

# RANCHO SANTA FE FIRE PROTECTION DISTRICT



INVITES YOUR INTEREST IN THE POSITION OF

## Firefighter/Paramedic

Lateral & Entry level

\$85,463 — \$103,881 Annually

(Including FLSA)

### Important Dates

Deadline	Testing Dates	Anticipated Start Date
February 15, 2023 4:00PM (PST)	Week of February 20, 2023	April 16, 2023

#### TO APPLY:

Please visit the district's website <https://www.rsf-fire.org/current-job-openings/> to obtain the FF/PM Recruitment Packet and [Application](#).

- Please mail applications to:

**RSFFPD Human Resources P.O. Box 410, Rancho Santa Fe, CA 92067-0410.**

- Or hand deliver/courier service to:

**RSFFPD Human Resources 18027 Calle Ambiente, Rancho Santa Fe, CA 92067-0410.**

*Postmarks, faxes or any other electronic methods will NOT be considered.*

#### **Applicants may contact:**

Sandra Reyes, Human Resource Analyst at (858) 756-6090 with any questions.

Rancho Santa Fe Fire Protection District is an equal opportunity/affirmative action employer and supports work force diversity. Women and minorities are encouraged to apply.



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## Suppression Benefits

<b>Salary</b>	See job flyer for salary range
<b>Retirement</b>	Membership in California Public Employees' Retirement System (CalPERS), plan determined at time of employment
<b>Vacation</b>	264 to 408 hours per year based on years of service per the Memorandum of Understanding (MOU) Rancho Santa Fe Professional Firefighters Association—Local 4349
<b>Health Retirement Account (HRA)</b>	District contributes \$100/month to an HRA on behalf of the employee
<b>Sick Leave</b>	12 hours per month as per the MOU
<b>Health Benefit Plans</b>	The District provides health benefits through CalPERS and dental benefits through Guardian. The District allows for a cap to be determined on a calendar year basis
<b>Life Insurance</b>	District provides Life Insurance up to \$25,000
<b>Deferred Compensation</b>	Voluntary 457b deferred compensation plans are available

# RANCHO SANTA FE FIRE PROTECTION DISTRICT



<b>Position Title</b>	<b>Firefighter/Paramedic (Lateral &amp; Entry Level)</b>
<b>The Rancho Santa Fe Fire Protection District ("District")</b>	<p>Under the direction of a Company Officer, a Firefighter/Paramedic (FF/PM) provides basic and advanced life support services to ill or injured persons in accordance with the policies established by the Department of Emergency Medical Services of San Diego County. The FF/PM is responsible for performing the duties of a firefighter assigned to engine companies and other specialized District apparatus.</p>
<p><b>Duties</b></p> <p><i>Essential job duties include but are not limited to those outlined on the Job Description.</i></p>	<p><b><u>KNOWLEDGE OF:</u></b></p> <ul style="list-style-type: none"> <li>• Firefighting principles, techniques, and suppression methods, including fire behavior and fire prevention</li> <li>• San Diego County paramedic protocols for assessment and treatment of the ill and injured</li> <li>• Emergency rescue procedures and practices relating to fire, traffic collisions, technical rescue, HAZMAT, and other life threatening or injury prone events</li> <li>• Apparatus and equipment mechanics, maintenance, and operations</li> <li>• Laws, ordinances, and codes affecting the work of a FF/PM</li> <li>• Appropriate safety precautions and procedures</li> <li>• Basic English grammar, spelling, punctuation, composition, mathematics, and mechanical relationships</li> </ul> <p><b><u>ESSENTIAL FUNCTIONS:</u></b></p> <p>Perform the job functions of a FF/PM, including but not limited to:</p> <ul style="list-style-type: none"> <li>• Suppress fires, perform rescues, and carry out emergency medical techniques and procedures</li> <li>• Operate, maintain, and inspect vehicles, apparatus, and equipment</li> <li>• Respond quickly to changing situations under stressful conditions</li> <li>• Learn local geography, demographics, locations, and regulations</li> <li>• Clean and maintain fire stations, district facilities, and grounds</li> <li>• Conduct fire inspections and participate in public education activities</li> <li>• Understand and follow oral and written directions promptly and accurately</li> <li>• Pass periodic recertification tests</li> <li>• Operate computers and other electronic devices, write comprehensive reports, and maintain accurate records</li> <li>• Establish and maintain effective relationships with those in contact during the course of work</li> </ul>

