



# City of Milpitas

## Announces a job opportunity for **Lateral Firefighter and Lateral Firefighter/Paramedic**

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**Position:** Lateral Firefighter

**Annual Salary Range:** \$89,601.20-\$108,321.20

**Position:** Lateral Firefighter/Paramedic

**Annual Salary Range:** \$100,025.90-\$120,992.56

**Final Filing Date:** Open until filled

### **About the Position**

The City of Milpitas seeks Lateral Firefighter and Lateral Firefighter/Paramedics who under the direction of the Fire Captain, will perform firefighting and fire prevention duties aimed at protecting life and property, operate and maintain firefighting apparatus and equipment and provide basic medical assistance. In addition, as a Firefighter/ Paramedic, incumbents will provide Advanced Life Support first responder pre-hospital emergency medical care and emergency medical assistance, perform minor station maintenance, and participate in a wide variety of training to maintain skills.

Essential duties may include, but are not limited to the following: Drive and operate fire apparatus, respond to fires, rescue individuals that are trapped or injured, provide medical aid, operate specialized manual and powered tools, hose, ladders, and other safety equipment under hazardous conditions; maintain all tools and equipment; use and wear scene appropriate full protective clothing including self-contained breathing apparatus equipment; participate in a variety of fire/emergency related drills and training, participate in fire prevention inspections, education, pre-fire planning and public relations; assist in fire investigations; participate in physical fitness program; appear in court as necessary; maintain station and grounds, maintain fire hydrants, perform a variety of administrative duties as assigned and perform work with a record of regular attendance and punctuality. As a Paramedic, essential duties include responding to medical emergency calls; evaluating condition of patient and monitoring vital signs, communicating with hospital and emergency medical dispatcher, administering medical care in accordance with medical orders; interviewing patients and witnesses and observing evidence at the scene, coordinating transport, completing reports. Duties also include maintaining medical equipment and supplies and training other City personnel in emergency first aid techniques as required.

**Examples of Duties:** Duties may include, but are not limited to the following:

#### Lateral Firefighter/EMT:

- Respond to alarms with the fire company; connect and lay those lines; enter burning areas or buildings with hose lines; assist in operating nozzles, and direct a stream of water on fires; carry and operate chemical fire extinguishers; raise, lower and climb ladders; make forcible entry into buildings when necessary.
- As directed, ventilate buildings; administer first aid; assist in rescue, overhauling, salvage and clean-up operations.
- May operate motor driven equipment including fire trucks, automobiles, and rescue and supply trucks.
- Clean and service firefighting equipment; inspect and test equipment carried on fire trucks.
- Clean and perform minor repairs to hydrants.
- Assist in the maintenance of clean and orderly conditions in and about fire station.

- Study Fire Department rules and regulations, fire hazards and firefighting techniques; attend drills and staff conferences. Participate in company fire prevention inspection.
- Assist paramedics at medical emergencies.
- Participate in community relations and education programs.
- Assist in voter registration, bicycle licensing and other special programs.
- Perform related duties as assigned.

Lateral Firefighter/ Paramedic:

- Respond to and perform skilled tasks at the scene of emergency calls for assistance to include fire, medical assistance, rescues, heavy rescues, extrications, hazard identification, hazardous materials incidents, public assistance and service.
- Provide patient/victim assessment quickly and thoroughly; initiate and apply appropriate medical treatment including rescue, first aid and advanced life support according to standard and accepted protocol and the latest technology available.
- Participate as a team member of firefighter company responding to alarms; connect and lay hose lines; enter burning areas of buildings with hose lines; assist in operating nozzles and directing a stream of water on fire; carry and operate a variety of firefighting equipment; raise, lower, and climb ladders; forcibly enter buildings when necessary.
- Drive and operate fire engine, truck, and/or other emergency response vehicles; operate accompanying apparatus and equipment.
- Ventilate buildings and assist in the overhauling, salvage, and clean-up operations as directed at the scene of a fire/emergency incident.
- Clean and service firefighter and emergency response equipment and apparatus; inspect and test equipment to ensure equipment is fully operational in a safe and effective manner.
- Clean and perform minor maintenance to fire hydrants.
- Maintain records and documentation of activities and prepare reports; enter requested information into computerized database as assigned.

**Minimum Qualifications**

**Education:** Equivalent to completion of the twelfth grade. Some college level fire science course work is desirable.

**Experience:** Two (2) years of professional firefighting experience with a public agency or special district performing similar duties as a Firefighter with the City of Milpitas

**Firefighter:** Two (2) years of experience performing responsible, certified-EMT duties. Firefighter and EMT experience may have been obtained concurrently.

Firefighter/Paramedic:

**License and Certificates**

Lateral Firefighter/ EMT:

- Possession of and ability to maintain EMT Certification or the ability to obtain and maintain certification as an EMT-B with the State of California within sixty days of appointment to this job classification.
- Ability to obtain an EMT-B certificate from the County of Santa Clara within sixty days of appointment to this job classification.
- Possession of or ability to obtain and maintain an appropriate, valid state driver's license and Firefighter Endorsement if appropriate.

