



CITY OF GLENDALE
 Human Resources Department
 613 E. Broadway, Room 100
 Glendale, CA 91206
<http://www.glendaleca.gov>

**INVITES APPLICATIONS FOR THE POSITION OF:
 Firefighter Paramedic A - Lateral (6 Week Academy)**

An Equal Opportunity Employer

SALARY: Salary: See Position Description

OPENING DATE: 12/02/19

CLOSING DATE: 01/10/20

FLSA STATUS: Non-Exempt

EXAMINATION TYPE: Open Examination

PROBATIONARY PERIOD: One year

PERS/PARS CONTRIBUTION: See note below.

THE POSITION

Early 2020, the Glendale Fire Department will implement a 48/96 operations schedule on a two-year trial basis.

The salary for Firefighter/Paramedic A is \$7,804.47 per month from the start of the Academy. Paramedic A pay may be increased based on a candidate's qualifications, experience, and current total compensation (excluding overtime).

The salary range for Firefighter/Paramedic B (13th month functioning as a Paramedic with the City of Glendale and thereafter) is \$8,452.36 - \$10,583.65 per month.

Effective the commencement of the first pay period that includes July 1, 2020, all unit employees shall receive a salary adjustment of one and one half percent (1.5%).

NOTE: The respective salaries include the applicable PERS contribution. Rates are pursuant to CalPERS and/or MOU provisions.

"Classic" members of CalPERS participate in a retirement formula of 3% at 55 and contribute a total of 13% towards retirement.

New CalPERS members will be enrolled in PEPRA, which has a formula of 2.7% at 57. PEPRA members pay a total of 15% towards retirement.

Essential functions of the job include, but are not limited to, the following:

Performs all functions of a Paramedic, as necessary.

Advances and extends hoses.

Performs straight/natural, reverse and multiple hose lays.

Loads hoses.

Connects/disconnects fire hoses to fire protection equipment, such as fire hydrants, sprinkler and standpipe systems or fire apparatus.

Operates nozzles.

Shuts off and turns on fire hydrants.

Carries ladders.

Climbs up or down ladders.

Raises or lowers and positions ladders.

Carries equipment, tools and hose lines up or down ladders.

Performs lock-in procedures to ladders.

Ties specific knots used in various firefighting rescue operations.

Administers emergency care to medical emergency victims.

Monitors vital signs of emergency victims.

Uses self-contained breathing apparatus.

Participates in on-the-job training both in the classroom and on the drill field; this includes EMS training and basic instruction in firefighting.

Participates in physical fitness programs.

Conducts public education on fire safety and life safety.

Ensures Department services are provided with exceptional customer service and the highest level of ethical standards.

May drive on City business as necessary.

Assumes responsibility for ensuring the duties of this position are performed in a safe, efficient manner.

Performs other related duties as assigned or as the situation requires.

MINIMUM REQUIREMENTS

Knowledge, Skills & Abilities

Knowledge of:

City geography and street layout.

Mathematical computations such as averages, percentages and fractions.

Knowledge of and skill in:

Emergency Medical Services (EMS) procedures and equipment.

Exceptional customer service practices.

Paramedic practices and procedures.

Skill in:

Applying common sense and logic in decision making.

Ability to:

Communicate effectively in English, both orally and in writing.

Correct misunderstandings.

Develop necessary skills from on-the-job training and meet standards of performance for the

classification by the end of the recruit period.
Establish and maintain smooth working relationships, and resolve interpersonal conflicts.
Foster a teamwork environment.
Lift Fire Department equipment in a safe manner.
Listen carefully to understand others.
Maintain physical activity over long periods of time.
Model and practice the highest standards of ethical conduct.
Perform basic research.
Provide exceptional customer service to those using the Fire Department.
Read, write and comprehend directions and training materials in English.
Work at heights and in confined spaces.

Other Characteristics

Willingness to:

Assume responsibility for maintaining a safe working environment.
Work outside in all kinds of weather.
Work overtime as requested.

Applicants must be of good moral character.