## Qualifications

### **REQUIRED AT TIME OF APPLICATION: ALL APPLICANTS**

- Valid Driver License with satisfactory driving record
- Current State of California Paramedic license. Must be maintained as a condition of employment
- Applicants must submit proof of only one of the following:
  - ◊ California State Fire Marshal Firefighter I Certificate
  - ◊ Or California OSFM Accredited Firefighter 1 Academy Certificate
  - ◊ Or International Fire Service Accreditation Congress (IFSAC) and/or National Board on Fire Service Professional Qualification (Pro Board) accredited certification that includes Fire Fighter 1, Hazardous Materials Awareness and Operations, and Wildland Fire Fighter 1.


### **ENTRY LEVEL FF/PM APPLICANTS:**

- As of 02/15/23, must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL). For more information on how to be placed on the FCTC SEL, visit: <https://www.fctconline.org/find-a-job/fctc-statewide-list/>
- Cal-JAC CPAT (Candidate Physical Ability Test) Card must be dated between 02/15/22 and 02/15/23
- A passing score on the FCTC written test must be dated between 02/15/22 and 02/15/23
- To view upcoming Cal-JAC CPAT and FCTC Written Test dates, visit <https://www.fctconline.org/candidates/upcoming-test-schedule/>
- Candidates experiencing financial hardship may qualify for a grant to pay for their FCTC testing fees visit <https://www.fctconline.org/grants/>

### **LATERAL FF/PM:**

- Lateral candidates must be currently employed as a full-time FF/PM (or higher) with a municipal, county, state, federal, or fire district agency. Lateral candidates must have a minimum of one year of full time employment as a FF/PM prior to the filing deadline
- FCTC Selection Eligibility List is not required for lateral candidates but it is highly desired and may be submitted with the application
- CPAT is not required for lateral candidates but is highly desired and may be submitted with the application
- All successful candidates without a current CPAT will be required to pass the North Zone Agility test before management interviews

<p><b>Qualifications</b></p> <p><i>Continued</i></p>	<p><b><u>ADDITIONAL REQUIREMENTS: ALL APPLICANTS</u></b></p> <ul style="list-style-type: none"> <li>Maintain current license as an Emergency Medical Technician-Paramedic (EMT-P) with the State of California and a current EMT-P accreditation with the County of San Diego Emergency Medical Services (EMS) at time of hire</li> <li>A California Class "C" drivers license with Firefighter endorsement or a Commercial Class "B" drivers license must be obtained within 18 months of employment and maintained</li> </ul>
<p><b>Work Schedule</b></p>	<ul style="list-style-type: none"> <li>Successful applicants will be assigned to work a 24 hour Kelly shift schedule</li> </ul>
<p><b>Physical Demands and Working Environment</b></p> <p><i>The conditions described herein are representative of those that must be met by an incumbent to successfully perform the essential functions of this classification. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.</i></p>	<ul style="list-style-type: none"> <li><b>ENVIRONMENT:</b> Standard office setting with some travel to various locations to attend meetings or respond to emergency scenes, disasters or critical incidents; occasional exposure to excessive noise, dust, grease, smoke, fumes, airborne particles, noxious odors, gases, explosives and blood-borne pathogens; all types of weather and temperature conditions; occasionally works near moving mechanical parts, in areas of limited and restricted entry and exit, and in high precarious places; exposure to vibration from equipment and vehicles; operation of foot controls or repetitive foot motion; extensive public contact; the noise level in the work environment is usually moderate; however, the noise level may be very loud when responding to emergency calls and when working at a fire or other emergency incident; wears appropriate personal protective equipment including goggles, face protector, turn-outs, safety shoes and self-contained breathing apparatus; may be required to travel outside the district boundaries to attend meetings. Work environment is both formal and informal, team oriented, having variable tasks, pace, and pressure</li> <li><b>Physical:</b> Primary functions require sufficient physical ability to work in an office setting and operate office equipment and to respond to 911 emergencies. Continuous sitting and upward and downward flexion of neck; side-to-side turning of neck; reaching below the shoulders; fine finger dexterity; simple grasping and repetitive use of hands. Frequent walking and walking on uneven ground; twisting at waist; light to moderate finger pressure to manipulate keyboard, equipment controls, and office equipment; pinch grasp to manipulate writing utensils. Occasional standing, running, crawling, kneeling, climbing, balancing and squatting; bending at the waist; reaching at and above shoulder height; pushing and pulling; power grasping to pick up equipment; may lift and carry objects weighing more than 100 pounds with or without assistance; operate a vehicle to travel to various locations; operate fire suppression and medical response, equipment, apparatus, and tools; verbally communicate to exchange information</li> </ul>

