



City of Hollister

Human Resources

327 Fifth Street

Hollister, CA 95023



INVITES APPLICATIONS FOR:

FIREFIGHTER/EMT

\$2,342.91 - \$2,460.08 - \$2,583.04 - \$2,712.20 - \$2,847.82 - \$2,990.20
(Bi-Weekly Salary)

Final Filing Date: Wednesday, May 31st, 2017 by 4:30 p.m.

This is an open competitive recruitment. The eligibility list that is established from this recruitment process will be used to fill future vacancies in the rank of Fire Fighter/EMT for the Hollister Fire Department.

Position: The rank of Fire Fighter is an entry level position and is required to respond to all fire calls, medical emergencies, hazardous material and rescues to protect life, property and the environment. Daily duties include but are not limited to: station maintenance, equipment maintenance, participate in fire prevention, training, department programs and physical exercise activities.

Note: Position may be fulltime or temporary. Temporary hired candidates may be subject to a 40 + hr. work week, providing service to the Panoche Valley Solar Project (PVS)

Minimum Qualifications:

Age: Must be at least 18 years of age.

Education: Graduation from high school or possession of an equivalent G.E. D. certificate. (Veterans encouraged)

Medical Requirements: Must be able to pass a medical/physical examination and drug screen prior to employment.

Licenses/Certificates:

- Must possess a valid CA Class C driver's license, along with a safe driving record. (*Class B license desirable*)
- Certificate of completion from an California Accredited Firefighter I Academy (*California State Firefighter I Certification is desirable*)
- Must possess a current *State of California* or *National Registry* Emergency Medical Technician (EMT) Certification along with a current CPR card.
- Must submit a current Candidate Physical Ability Test (CPAT) certification card with submittal of employment application. (*CPAT must be current within twelve (12) months of the Oral Panel interview date.*)

Note: Information on obtaining CPAT certification is available at www.cpatonline.org or by calling (916) 648-1717.

Other Requirements:

Must complete a California State Driver Operator Pump 1A and 1B course and obtain a California State DMV Firefighter Endorsement within eighteen (18) months of hire as part of probation.

Examples of Duties:

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

Responds to a wide range of fire, rescue and hazardous material alarms and operates fire equipment and apparatus; connects and lays fire hose lines connecting to hydrants and between engines; controls and extinguishes fires; raises and lowers ladders during firefighting operations; uses various hand and power tools to obtain entry to buildings, assists trapped victims, and provides ventilation. Responds as an Emergency Medical Technician at the basic life support level, including cardio-pulmonary resuscitation, illness and trauma emergency medical care. Assists in clean-up, salvage and overhaul operations. Supports fire investigation activities. Uses firefighting and chemical safety apparel and equipment, including turnout gear, helmets, hoods, and self-contained breathing apparatus. Performs regularly scheduled maintenance on apparatus, hoses and equipment to ensure readiness; cleans fire station & equipment. Participate in public relations and public education programs. Participate in staff support assignments which may include fire prevention, inspection, maintenance of inventory records, inspection of departmental equipment, and investigations. Performs other duties related to the operation of the department and the City including additional duties that enable the department and City to meet the diverse needs of its community. Effectively communicate with people under trying circumstances.

Establish and maintain effective working relationships with those encountered in the course of work.

How to Apply: A formal City Employment Application is required at the time of filing and may be obtained from the city of Hollister's Human Resources Division located at 375 Fifth Street, Hollister, CA 95023, (831) 636-4301 x24. Application and testing process will be conducted by National Testing Network (NTN) www.nationaltestingnetwork.com

Selection Process: Candidates who meet all qualifications along with the most desirable combination of education, experience and training will be invited to continue in the selection process.

The selection process will require the following: application appraisal, written examination, oral interview conducted by an oral board panel, and a Chiefs oral interview. Candidates who successfully complete the selection process will be placed on an eligibility list. Appointment will be made from the eligibility list. An eighteen month (18) probationary work period is required.

Examination Process:

The examination process will include:

1. **Written Exam:** National Testing Network (NTN) www.nationaltestingnetwork.com will provide the written materials. This test will cover Human Relations, Mechanical Aptitude, Reading, and Math.
2. **Panel Oral Interview:** The oral interview examination is designed to evaluate those qualities necessary for success on the job.
3. **Chiefs Oral Interview:** The oral interview examination is designed to evaluate those who fit best with the City of Hollister Fire Department
4. **Medical Screening:** Prior to employment the City of Hollister Fire Department will conduct a thorough medical evaluation and drug screen.
5. **Background Investigation Screening:** Prior to employment, the Fire Department will conduct a thorough background investigation.

Equal Opportunity/Affirmative Action: The city of Hollister does not discriminate on the basis of race, color, national origin, ancestry, sex, religion, sexual orientation, age, disability, marital status, political affiliation, or any other non-merit factor. The city of Hollister encourages minorities and women to apply. The city of Hollister makes reasonable accommodations for the disabled. Individuals requiring any accommodation in order to participate in the testing process must inform the Human Resources Office in

writing no later than the final filing date stated in the job announcement. Requests for accommodation should include an explanation of the type and extent of accommodations needed to participate in the selection process and/or to perform the duties of the job for which they have applied.

Retirement: The City contracts with the California Public Employees Retirement System (CalPERS). The City's Retirement Formula for Classic Members as defined by the Public Employee's Pension Reform Act (PEPRA) is 3.0% at Age 55. All new Employees as defined by the Public Employee's Pension Reform Act (PEPRA) are subject to the CalPERS 2.7% @ Age 57 Retirement Formula. Employees pay a specified amount of the Employer and Employee Contributions with the City paying the remainder.

Group Insurance: Employee premiums paid by City through a cafeteria style program for medical, dental, vision, life and long term disability insurance. Employees have a choice of variety of medical plans offered through PERS Health. Generous City paid contributions are made toward dependent coverage for medical, dental and vision insurance.

Long Term Disability Insurance: CSFA Plan 60 day waiting period; and a minimum scheduled benefit or 70% of income.

Life Insurance: CSFA Plan II (Benefits based on age) up to 50K life and AD&D policy.

Deferred Compensation: Optional Voluntary 457 Plan available.

Uniform Allowance: \$850 per year and such clothing allowance shall be paid in twenty-four (24) equal installments.

Vacation Leave: Five (5) working shifts per year, increased to 7 working shifts per year after 6 years. Increased to 10 working shifts after 10 years. Vacation accrual may be accumulated up to 336 hours maximum.

Sick Leave: Accrual 11.25 hours per month.

Holiday Pay: 192 hours a year (in lieu of fixed holidays).

NOTE: The provisions of this bulletin do not constitute an expressed or implied contract. Any provisions contained in this bulletin may be modified or revoked without notice.

DATE OF NOTICE: April 1st 2017