



**CITY OF SAN DIEGO
EMPLOYMENT OPPORTUNITY
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#T2383 FIRE FIGHTER I *SALARY: \$3082 to \$3710, Monthly, effective 07/01/03
#T2384 FIRE FIGHTER II *SALARY: \$4133 to \$4988, Monthly, effective 07/01/03

APPLY: FIRST DATE: February 14, 2003

LAST DATE: Open

This announcement serves to establish an eligible list for current/future vacancies that occur in the classifications specified above. **Please apply promptly.** Although the last date to apply is currently "OPEN," the application filing period may be closed with five days notice.

NOTES:

1. Starting salary, within the ranges listed above, may be based on qualifications and other factors as determined by the hiring authority.
2. Fire Fighters will be eligible for participation in the City's Flexible Benefits Plan (\$5,125 annual value) which offers several optional benefit plans including health insurance, life insurance, and dependent care coverage, or a taxable cash option; paid annual leave accruing at 17 days per year for the 1st through the 5th year of service; 11 paid holidays per year; defined benefit City safety retirement system (3% at 50) with Cal PERS reciprocity for applicants with eligible service; optional deferred compensation and 401(k) programs; and participation in a tuition reimbursement program. Eligible employees may also participate in the Deferred Retirement Option Plan (DROP) program which provides a lump sum benefit in addition to their normal monthly retirement allowance at their actual retirement.
- *3. In the sworn Fire classification career path, other opportunities for advancement include: Fire Engineer, salary range \$4663 to \$5639/month*; Fire Captain, salary range \$5587 to \$6761/month*; and Fire Battalion Chief, salary range \$6518 to \$7879/month*. In addition to the above salaries, persons in the sworn Fire classifications may be eligible for additional compensation for specialized skills or assignments, such as Certified Paramedics - \$3.50/hour; Explosive Ordnance Disposal Detail - 10%; Hazmat Detail - 10%; Rescue - 5%; and bilingual job assignment - 3.5%. An annual uniform maintenance allowance of \$800 is also paid.
4. Fire Fighters typically work a 56 hour workweek which consists of working eleven 24-hour days a month. At the end of the 28 day work cycle, they accrue 8 hours of compensatory time off. All overtime is compensated at premium rates.
5. *All salaries specified above include a 7% special assignment pay for Emergency Medical Technician certifications.

REQUIREMENTS: You must meet the following requirements on the date you apply, unless otherwise indicated.

FIRE FIGHTER I:

1. Successful completion of a Fire Academy that meets the State of California Fire Service Training and Education System's Fire Fighter I or II certification standards as evidenced by a Fire Fighter I or II Certificate, **dated within the last one year. A copy of the certificate must be submitted with the application.**
--OR--
2. One year of experience as a full-time, paid Fire Fighter **within the past one year** with a city, county, or federal fire department or structural firefighting experience with a fire protection district in an urban area **AND** possession of a Fire Fighter I or II certificate that meets the State of California Fire Service Training and Education System's Fire Fighter I or II certification standards.

FIRE FIGHTER II: Successful completion of a Fire Academy that meets the State of California Fire Service Training and Education System's Fire Fighter II certification standards as evidenced by a Fire Fighter II Certificate **AND** one year experience **within the past one year** as a full-time, paid Fire Fighter with a city, county or federal fire department or structural firefighting experience with a fire protection district in an urban area. **A copy of the certificate must be submitted with the application.**

NOTES:

- a. Time served in a training capacity as part of a Fire Academy does **NOT** qualify for the experience requirement.
- b. Individuals with Fire Fighter certificates over one year old who **do not** meet the Fire Fighter certificate **AND** employment requirements above may **NOT** apply for Fire Fighter I.
- c. The following types of firefighting experience are **NOT** qualifying: rural, military, reserve, volunteer, private agency, or state, federal or other agency whose primary responsibility is wildland firefighting.
- d. Those appointed as a Fire Fighter I or II will be required to meet both the State of California Fire Service Training and Education System's Fire Fighter I or II certification standards and the City of San Diego Fire-Rescue Department's proficiency requirements by the end of the one year probationary period. On-the-job training will be provided.

