

Application Process

Applications must be received no later than 5:00 p.m., 12/8/2017 or until 250 qualified, completed, and approved application packets are received.

Postmarks not accepted.

Apply at Human Resources:
156 S Broadway, Ste 235, Turlock CA 95380,
Phone#: (209) 668-5542

Important Dates

***Chief's Presentation:** 12/8/17 & 12/9/17
(On Written Exam Preparation/ Not Mandatory)

Written Exam: 12/16/17

Oral Exam: 1/17/18, 1/18/18 & 1/19/18

***Chief's Interview:** 1/31/2018 & 2/1/2018
(Includes EMS Competency Test and 105' ladder climb)

Note: Interview dates may be subject to change.



Qualified applicants receive equal consideration without regard to race, color, religion, sex, sexual orientation, national origin, ancestry, age, marital status, physical or mental disability, medical condition, political affiliation or belief except where indicated by requirements of the job.

Information contained herein does not constitute an expressed or implied contract as it is subject to change.



City of Turlock Fire Services

Invites applications
for:

FIREFIGHTER

Salary:
\$4,429.00 - \$5,382.00

Final Filing Date:

12/8/2017 or until 250 qualified,
completed, and approved
application packets are received

**Written
Examination:**

12/16/2017

Oral Examination:

1/17/2018, 1/18/2018 & 1/19/2018
*See back side for additional
dates



The Community

In the heart of California's Central Valley, Turlock is the second largest City in Stanislaus County with a population, which has grown steadily from 13,992 in 1970 to over 72,879 today. Home of California State University Stanislaus (CSUS), Turlock provides an unusual opportunity to combine a quality learning environment with relaxed rural living.

Cultural art experiences, sports activities, twenty-four (24) parks, sixteen (16) schools, a full range of medical facilities and the attractiveness of the nearby Mother Lode, San Francisco Bay area and the Sierra Nevada add to the pleasure of living in Turlock.

Turlock is a General Law City that operates under the Council/Manager form of government. There are six City departments including Police, Fire, Development Services, Municipal, Parks & Recreation and Public Facilities and Administrative Services. Turlock offers a full range of municipal services to the community.

The City currently has 351 full-time employees authorized in the FY 2017-18 budget. The General Fund budget for fiscal year 2017-18 is \$38,249,175. The Non-General Fund budget represents an additional \$154,073,034 in budgeted expenses.

Fire Department's Structure

Turlock Fire Department is an all risk full service fire agency. The Fire Chief is supported by two (2) Division Chiefs, one (1) Fire Marshal, three (3) Battalion Chiefs, one (1) Executive Administrative Assistant, and one (1) Secretary. There are forty-five (45) full time firefighters covering four (4) fire stations. There are opportunities to participate on the departments' Special Operations Teams, such as Haz Mat, Rescue, and Investigations. The department's annual budget for fiscal year 2017/2018 is \$9,361,291.00. Turlock Fire currently maintains a class two (2) ISO rating.

Position Highlights

The City of Turlock is currently accepting applications for the position of Firefighter to establish an eligibility list to fill future vacancies. The Firefighter classification is the entry-level classification in the professional Firefighter series. Firefighters are responsible to perform the full range of fire suppression and emergency medical response duties.

This position is assigned to the Firefighter bargaining unit for labor relations purposes and is subject to call back and overtime assignments.

An eligibility list will be established from this recruitment that will be valid for six (6) months and may be extended for an additional six (6) months. This list will be used to fill current and future full-time vacancies. The employee will be required to serve a twelve (12) month probation period.

Essential Functions

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

- Responds to fire alarms with assigned company; lays and connects hose; maintains pumping apparatus; holds nozzles and directs water streams; raises and climbs ladders.
- Operates all types of portable fire extinguishers, pike poles, hand lines, smoke ejectors, salvage covers, forcible entry tools, aerial ladder equipment, emergency medical equipment and other rescue equipment.
- Selects the most direct route to fires and other emergencies.
- Provides basic life support at emergency medical incidents, apply techniques to control bleeding, administers first aid, C.P.R. and defibrillator, assists paramedics at medical emergencies.
- Responds to hazardous materials incidents.
- Participates in fire drills; attends training sessions which include firefighting techniques, emergency medical care and the proper use of all equipment and related tools.
- Cleans apparatus and equipment and performs general custodial duties as required.
- Issues bicycle licenses.
- Performs related duties as assigned.

Turlock Fire Mission Statement

Protecting your quality of life with pride and
compassion



Minimum Qualifications

Knowledge of:

- Firefighting rescue methods and techniques;
- Emergency medical skills and techniques, including first aid and Cardio Pulmonary Resuscitation.