<p><b>Physical Demands and Working Environment</b></p> <p><i>Continued</i></p>	<ul style="list-style-type: none"> <li>• <b>Vision and hearing:</b> <ul style="list-style-type: none"> <li>◊ <b>Vision:</b> Must see in order to perform essential job tasks; respond to incidents, provide care; operate emergency vehicles and apparatus; keep records, operate a computer, and perform office work; maintain station and equipment. Must be sufficient to meet NFPA Medical Evaluation criteria</li> <li>◊ <b>Hearing:</b> Must hear instructions, radio messages, and emergency tones, alarms and other warning devices; sufficient to perform essential job tasks. Must be sufficient to meet NFPA Medical Evaluation criteria</li> </ul> </li> </ul>
<p><b>Application Process</b></p>	<ul style="list-style-type: none"> <li>• All applications will be reviewed for completeness and the most appropriately qualified individuals will be invited to continue in the selection process</li> <li>• Include copies of required licenses and certificates, and copies of highly desirable certifications with your application and resumé. All associated documents must be delivered together <u>by hand</u>, <u>by courier</u>, or <u>mailed</u> to the Rancho Santa Fe Fire Protection District administrative office  <i>(See Job Flyer for details on address locations)</i> <ul style="list-style-type: none"> <li><input type="checkbox"/> Signed and completed <a href="#">Fire District Application</a></li> <li><input type="checkbox"/> Resumé</li> <li><input type="checkbox"/> Valid Drivers License</li> <li><input type="checkbox"/> California State Paramedic License</li> <li><input type="checkbox"/> CSFM FF I, or CSFM Fire Academy, or IFSAC/Pro Board Fire Firefighter 1 Certifications</li> <li><input type="checkbox"/> Current CPAT</li> <li><input type="checkbox"/> Current FCTC SEL</li> </ul> <p><u>Highly Desirable:</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Valid Drivers License for fire apparatus</li> <li><input type="checkbox"/> CA state Fire Fighter I and II Certificates</li> </ul> </li> <li>• Resumés without application will not be accepted</li> <li>• Postmarks will not be accepted</li> <li>• The examination process for the position may include any or all of the following components: <ul style="list-style-type: none"> <li>◊ FF/PM Assessment Center</li> <li>◊ Captains Interview</li> <li>◊ North Zone Physical Agility Test (Laterals only if needed)</li> <li>◊ Management Interview</li> <li>◊ Background Investigation</li> <li>◊ Medical Examination</li> <li>◊ Psychological Examination</li> </ul> </li> </ul>
<p><b>Additional Information:</b></p>	<ul style="list-style-type: none"> <li>• <a href="http://www.rsf-fire.org">www.rsf-fire.org</a></li> <li>• <a href="http://www.fctconline.org">www.fctconline.org</a></li> </ul> <div style="text-align: right;">  </div>