THE CITY OF SAN DIEGO PERSONNEL DEPARTMENT • "WORKING HARD TO KEEP SAN DIEGO WORKING"

The City of San Diego has an active Equal Opportunity Program and vigorously supports workplace diversity. Applicants with disabilities who require testing accommodations may call (619) 236-6358. To obtain this information in alternative formats, persons with disabilities may call (619) 236-6467 or for TT (619) 236-6776.

CERTIFICATES: Current, valid certificates for all of the following are required at the time of application. Please submit a copy of the front and back of the required certificates with your application.

1. Emergency Medical Technician Certificate (EMT-I) issued by the State of California or by the National Registry (NREMT-Basic) or by an EMT certifying agency approved by the State of California. Certification by a state other than California without accompanying State of California or National Registry certification is **NOT** qualifying.
2. Basic Life Support for the Cardiopulmonary Resuscitation and Emergency Cardiac Care Provider.

NOTES:

- a. You must have current, valid State of California or National Registry certification or your application will be rejected.
- b. A current, valid County of San Diego Emergency Medical Technician (EMT Identification Card) is **required at the time of hire**.
- c. Applicants who are currently enrolled in a State of California and/or National Registry basic EMT course or who have completed the course and are waiting to receive their certificate may **NOT** apply.

HIGHLY DESIRABLE: Current, valid license or certificates as indicated below:

1. Emergency Medical Technician-Paramedic (EMT-P) License or certificate issued by the State of California and/or another state, National Registry, and/or an EMS certifying agency approved by the State of California.
2. Emergency Medical Technician-Paramedic (EMT-P) Accreditation issued by the County of San Diego.
3. Advanced Cardiac Life Support Provider certification.
4. County of San Diego Prehospital System Identification Card.
5. First Responder Operational certificate (hazardous materials response).
6. Paid firefighting experience with a metropolitan fire department.

LICENSE: A valid California Class C Driver's License is required at the time of hire.

DUTIES: After an orientation period of approximately three to four weeks, Fire Fighters I and II are assigned to Fire Operations and receive extensive on-the-job training while learning the full range of policies and procedures of the San Diego Fire-Rescue Department. Fire Fighters I and II respond to fires, medical aids, and other emergencies as a member of a fire company or EMS crew, and perform increasingly responsible firefighting duties.

HOW TO APPLY: Submit a completed **DATA ENTRY FORM** and **SPECIAL APPLICATION (the original and TWO copies, including any attachments required)**. Check all positions you want to apply for on your application. Record only one position on the Data Entry Form; any additional positions you have checked on your application will be automatically added to your file. Your Application/Supplement will be made available to the hiring department(s). Please submit requested materials only.

THE SCREENING PROCESS will consist of a comprehensive evaluation of the **Special Application** for applicable education, experience, and/or training. Only those applicants that clearly demonstrate meeting the requirements specified above will be placed on the eligible list.

ELIGIBLE LIST: Separate eligible lists will be established for **Fire Fighter I** and **Firefighter II**. Candidates who are successful in the above screening process will be placed on the respective **one category** eligible list(s) which will be used to fill vacancies during the next **one year**. For each vacancy, only those candidates with the most appropriate qualifications from the corresponding list will be contacted by the hiring department for an interview.

PRE-EMPLOYMENT REQUIREMENTS: Any employment offer is **conditional** pending the results of all pre-employment screening processes required for the job. Screening processes may include, but are not limited to the following, including confirmation of citizenship/legal right to work in the United States.