- Possession of and ability to maintain a current CPR certification from the American Heart Association.

Lateral Firefighter/ Paramedic:

- Possession of or ability to obtain and maintain a valid appropriate State Driver's License and Firefighter Endorsement if appropriate.
- Possession of and ability to maintain a current certification as an Emergency Medical Technician-Paramedic with the State of California or possession of National Registry Paramedic Certification and ability to obtain and maintain certification as an Emergency Medical Technician-Paramedic with the State of California within sixty days of appointment to this job classification.
- Ability to obtain an Emergency Medical Technician-Paramedic Certificate from the County of Santa Clara within sixty days of appointment to this job classification.
- Possession of and ability to maintain a current CPR certification from the American Heart Association.

**Knowledge of:**

Lateral Firefighter:

- Geography of local area.
- Standard and accepted State of CA or NREMT emergency medical services EMT-B, EMT-I or EMT-P procedures and treatment approaches.

Lateral Firefighter/Paramedic:

- Geography of local areas.
- Standard and accepted State of CA or NREMT emergency medical services EMT-B, EMT-I or EMT-P procedures and treatment approaches.
- Basic operation and mechanics of emergency medical response equipment.
- Standard and accepted fire suppression and prevention operations to include rescue, fire fighting, radio communications, incident command system, hazardous materials handling, and water systems.
- Standard and accepted fire suppression equipment, apparatus, and vehicle operation and maintenance. Standard and accepted principles of fire behavior and hazardous materials handling.
- Standard and accepted safety and health principles and practices relevant to fire suppression, hazardous materials handling, rescue and emergency medical response.
- Pertinent state and local laws, regulations, and codes applicable to fire suppression and prevention.
- Pertinent state and local laws, regulations, and codes applicable to emergency medical response and rescue including the state's Health and Safety Code related to emergency medical services.

**Ability to:**

Lateral Firefighter:

- Learn principles, practices, procedures of modern firefighting and protection of life and property.
- Learn fire apparatus, equipment, tools, devices, facilities, and their proper use and maintenance requirements. Learn first aid and C.P.R.
- Understand and act in accordance with departmental policies, rules, instructions and written material in the field of firefighting. Learn firefighting techniques and procedures.
- Demonstrate mechanical aptitude as required in the operation of firefighting equipment.
- Learn to drive a fire truck safely and in accordance with traffic laws and ordinances.
- Analyze fire and driving situations and to adopt effective courses in action.
- Retain presence of mind in emergency situations.
- Understand and carry out oral and written directions.

- Establish and maintain effective relationships with fellow employees and the general public.
- Learn the operation and maintenance of voice radio equipment.
- Think and act quickly and effectively in emergencies

#### Lateral Firefighter/Paramedic:

- Understand and carry out a variety of both oral and written instructions in a timely and effective manner.
- Understand and act in accordance with departmental policies, rules, and regulations as well as instructional materials related to firefighting and emergency treatment responses.
- Perform basic and advanced life support procedures in a timely and effective manner.
- Analyze situation, identify problem, and apply sound decision-making process in the application of firefighting, rescue, and emergency response activities.
- Drive and operate fire vehicles and accompanying apparatus in a safe and effective manner.
- Apply and utilize a variety of firefighting techniques and procedures in a timely and effective manner.
- Conduct fire inspections, training classes/demonstrations, and other community outreach activities related to assigned job functions.
- Demonstrate mechanical aptitude as required in the operation and maintenance of firefighting and emergency response equipment and apparatus.
- Communicate effectively in both oral and written forms.
- Meet the physical requirements necessary to perform assigned duties in a safe and effective manner for self and others.
- Establish and maintain effective work relationships with those contacted in the performance of required duties.

#### **Special Requirements**

- This position is subject to an eighteen (18) month probationary period
- As a condition of employment, employee shall satisfactorily complete a Physical Fitness Examination and may be required to take an annual medical examination
- Firefighting/ EMS responders will be subject to initial and subsequent random drug screening.
- Ability to work a 24-hour shift and is subject to emergency response at any time. Employees may be required to perform any emergency response tasks, at any time during the 24-hour shift, for an unspecified period of time. Ability to perform job Inside 25% and Outside 75%.

#### **Selection Process**

Applicants whose qualifications best meet our current needs will be invited to participate in the selection process that may consist of an assessment of the candidate's written skills, computer skills, and an oral board interview. Candidates who successfully pass the selection process will be placed on an eligibility list. All candidates will be advised of their status once a finalist has been selected.

#### **To Apply**

Only online applications via CalOpps will be accepted. Visit the City of Milpitas website at [www.ci.milpitas.ca.gov](http://www.ci.milpitas.ca.gov) or [www.calopps.org](http://www.calopps.org) to apply. Copies of required certificates (if applicable), must be scanned into one document, along with a resume, and attached to your application by the filing date.

