



City of Poway
Firefighter/Paramedic (Entry Level or Lateral)

SALARY	\$32.79 - \$39.86 Hourly \$7,958.00 - \$9,672.00 Monthly \$95,496.00 - \$116,064.00 Annually	LOCATION	City of Poway, CA
JOB TYPE	Full time - regular	JOB NUMBER	24-61
DEPARTMENT	Safety Services	OPENING DATE	11/14/2024
CLOSING DATE	12/9/2024 11:59 PM Pacific		

Definition

The City of Poway Fire Department is a highly regarded institution in San Diego County, serving the community of Poway and providing automatic aid to the City of San Diego and CalFire/Ramona. The Poway Fire Department is classified as a Class 1/1X department by the Insurance Services Organization's Public Protection Classification program, and provides all-risk response 24/7, responding to structure fires, vegetation fires, ALS level emergency medical services, hazardous materials incidents and public services with a highly trained workforce of 51 first responders at three strategically located fire stations.

The Poway City Council approved a six-year Memorandum of Understanding between the City of Poway and the Poway Firefighters' Association. The agreement is currently effective through June 30, 2027, and includes subsequent salary increases of 3.5% each July 1. Effective July 1, 2025, there will be an increase in paramedic certification pay and 2% certification incentive pay for qualified personnel. Effective July 1, 2026, a 1.5% wellness/fitness incentive pay will be offered to qualified personnel.



IMPORTANT INFORMATION: A Paramedic Skills Test is tentatively scheduled for **Thursday, December 19, 2024**. Further testing dates will be determined after the City receives enough qualified applications. We are now accepting applications from lateral applicants. To be considered a lateral candidate, an applicant must have one year of consecutive experience as a Firefighter/ Paramedic (or higher-level fire position) with an all-hazard municipal, county, state, fire district, or federal fire department/agency. Also, must be currently employed as a full-time Firefighter/Paramedic (or higher) to be considered as a Lateral. Lateral applicants do not need to take a written test or physical abilities test prior to interviewing. However, all applicants will need to pass the City of Poway's Paramedic Skills Test.

ENTRY LEVEL APPLICANTS (excluding laterals):

Must be on FCTC's Statewide Eligibility List (SEL) to be considered for employment as a Firefighter/Paramedic with the City of Poway. A passing score on the FCTC Written Test must be dated within one year of the application submission date. Cal-JAC CPAT (Candidate Physical Ability Test) Card must be dated within six months of the date an application is submitted. (For more information on how to be placed on the FCTC SEL, visit www.FCTCOnline.org). Candidates are required to **ATTACH ALL REQUIRED CERTIFICATIONS to the application, or the application will not be considered, and the applicant will be disqualified.**

LATERAL APPLICANTS:

Lateral applicants are not required to be placed on the FCTC Statewide Eligibility List (SEL).

SUMMARY OF DUTIES:

Firefighter/Paramedics respond to all fires, medical emergencies, hazardous materials incidents, rescues and other emergent and non-emergent situations. Employees in this position participate in all other suppression, prevention, inspection, education and related activities to protect life and property. They perform fire station and apparatus maintenance, serve in specialized departmental roles as assigned and listed below, provide information and assistance to the public, and perform other duties as required and listed below.

Firefighter/Paramedics receive general supervision from a Fire Captain/Paramedic and exercise no direct supervision over staff.

Key Responsibilities

Management reserves the right to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Responds to fire alarms, delivers all equipment, and implements fire suppression and firefighting techniques to rescue victims and protect private and public property.
- Assumes a designated position on an assigned apparatus and follows command structure instructions for fire suppression or related emergency services.
- Responds to open space and structural fires; performs search and rescue operations to remove persons from burning structures, and fire suppression techniques as appropriate; lays, connects, charges and uses supply lines and various water appliances to control and extinguish fires; places water curtains and performs ventilating and access maneuvers; uses foam and chemical extinguishers as required by the nature of the fire; operates fire streams as directed; raises and climbs ladders; ventilates roofs and windows.
- 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 firefighting and medical equipment as required.
- Performs salvage duties at fire scenes by placing salvage covers, sweeping, vacuuming up water, and removing debris.
- Assists in the investigation of fires; obtains and preserves evidence at a fire scene, secures fire scene and controls traffic, and participates in determining fire origin and cause.
- Inspects building structures to ensure code compliance, explains City fire codes and fire prevention policies and procedures to the general public, and prepares complete and accurate reports of inspection activities as required.
- Responds to emergency medical calls and administers advanced first aid and/or basic life support as appropriate, including assessing patients, CPR, resuscitation, operating automated external defibrillator, rescue breathing, administration of oxygen, recording vital signs, and other related medical treatments as appropriate.