- A. **BACKGROUND INVESTIGATION:** Fire Fighter applicants admitted to the final step of the selection process will be required to successfully pass a very thorough background investigation which includes but is not limited to a conviction record check, D.M.V. driving record check, military record check, reference checks, review of prior employment history, and a fingerprint check. The fingerprints will be submitted to the California Department of Justice for an FBI/NCIC conviction record report. A basis for automatic disqualification of an applicant would be: any felony conviction; falsification of background, identity, education or any material fact on application or in interview; any illegal drug usage in the last 3 years; dishonorable or bad conduct discharge from military service; Driving Under the Influence (DUI) conviction in the last 3 years or other serious violation such as hit and run, manslaughter, reckless driving, or other similar violation; four moving traffic convictions in the last 3 years. A basis for potential disqualification of an applicant would be: general discharge from military service; poor employment record; history of consistently poor credit; any conviction less than a felony, subject to review by the Personnel Director.
- B. **MEDICAL EXAMINATION:** Fire Fighter applicants admitted to the final step of the selection process must pass a comprehensive medical examination, including a drug screening before being hired. Corrected or uncorrected vision must be 20/20 or better, both eyes together, with acceptable color vision. Monocular vision is not acceptable. For vision requirements, please refer to the attached Vision Requirements for Fire Fighter Candidates.
- C. **PHYSICAL ABILITY TEST:** This test will be administered **ONLY** to candidates admitted to the final step of the selection process. Information regarding the Physical Ability Test will be provided to the successful candidates, who must pass the Test prior to hire in order to be considered for employment as a Fire Fighter.

All of the above processes must be successfully completed before employment begins. **Note:** Misrepresentation, falsification, or omission of pertinent facts in any step of the screening/selection process may be cause for disqualification or termination of employment.

CITY OF SAN DIEGO

Vision Requirements for Fire Fighter Candidates

1. Prior to being hired or offered employment, applicants must pass every aspect of a comprehensive medical examination and review of their medical history. Every medical standard must be met before an applicant will be approved by the City's examining physician. Vision standards are of no more importance than any other medical standard, but are given explanation because of new technology.
2. Your visual acuity must be 20/20 corrected or uncorrected, both eyes together. If your vision needs correction to 20/20, it must be corrected with eyeglasses at the time of the preplacement medical examination given by the City of San Diego. You will need to take your eyeglasses with you to the medical examination appointment.
3. In addition to meeting the requirements in # 1 above, if your vision needs correction to 20/20, you may choose to wear soft contact lenses. If you plan to wear soft contact lenses on the job, take your lenses with you to the medical examination appointment.

Hard contact lenses, including those known as semi-soft, semi-rigid, semi-permeable, gas permeable, and similar lenses are not acceptable. Orthokeratology lenses are also not acceptable.

If you choose to wear soft contact lenses, you will be asked to present satisfactory medical evidence from your private optometrist or ophthalmologist documenting that you currently are a successful wearer of these lenses. Such documentation must also indicate if you have any medical contraindications to wearing soft contact lenses. We will request this information from you following the medical examination given by the City.

4. (a). If you have undergone any type of refractive vision surgery (or "touch up" surgery) such as radial keratotomy (RK) or photorefractive keratectomy (PRK) a year or longer prior to being medically considered for a Fire Fighter position, you must be substantially free of vision problems such as impaired vision at night or under dim lighting conditions, sensitivity to glare, starbursts experienced around light sources such as street lights or headlights, hazing or blurring of vision, eye irritation and pain, progressive regression of visual acuity, and daily changes in visual acuity. Your vision must be 20/20 both eyes together. If it is not, it must be corrected to 20/20 both eyes together in accordance with the requirements in No. 1 or 2 above.

You will be asked to submit the results of a recent eye examination from your private ophthalmologist documenting the status of your vision. We will request this information from you following the medical examination given by the City.

