility to satisfactorily perform the essential functions of a firefighter, specifically including but not limited to stooping, lifting and/or carrying heavy objects, running, crawling, walking on uneven surfaces, working safely in or adjacent to moving water, climbing ladders, pulling heavy hoses and wearing and carrying heavy equipment.

### **MINIMUM QUALIFICATIONS:**

- Minimum of 18 years of age
- Current California Class C driver's license or equivalent
- High school diploma or equivalent
- Current California State Paramedic License or National Registered Paramedic (California Licensed and local accreditation required within 60 days of appointment)
- Current CPR certification to the Health Care Provider level
- Current PALS or PEPP certification

**DESIRABLE QUALIFICATIONS**

- CA State Certified Fire Academy Diploma or Firefighter 1 Certificate (or certification from any other State equivalent to NFPA FF2)
- Two years or equivalent of full time experience as a firefighter/paramedic or paramedic within the last five years
- Associate’s or Bachelor’s degree
- CSFM Driver/Operator 1A and 1B, or equivalent
- Two years or equivalent of full-time experience in municipal or wildland fire suppression within the last five years
- California Class B License or equivalent CDL with satisfactory driving record

**APPLICATION PROCEDURE:**

Visit <http://northernnevadafire.org/> to review the application process and submit a Job Application.

**EXAMINATION PROCESS SHALL INCLUDE:**

- Written Exam
- Paramedic Written Exam
- Physical Agility
- Paramedic Skills Test
- Oral Board Interview

**PRE-EMPLOYMENT REQUIREMENTS:** Those offered employment are subject to a fingerprint-based background investigation and a drug/alcohol screening. Employment is contingent upon passing the background investigation and the drug/alcohol screening.

**BENEFITS & SALARIES:**

All salaries and benefits are per current Memorandum of Understanding (MOU) with IAFF Local 3729:

<b>Typical pay and benefits for Firefighter / Paramedic Step A, effective January 2018</b>		
<b>Pay and Benefits</b>	<b>Tier III (PEPRA)</b>	<b>Tier II (Classic)</b>
Annual Base Pay FF A-Step-C-Step	\$66,060.49 - \$72,831.70	\$67,408.01 - \$74,317.33
Paramedic Premium ALS 1-2- ALS 5+	\$4,786.12 - \$6,381.40	\$4,981.43 - \$6,641.80
2.7% FLSA Pay FF A-Step-C-Step	\$1,783.64 - \$1,966.46	\$1,820.02 - \$2,006.57
4.5% Holiday Premium FF A-Step-C-Step	\$2,972.73 - \$3,277.43	\$3,033.36 - \$3,344.28
Annual Uniform Allowance	\$750.00	\$750.00
Annual ALS CE Allowance	\$600.00	\$600.00
*Medical Insurance premiums	Single -\$8,388 / Family - \$22,512	
*Dental Insurance premiums	Single - \$572 / Family - \$1,789	
*Vision Insurance premiums	Single - \$93 / Family - \$285	
*100% of Medical, Dental and Vision premiums paid for employee and all dependents		
<b>All rates and details subject to Current MOU, and District Rules and Regulations.</b>		

### Additional Benefits:

- Public Employees Retirement System – retirement benefits dependent on employment tier and if candidate is considered a “Classic CalPERS member”
  - Employee pays the employee portion of their retirement contribution, and may pay a 2% cost share of the employers portion (dependent on CalPERS classification)
  - District pays the remainder of the employers portion
- District paid medical, dental and vision insurance for employee and family.
- District paid life and long-term disability insurance.
- Vacation accrual (6-20 shifts annually)
- Sick leave (12 shifts annually)
- Compensatory Time Off (CTO) (maximum accrual – 216 hours)
- Longevity increases: 5% increase after initial 10 years of service with the District and 5% every 5 years thereafter for a maximum 20%

***ABOUT THE DISTRICT:*** The North Tahoe Fire Protection District protects an area of 31 square miles on the north and west shores of Lake Tahoe. This is a popular, year-round recreation area featuring a multitude of winter sports and all types of water activities, hiking and biking throughout spring, summer and fall. A large number of tourists are drawn to the area, which results in significant population changes on a seasonal basis.

The District operates 6 stations, employs 60 full-time personnel, 4 part-time personnel and responds to approximately 2,000 alarms per year.