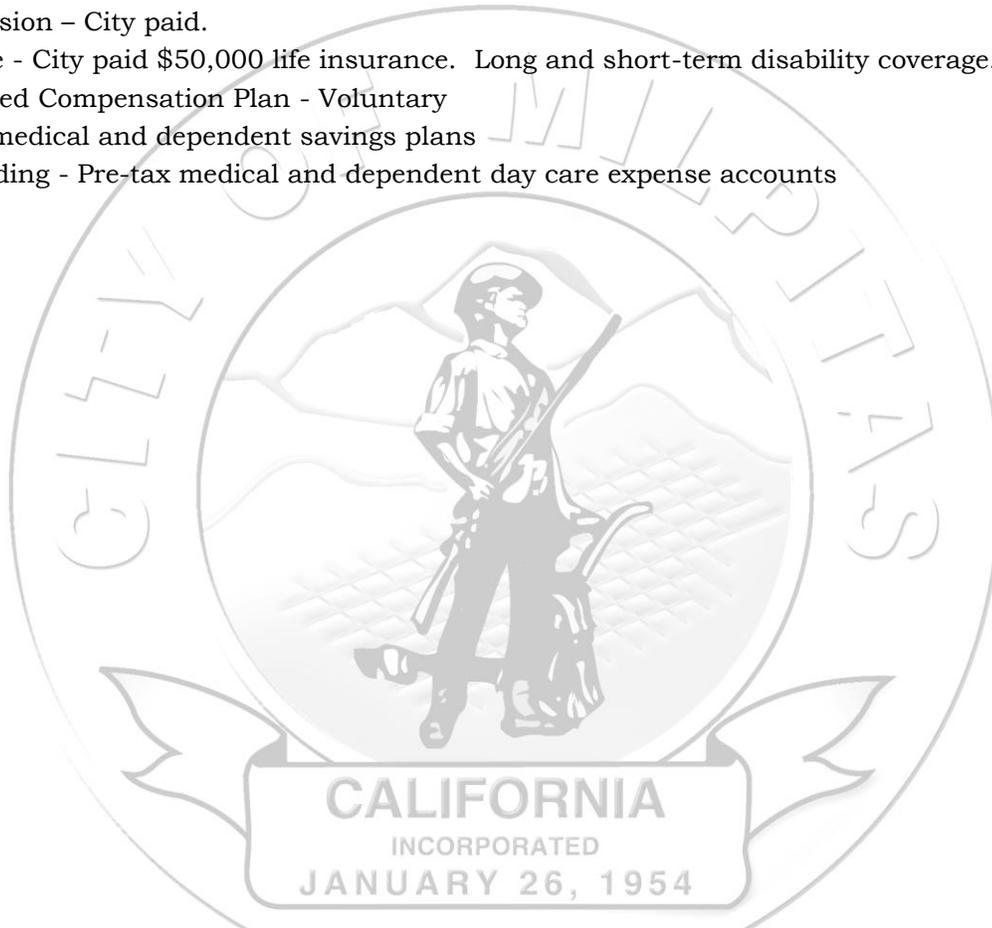
A complete job description is available on the City of Milpitas website: [www.ci.milpitas.ca.gov](http://www.ci.milpitas.ca.gov) (under Employment, Job Specs) or from Human Resources - (408) 586-3090.

The City reserves the right to close or re-open the recruitment at any time. Incomplete and/or inaccurate application materials may result in disqualification from the recruitment process.

## Salary and Benefits

The salary for this position will be dependent upon the qualifications and experience of the selected candidate. The salary range for Firefighter is \$89,601.20-\$108,321.20 annually. The salary range for Firefighter/Paramedic is \$100,025.90-\$120,992.56 annually. The City provides an excellent array of benefits that includes the following:

- Retirement - In compliance with AB340, CalPERS retirement formula is 3% at 55, or 2.7 @ 57, subject to an individual's eligibility and applicable pension reform law.
- Contributory Retirement Plan – New Hire Employee pays 7% employee PERS contribution subject to an individual's eligibility and applicable pension reform law.
- Vacation - 11 days per year to a maximum of 31 days per year.
- Sick – 12 days per year
- Holidays – 13 days per year
- Health Insurance – Multiple plans
- Dental and Vision – City paid.
- Life insurance - City paid \$50,000 life insurance. Long and short-term disability coverage.
- 457 (b) Deferred Compensation Plan - Voluntary
- Tax deferred medical and dependent savings plans
- Flexible Spending - Pre-tax medical and dependent day care expense accounts



The City of Milpitas is an Equal Opportunity/ADA employer. Reasonable accommodation in the application, examination, and selection process will be made upon request to Human Resources at (408) 586-3090.

The information contained in this announcement does not constitute either an expressed or implied contract and these provisions are subject to change.

455 E. Calaveras Blvd., Milpitas CA 95035-5411

PH: 408-586-3090 • Fax: 408-586-3092

<http://www.ci.milpitas.ca.gov/government/hr/employment.asp>

