

**CITY OF MILPITAS**

Effective: June 3, 1997  
Revised: July 2011  
EEOC: Protective Service  
FLSA: Nonexempt  
Unit: IAFF/Fire Prevention  
Physical: 3

**FIREFIGHTER/EMT TRAINEE and FIREFIGHTER PARAMEDIC TRAINEE**

**DEFINITION**

To participate in a comprehensive training program at an approved fire academy; to perform all related learning and testing activities; to perform related fire and emergency medical services activities while awaiting assignment to the fire academy; to successfully complete the fire academy. Upon successful completion of the fire academy, a trainee will be eligible to be placed as a probationary status Firefighter/EMT or a Firefighter/Paramedic.

**SUPERVISION RECEIVED AND EXERCISED**

- Receives general supervision from a Fire Captain.
- May receive technical supervision from a Fire Engineer on operation and maintenance of vehicles, equipment, and apparatus.
- May receive technical supervision from a Firefighter/EMT or a Firefighter Paramedic during emergency medical incidents.

**EXAMPLES OF DUTIES** - Duties may include, but are not limited to, the following:

- Participate in a comprehensive training program at an approved fire academy for a specified period of time.
- Perform all related learning and testing activities.
- Perform related work while awaiting assignment to the academy.
- Perform related duties as assigned.

**MINIMUM QUALIFICATIONS**

**Knowledge of:**

- 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 safety and health principles and practices relevant to rescue and emergency medical response.
- 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:**

- Learn general principles and practices of accepted fire suppression and prevention operations which may include fire fighting, radio communications, incident command system, hazardous material handling, and water systems.
- Learn the standard operation and uses of fire suppression equipment, apparatus, and vehicle operation and maintenance.
- Understand and carry out a variety of 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 processes in the application of emergency response activities.
- 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.

**EXPERIENCE AND EDUCATION**

Any combination of experience and education that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

**Experience:**

Firefighter/EMT Trainee: Recent experience preferred but not required. Firefighter Paramedic Trainee: Recent experience preferred but not required. Evidence of training and experience as a preceptor in a paramedic field training program is highly desirable.

**Education:**

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

**Licenses and Certificates:**

- 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 current National Registry certifications in one of the following:
  - EMT - B
  - EMT - I
  - EMT - P,

or the ability to obtain and maintain certification as an Emergency Medical Technician-Basic or Paramedic with the State of California within sixty days of appointment to this job classification.

**Licenses and Certificates:**

- Ability to obtain an Emergency Medical Technician-Paramedic or EMT-B 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.

**Special Requirements:** *Essential duties require the following physical abilities and work environment:*  
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%.

**Approved by:**

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**City Manager**

**Date**

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**Human Resources Director**

**Date**