Age Requirement

Must be 18 years of age at time of appointment.

Experience

Must currently be employed as a Firefighter Paramedic and possess a minimum of one year of experience as a full time paid professional firefighter with a municipal fire department.

Education/Training

Completion of a certified Paramedic program is required.

Completion of either (1) a CA Firefighter I Academy; or (2) possession of a CA Firefighter I certificate, or equivalent (i.e. IFSAC, Pro Board) is required.

Graduation from high school or attainment of GED or CHSPE certificate is required.

License(s)/Certification(s)

A valid State of California Paramedic License at the time of application is required. **You MUST attach a copy of the License to your application.** For out-of-state applicants, must possess a valid National Registry Paramedic certification at the time of application; however, must possess a California Paramedic License by no later than July 1, 2020.

Valid California Class C driver's license with an acceptable driving history is required.

NOTE: Must possess a driver's license which meets State and Department requirements for driving all emergency fire apparatus by the end of the training academy.

Desirable Qualifications

Bilingual abilities in languages spoken in the community, such as Armenian, Korean, and Spanish. *Upon successfully graduating from the Academy, may be eligible to receive foreign language pay (\$70-\$140/month).*

An Associate of Arts or Associate of Science Degree in a related field is desirable. Candidates who possess an AA Degree/CA State Fire Officer Certification or a higher degree may be eligible to receive educational/career development incentive pay (\$200-\$300/month).

California State Fire Marshal Driver Operator 1A Certificate.

Special Note

May be eligible for Special Operations Pay if qualified as either a Hazardous Materials Technician/Specialist or Urban Search & Rescue (US&R) Specialist as outlined in the City of Glendale and Glendale Firefighters' Association MOU, as well as the Glendale Fire Department

Special Operations policy.

Upon hire, will be placed in the classification of Firefighter/Paramedic A and participate in the Glendale Fire Academy. Upon successful graduation from the training academy, will continue in the classification of Firefighter/Paramedic A, which functions both as a Firefighter and a Paramedic and has a one-year probationary period. **The probationary period begins on the first day of the 6-week academy.** Appointees who are unable to meet the standards of a Firefighter and a Paramedic will be subject to termination during the probationary period.

Special Condition

TATTOO POLICY: Unless otherwise exempted, no employee of the GFD shall have any "visible" tattoos or other skin markings. Tattoos, or other skin markings, shall be covered while on duty with a long-sleeved uniform shirt, long-sleeved work t-shirt, work pants, sweat pants or a tattoo wrap/sleeve (100% cotton-NFPA compliant) approved by the Department. Cosmetic tattoos on the face (e.g. eye brows, eye liner, and lip liner) and wedding band tattoos on the ring finger will be reviewed by the Fire Chief on a case by case basis. Marks or scars from injuries or medical procedures are exempt from these policy restrictions. For further information regarding this policy, please contact Human Resources at (818) 548-2110.

Medical Standards/Non-Smoking Requirement

Upon being offered employment, candidates must pass a pre-placement medical examination, which includes a drug and alcohol screening, as well as a psychological examination. Candidates selected for the Glendale Fire Department must meet medical standards in compliance with National Fire Protection Association 1582 Standards on Medical Requirements for Firefighters, adopted by the City of Glendale Civil Service Commission. Newly hired employees selected for the Glendale Fire Department for this position will be required to sign a condition of employment statement that they do not smoke nor use tobacco products and shall not do so while employed with the City of Glendale.

Note

An equivalent combination of experience, education and/or training may substitute for the listed minimum requirements.

SELECTION PROCESS

EVALUATION OF APPLICATION: Submitted Lateral Firefighter Paramedic Application will be reviewed to ensure applicants meet the minimum requirements.

SKILLS ASSESSMENT: Administered to evaluate the candidates' paramedic skills.

ORAL INTERVIEW EXAMINATION: Administered to evaluate the candidates' experience, education and personal fitness for the position.