- Responds to emergency rescue calls, including auto accidents requiring extrication, search and rescue, gas system leaks, confined space rescues, and rope rescues.
- Performs overhaul operations to ensure the complete suppression of fire.
- Maintains fire equipment in a clean and operable condition, including performing daily equipment checks, and repairing damaged equipment as necessary; maintains inventories of apparatus, equipment, and supplies; recommends purchase of firefighting equipment, physical fitness apparatus, and station appliances.
- Works closely with other emergency medical staff, public safety, and fire personnel from other agencies, depending upon response situation.
- Responds to hazardous materials emergencies, including scene assessment, identifying the extent of damage and/or potential hazard to the community, implementing containment plans, and protecting fire personnel and civilians from exposure to chemicals.
- Responds to man-made and natural disasters, including fires, floods, earthquakes, crash rescues and other catastrophic events, including providing medical assistance and removing persons from harmful structures or exposure to fire, smoke, adverse weather conditions, and harmful materials.
- Maintains an awareness of other Fire personnel on detail for the purpose of protecting other Firefighters' lives as necessary.
- Makes verbal analyses of activities involved in any fire emergency situation.
- Performs all necessary training activities as assigned and in accordance with readiness and preparation for firefighting activities, including training in fire suppression, emergency medical training, hazardous materials, vehicle extrication, technical rescues, equipment use and maintenance, fitness training and other related functions; participates in Fire drills.
- Operates and maintains a variety of fire vehicles, apparatus, and equipment on a training basis.
- Maintains station and personal living areas in a clean and orderly manner and maintains surrounding grounds to ensure a safe and pleasant environment for fire personnel and the general public.
- Performs a variety of administrative duties including maintaining proper records and documentation on all job-related activities, functions, apparatus, and equipment, preparing reports, forms, recommendations, and other required administrative procedures.
- Participates in a variety of public awareness activities to promote good public relations and fire safety awareness, including providing tours of fire facilities and giving presentations at local schools as requested; responds to complaints and requests for information from the public; engages in public information activities.
- Maintains attendance and punctuality that is observant of scheduled hours on a regular basis.
- Performs other duties as assigned.

Minimum Requirements/License or Certificates Required

Experience:

ENTRY LEVEL: Experience working for an agency that provides fire protection services and/or paramedic services is desirable.

LATERAL: One year of consecutive experience as a Firefighter/ Paramedic (or higher-level fire position) with an all-hazard municipal, county, state, fire district, or federal fire department/ agency. Must be currently employed to be considered as a Lateral.

Education/Training:

Equivalent to the completion of the 12th grade. College-level coursework from an accredited educational institution in fire science, or a related field, is desirable.

Licenses and Certifications:

- A valid class C driver's license.
- Possess and maintain a Firefighter I Certificate from the California State Fire Marshal/IFSAC/Pro Board or graduation from an accredited Fire Academy within the State of California at time of application.
- Possess and maintain a valid EMT-P license issued by the State of California or National Registry. San Diego County EMS Accreditation certification is required at time of appointment.
- Possess and maintain a valid Hazardous Material First Responder Operator certificate issued by the California Specialized Training Institute, International Fire Service Accreditation Congress (IFSAC), or Pro Board.

Licenses and Certifications required to successfully complete probation. All are offered by the department:

- Obtain and maintain certification as an Apparatus Driver according to the Poway Fire Department's Apparatus Operation Guide and Certification Program.
- Successful completion of FEMA ICS-300.
- Successful completion of IS-700.
- Successful completion of IS-800.
- Obtain and maintain a Firefighter I certificate issued by the California State Fire Marshal.