Ability to:

- Learn to apply fire fighting and medical techniques and procedures;
- Learn the basic operation and mechanics of firefighting equipment;
- Maintain, inspect and make minor adjustments and repairs to fire apparatus and equipment;
- Analyze emergency and non-emergency situations and adopt effective courses of action;
- Identify fire hazards and conduct inspections;
- Interpret, understand and carry out City and department rules and regulations, policies, procedures and training evolutions;
- Retain presence of mind, think and act quickly and effectively in emergency situations;
- Read and interpret maps, run cards and pre-fire plan drawings;
- Learn the geography of the City, including the layout of the City's water main system and street numbering system;
- Demonstrate a basic knowledge of the principles of mathematics;
- Understand and follow oral and written directions promptly and accurately;
- Communicate effectively, both orally and in writing;
- Establish and maintain cooperative-working relationships with those contacted in the course of work;
- Perform office work as assigned.

Minimum Age

Minimum eighteen (18) years of age at time of application.

Education

Equivalent to graduation from high school. College level courses encouraged.

License and Certificates

Possession of current national registry EMT or current California EMT certification at time of application. Must possess a California EMT certification at time of appointment, to be maintained as a condition of employment.

Possession of a Firefighter I Certificate of Completion approved by the California Fire Service Training and Education System or a California Firefighter I Certification issued by the California State Fire Marshal at time of application or equivalent Firefighter 1 certifications, if from outside the state of California. Certification must meet NFPA 1001 specifications.

Possession of a candidate physical ability test (CPAT) card at time of application, issued within 12 months of the application deadline.

Possession of a valid California driver's license at time of appointment, to be maintained as a condition of employment.

Physical Requirements

Incumbents must possess at the time of appointment to this position and maintain the physical ability and stamina to meet fire and safety protection line duties including: Vision corrected sufficiently to drive City vehicles and apparatus and meet medical standards established by the department of Motor Vehicles to maintain a Class C Driver's License, read blueprints, fine print and MDT's; hear well enough to identify mechanical noises, converse on the radio, telephone, and in person over incident noise; bodily mobility to crawl in attics, maintain balance on narrow platforms, to climb ladders, make rapid transitions from rest to near maximal exertion without warm-up periods; use of hands and fingers to write, drive vehicles and administer medical treatment; must be able to lift equipment and people as necessary; free from any physical, emotional or mental condition that might adversely affect the ability to exercise the duties of the position; tolerate extreme fluctuations in temperature while performing essential functions, must perform physically



demanding work in hot (up to 400 F), and humid (up to 100% humidity) atmospheres while wearing firefighting equipment which significantly impairs body cooling mechanisms.

Smoking Restrictions

In consideration of an applicant's qualifications for this or other fire safety classifications, the City with the concurrence of the Firefighter's Union, reserves the right to disqualify candidates who smoke. Employees hired under this requirement will be required to certify that they do not smoke and they understand that if they begin to smoke after their employment, they are subject to disciplinary action including termination.

Selection Process

1. All applicants must complete an application for employment form, checklist, supplemental questionnaire and attach documents/certifications demonstrating possession of minimum qualifications stated in this job announcement.
2. All application packets must be hand delivered or sent via mail (US Postal, UPS, etc.) Fax or email will not be accepted. All applications will be reviewed for possession of the minimum qualifications.
3. The first 250 qualified, completed and approved applications meeting the minimum requirements will be invited to take a written examination, which will be scored on a pass/fail basis. Only candidates who pass the written exam will be eligible to continue in the test process. **In the event that a large number of candidates pass the written examination, the City reserves the right to invite a percentage of the top scoring candidates to compete in the next phase of the testing process.**
4. Candidates passing the written examination will be invited to an oral interview. Candidates must receive a passing score of 70% or more on the oral interview to be placed on the eligibility list. Ranking on the eligibility list is based solely on the results of the oral interview.
5. Finalists will be referred to the Fire Chief for final appointment consideration. Candidates receiving an invitation to the Chief's interview will be required to perform a 105 (one hundred and five) foot ladder climb, and an EMS competency test on the day of the interview. Candidates must pass both standards in order to remain on the eligibility list and continue in the process.

6. Final appointment will be contingent upon passing the following: medical examination which includes a strength/stamina exam, drug screening, hearing exam and vision exam, background investigation and psychological examination.

Veteran's Preference System

The City of Turlock has adopted a veteran's preference system (effective January 1, 2002). The percentage score achieved through an entrance (non-promotional) examination which ranks applicants on an eligibility list shall be adjusted to provide: (a) one (1) percentage point added to the final test score for each six (6) months of active service during a time of armed conflict, up to a maximum of five (5) points, and (b) five (5) percentage points added to the final test score for veterans who are disabled as a result of active military service during a time of armed conflict, regardless of length of service. To receive preference points, applicants must provide supporting documentation and proof of honorable discharge. In no event shall an applicant receive more than a five-point adjustment. This request should be made in section #12 of the employment application form. A copy of your DD214 must be attached for this request to be considered.

Benefits

- CalPERS, Classical Members, 3% @ 50 or New Members, 2.7% @ 57
- Fully paid health plan for employee and family
- Life Insurance & Long Term Disability Insurance
- Liberal vacation plan
- Sick leave accrual, 12 hours for each month worked
- Holiday time at six 24 hour shifts annually
- Uniform allowance \$1,100 annually
- Bilingual Pay & Associate/Bachelor's Degree Pay
- Physical Fitness Incentive Pay
- The City does not participate in Social Security