PHYSICAL PERFORMANCE (BIDDLE TEST): Evaluates the candidates' ability to perform the physical aspects of firefighting. **Candidates must successfully pass the Biddle Test between the dates of March 1, 2019 and January 10, 2020 and must present a valid certificate of successful completion of the Biddle Test by no later than January 10, 2020. Failure to do so will preclude you from participating in the further stages of the recruitment process. The Biddle Exam is administered at Rio Hondo College, Mount San Antonio College (Mt. SAC), Santa Ana College, and Victor Valley College.**

BACKGROUND INVESTIGATION: A comprehensive background investigation will be conducted on all finalists, which will review and verify personal history including, but not limited to, financial responsibility, criminal history, drug use history, driving record, and verification of application materials. Significant issues or omissions in the above-stated areas may be grounds for disqualification. Background investigation will include Livescan fingerprinting and a polygraph.

EXAMINATION WEIGHTING: Evaluation – qualifying, Skills Assessment –30%, Oral – 70%, Physical – pass/fail, Background Investigation – pass/fail. All applications, resumes and submitted reference materials will be reviewed and evaluated and only the best-qualified

candidates based on applicable experience will be invited to the selection process. Any evaluation will be based on the candidate's education and experience as related to the position. Any examination will be to evaluate the candidate's education, experience, knowledge and skills for the position. The City of Glendale reserves the right to modify the above stated examination components and/or weights. Should this be necessary, the candidates will be notified of the specific examination components and weights prior to the administration of any examination.

TIME AND PLACE OF THE EXAMINATION WILL BE ANNOUNCED. The City of Glendale conforms with State and Federal obligations to make reasonable accommodation for applicants and employees with disabilities. The Human Resources Department asks that it be advised of special needs at least five days prior to the first test part so that a reasonable accommodation may be made. The provisions of this bulletin do not constitute an express or implied contract. In compliance with the Immigration Reform and Control Act of 1986, the City of Glendale requires that all new employees provide documentation to establish both work authorization and identity.

APPLICATIONS MAY BE OBTAINED AND FILED ONLINE AT:
<http://www.glendaleca.gov>

Job #20191202
 FIREFIGHTER PARAMEDIC A - LATERAL (6 WEEK ACADEMY)

Firefighter Paramedic A - Lateral (6 Week Academy) Supplemental Questionnaire

- * 1. Are you a high school graduate or have you passed either a proficiency exam or the GED test?
 Yes No

- * 2. Do you possess a valid State of California Paramedic License, or if you are an out-of-state applicant, do you possess the National Registry Paramedic Certification? You MUST attach a copy of your license/certification to your application. NOTE: Out-of-state applicants must obtain the CA PM License by no later than July 1, 2020.
 Yes No

- * 3. Are you currently employed as a Firefighter Paramedic?
 Yes No

- * 4. Do you possess a minimum of one year of experience as a full time paid professional firefighter with a municipal fire department?
 Yes No

- * 5. If your answer to question #4 is yes, please provide details surrounding your applicable experience. If your answer to question #4 is no, enter N/A.

- * 6. Have you completed a CA Firefighter I Academy or possess a CA Firefighter I certificate or equivalent? You MUST attach a copy of your certificate to our application.
 Yes No

- 7. Have you successfully passed the Biddle on or after March 1, 2019? If so, you MUST attach a copy of your certificate of completion to your application.
 Yes No

- * 8. Do you possess a California Class "C" Driver's License?

- Yes
 - No
 - Not applicable - Not a California resident, but possess a valid driver's license for the state in which I live
- * 9. If you currently work for a public agency or have worked for one in the last 5 years, please list your position title as well as your final monthly salary or hourly wage.
- * 10. Within the salary range as identified on this bulletin, what are your salary expectations for this position?
- * 11. How did you FIRST learn about this position?
- City of Glendale Website
 - Visited Human Resources in person
 - Currently a City employee
 - Friend or relative
 - GTV6
 - Glassdoor
 - GovernmentJobs
 - Indeed
 - LinkedIn
 - Twitter
 - Other
- * Required Question