**THE NORTH TAHOE FIRE PROTECTION DISTRICT HIRES ONLY UNITED STATES CITIZENS AND ALIENS LAWFULLY AUTHORIZED TO WORK IN THE UNITED STATES OF AMERICA; IS AN EQUAL OPPORTUNITY EMPLOYER AND COMPLIES WITH THE AMERICANS WITH DISABILITIES ACT.**

## **PROBATIONARY FIREFIGHTER**

### **DEFINITION**

Under the direct supervision of a Firefighter, Engineer or a Captain, the Probationary Firefighter responds to incidents and performs a variety of complex, routine and emergency tasks. This position is an at will employee.

This position participates in all daily activities of their assigned Station to ensure efficient operations.

### **DISTINGUISHING CHARACTERISTICS**

Probationary Firefighters respond to incidents and perform emergency activities under direct supervision.

Probationary Firefighters perform routing station duties, training, physical fitness, public education and fire prevention.

This position falls into salary range Firefighter, step "A".

This position has a one year probationary period.

### **SUPERVISION RECEIVED AND EXERCISED**

Receives direct supervision from a Captain.

May at times receive direction from a senior Firefighter or Engineer.

Does not have any supervisory authority.

### **EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES**

Respond to emergencies as assigned.

Drive and operate ambulances and utility vehicles.

Operate firefighting and rescue tools.

Operate emergency medical tools and equipment to the level of training and certification.

Operate safely in and around quarters and at emergency scenes.

Fight fire inside and outside of structures and in the wildland.

Perform other fire suppression tasks as assigned.

Function at hazardous materials incidents as assigned.

Function at emergency medical incidents as assigned.

Function at any incident as assigned.

Perform minor maintenance on District vehicles and equipment as assigned.

Perform minor maintenance on District buildings and grounds as assigned.

Perform snow removal around quarters and fire hydrants as assigned.

Maintain physical conditioning to perform strenuous work under emergency conditions.

Complete District Firefighter Task Book curriculum for 0 - 12 months.

Complete responsibilities outlined in the District Career Tracks policy 0 - 12 months.

Prepare for written examination prior to advance from Step "A" to Step "B" in the Firefighter range.

Follow District "Standard Operating Procedures".

Follow District "Rules and Regulations".

Follow District Policies

Comply with "District Expectations".

Attend training courses, classes, and study assigned materials relative to the fire service and emergency medical service.

Perform related tasks, duties and responsibilities as assigned.

### **JOB RELATED AND ESSENTIAL QUALIFICATIONS**

#### **Knowledge of:**

English usage, spelling, grammar and punctuation.

Basic mathematical functions of addition, subtraction, multiplication, division, and algebra.

Basic operational procedures of fire service organizations.

Injury and Illness Prevention Program

#### **Ability to:**

Perform the physical functions necessary during fire suppression, fire prevention, EMS, rescue and other emergency incidents as required.

Communicate clearly and concisely, both orally and in writing.

Work cooperatively with other employees, supervisors, the public and outside agencies.

Learn, interpret and apply administrative and District policies, procedures and regulations.

Maintain confidential information.

Certify with the local EMS authority at level of classification.

Learn computerized data entry procedures and systems.

### **Experience and Training Minimums**

Refer to Lexipol Career Tracks policy for current experience and minimum qualifications.

### **LICENSES AND CERTIFICATIONS**

Refer to Lexipol Career Tracks policy for current experience and minimum qualifications.

## **DISTRICT EXPECTATIONS PROBATIONARY FIREFIGHTER**

Respond to all incidents as assigned.

Participate cooperatively in daily activities including housekeeping, physical fitness, vehicle upkeep, report writing, miscellaneous paperwork, public contact, phone answering, radio responses and any other duties assigned.

Participate cooperatively in training as assigned.

Report for duty on time and in the proper uniform as per current uniform specification.

Display a positive and professional attitude in all contacts with the public and other agencies.

Accept and respond to all lawful orders by superiors without hesitation or argument.

Treat all fellow employees with dignity and respect.

Communicate any and all necessary operational information to your company officer.

Obey all District Rules & Regulations and directives.

Support and follow the Chain of Command.

Support the goals of the organization and make them your goals.

Discuss with your Company Officer any problems, personal or work related, that have the potential to affect your ability to do your job. Don't delay, discuss concerns as they arise.

Provide a positive role model.

Use good judgment in matters affecting your safety or the safety of others.

Complete all probationary Firefighter requirements as stated in the Career Tracks policy.

Complete all assigned paperwork prior to the end of shift.

Complete all probationary Firefighter requirements as stated in the District Task Book.

Report any instances of known or perceived workplace harassment immediately.

Comply with the District's Patient Privacy Policy as outlined in Appendix K of these Rules & Regulations.