- (b). If you have undergone any type of refractive vision surgery (or "touch up" surgery) within less than a year of being medically considered for a Fire Fighter position, you may be hired on a conditional basis if you successfully complete a City provided vision examination prior to hire and at periodic intervals thereafter until one year has elapsed from the date of the last vision surgery or "touch up" surgery. You must be substantially free of the vision problems outlined in paragraph 3(a) above. Your vision must be 20/20 both eyes together. If it is not, it must be corrected to 20/20 both eyes together in accordance with the requirements in No. 1 or 2 above.
5. In all cases, you need to have binocular vision (vision in both eyes), normal visual fields, normal binocular fusion, and freedom from other visual conditions that would interfere with your ability to perform the full range of duties of a Fire Fighter with the San Diego Fire-Rescue Department.
6. In all cases, you need an acceptable level of color vision. This is determined at the time of the medical examination given by the City using standardized color vision tests.

NOTE: The contents of this announcement are for the general information of candidates. They do not constitute an expressed or implied contract. Final determination of a candidate's medical suitability for employment is determined at the time of the medical examination.

APPLICANT INFORMATION

APPLICATION INFORMATION

Application materials must be received at the Employment Information Center **NO LATER THAN 5:00 P.M. ON THE FINAL FILING DATE**. Postmarks as proof of meeting the final filing date are not accepted. If you are returning your application via the U.S. Postal Service, you should use "Certified Mail-Return Receipt Requested" to provide verification of timely delivery. Do not send applications via interoffice mail.

1. Starting salaries will be determined by the hiring department.
2. The hiring department with a vacancy will contact and interview eligible candidates as needed. All candidates may not be contacted. The final selection and offer of employment is made by the hiring department, not the Personnel Department.
3. Unless otherwise stated, relevant experience may be substituted for education.
4. Eligible lists may be used on a periodic basis. As such, lists may not be used for several months. Eligible lists may be extended by the Civil Service Commission.
5. Examination requirements and processes may be revised.
6. Experience, education, and all other information provided by an applicant orally or in writing are subject to verification.

FALSIFICATION: Any misrepresentations or false statements during or after the employment process may be cause for disqualification or dismissal from employment.

GENERAL REQUIREMENTS

Requirements must be met at time of application unless otherwise stated.

The minimum age for most full-time employment is 18, unless you are 17 and a high school graduate. You must have the legal right to work in the U.S. or have U.S. citizenship. Persons hired must present acceptable proof of identity and the legal right to work in the United States and the authenticity of the documents must be verified before starting work. After hire, you will be required to sign a loyalty oath and may be required to live in San Diego County.

A CITY MEDICAL EXAMINATION including drug screening and documentation of medical history, may be conducted following a conditional offer of employment or promotion. Medical condition must enable the applicant to perform the essential duties of the position.

The City of San Diego is committed to a drug and alcohol free workplace.

THE CITY OF SAN DIEGO SUPPORTS WORKPLACE DIVERSITY and does not discriminate on the basis of race, sex, age, ancestry, national origin, political/religious affiliation, sexual orientation, AIDS or HIV status, cancer, or non-job related physical/mental disability. The City is committed to making its jobs, programs, and services accessible to all persons and complies with all ADA non-discrimination requirements in its employment practices.

A CONVICTION RECORD FORM must be submitted before hire. On it you must list all criminal convictions you have had. A criminal record is not necessarily a basis for disqualification from City employment. Each applicant's conviction record will be evaluated on a case by case basis considering the type and seriousness of the crime, how much time has elapsed, and the nature of the job.

EMPLOYEE BENEFITS

City Employees may be eligible to participate in a benefit program including holidays, vacations, savings and retirement plans, health programs, and other benefits.

Benefits may change due to employer-employee contract negotiations.

REQUIREMENTS FOR PROMOTIONAL EXAMINATIONS

1. Current City employment, or currently on a Re-employment List or Leave of Absence.
2. Six months of continuous City employment in the Classified Service immediately prior to the application closing date or, if no closing date is specified, by date of application filing (exceptions: Persons recently hired from Re-employment Lists, and employees in the Unclassified Service if the employee has six months in the Classified Service with no break in service, prior to becoming an Unclassified employee).
3. Most recent performance evaluation in your current City classification must be other than "Unsatisfactory".

The provisions of this bulletin do not constitute an expressed or implied contract.

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