Physical Demands

Must possess mobility, physical strength and stamina to respond to emergency situations and use all emergency apparatus and equipment; perform medium to heavy physical work, to work in confined spaces, around machines and to climb and descend ladders; vision to discern colors and assess emergency situations, including medical incidents, to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. The job involves fieldwork requiring frequent walking in operational areas to identify problems or hazards. Finger dexterity is needed to access, enter and retrieve data using a computer keyboard or calculator and to operate above-mentioned apparatus and equipment. Positions in this classification bend, stoop, kneel, reach and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push and pull materials, objects, and individuals necessary to perform job functions. Employees must possess the ability to lift more than 100 pounds on a normal basis.

Environmental Elements

Employees work in the field and are exposed to loud noise levels, extreme temperatures, inclement weather conditions, road hazards, substantial heights, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

Working Conditions

Employees are required to work shifts, as scheduled by the Department.

Examination Process

Applicants will be evaluated based on relevant training and experience. Qualified candidates will be invited to participate in an examination process consisting of an appraisal interview and paramedic skills testing. Successful candidates will be placed on an eligibility list. The eligibility list established will be in effect for a period of up to six months. Applicants will be notified of their eligibility status. All appointments are subject to the successful completion of a pre-employment physical that includes a drug screening, a background investigation including LIVESCAN fingerprinting and driver's license verification from the Department of Motor Vehicles. Qualified candidates will also be required to submit verification of the legal right to work in the United States. All employees are required by law to sign a loyalty oath to the United States and the State of California constitution at time of hire.

Agency

City of Poway

Address

City of Poway
13325 Civic Center Drive
Poway, California, 92064

Phone

(858) 668-4440

Website

<https://poway.org/>

Firefighter/Paramedic (Entry Level or Lateral) Supplemental Questionnaire

***QUESTION 1**

The City of Poway's Human Resources Department uses email to notify applicants of important information relating to the status and processing of their employment application. As an applicant, you are hereby advised of the following: 1. It is your responsibility to ensure the email address you provide is current and readily accessible to you. 2. It is your responsibility to check your email to ensure that you do not miss any deadlines established as part of the recruitment process. 3. It is your responsibility to read all City emails carefully and follow instructions, if any. If you have any questions or experience any technical difficulties, you are encouraged to contact our office, (858) 668-4440, during the City's posted business hours, or NEOGOV customer support at (877) 204-4442 for assistance; however, you must do so prior to the passing of any established deadlines.

I acknowledge that I have read, understand, and agree to the above.

*QUESTION 2

Your responses to the questions below will be used to determine your eligibility to advance in the recruitment. An incomplete application and/or referencing your resume in lieu of answering any of the supplemental questions will be cause for disqualification from the recruitment process. Changes cannot be made to your application once it is submitted so please ensure that the information you provide is accurate and complete.

I acknowledge that I have read, understand, and agree to the above.

*QUESTION 3

Within the past twelve months, have you been placed on the FCTC's Statewide Eligibility List (SEL) with a passing score on the written test? Please note: Your passing score on the FCTC Written Test must be dated within twelve months of the date you submit your application. *Lateral applicants - Please select N/A.

Yes

No

N/A

*QUESTION 4

Within the past six months, have you received a passing score on the Cal-JAC CPAT? Please note: Your passing score on Cal-JAC CPAT Card must be dated within six months of the date you submit your application. *Lateral applicants - Please select N/A.

Yes

No

N/A

*QUESTION 5

Do you have a valid Class C California driver's license with a satisfactory driving record?

Yes

No

*QUESTION 6

Do you possess a valid Firefighter I certificate from the State of California Fire Marshall or graduation from an accredited Fire Academy within the State of California?

Yes

No

*QUESTION 7

Do you have a valid EMT-P license issued by the State of California and a certificate of accreditation issued by San Diego County EMS?

- Yes
- No

QUESTION 8

If you answered "no" to the question above, do you have a valid EMT-P license and/or certificate of accreditation from another County or State? If yes, please attach a copy to your application.

- Yes
- No

***QUESTION 9**

Do you possess a valid Hazardous Material First Responder Operator certificate issued by the California Specialized Training Institute, International Fire Service Accreditation Congress (IFSAC) or Pro Board?

- Yes
- No

***QUESTION 10**

Did you attach a copy of all required licenses and certificates as outlined in the job description? If they are not attached, your application will be disqualified.

- Yes
- No

*** Required Question**