



FF/Paramedic

The Monterey County Regional Fire District is currently recruiting for the positions of Entry Level and Lateral Firefighter-Paramedic. The recruitment for both positions offers an outstanding opportunity for a dynamic professional to become a valued member of an innovative, progressive, and growing Fire District.

The Monterey County Regional Fire District is an independent Special District in Monterey County responsible for providing a high level of emergency and non-emergency services to the Northern Salinas Valley, Highway 68 Corridor, East Garrison, the Community of Chualar, Carmel Valley, Mid Carmel Valley and Santa Lucia Preserve.

The communities are protected by 7 stations, 62 full-time employees and 20 volunteer firefighters. Financial oversight and strategic policy direction are provided by an appointed 5-member Board of Directors.

QUALIFICATIONS

- Must be at least 18 years of age and a California resident.
- Must possess a high school diploma or GED. Accredited college degree preferred.
- Must possess a valid State of California Paramedic license.
- A Health Care Provider CPR certificate/card from the AHA.
- Current ACLS, PHTLS or ITLS and PALS or PEPP certifications required
- Must possess a valid California driver's license with a driving record acceptable to the District. Firefighter Endorsement desired.
- Must possess a Candidate Physical Abilities Test (CPAT) certificate prior to higher date with certificated date within the prior 12 month period.
- Currently employed with full-time, paid Paramedic experience with a Fire Department or Ambulance Company preferred. Applicants currently enrolled in a recognized Paramedic program will be evaluated on an individual basis for the entry-level position.

COMPENSATION AND BENEFITS

Salary: \$6,732- \$8068 per month*

*Salary range includes maximum education & longevity pay, holiday differential, and paramedic stipend.

Hours: 48/96 shift schedule

Vacation: Accumulation rate increases with length of service. The initial rate is 12 hours per month.

Sick Leave: Accumulation at the rate of 24 hours per month indefinitely during tenure of career.

Insurance: The district provides 100% paid health, dental and vision insurance for employees and qualified dependents.

Retirement: 2.7% at 57 for new members of CALPERS with employee contributions of 12.25% to PEPPRA or 3% at 55 for those with former CALPERS qualified employment with a break in service less than six months with employee contributions of 9%



FF/Paramedic

APPLICATION PROCESS

Applicants whose qualifications best meet the needs of the District will be invited to participate in the selection process. The Firefighter-Paramedic job description and application (Entry level and Lateral) are available on the District website at www.mcrfd.org

A completed application packet, resume and legible supporting documentation must be submitted to the following address by September 24, 2018 5:00pm. Applications must be sent by mail or hand-delivered to Fire Administration at the address below.

Monterey County Regional Fire District
19900 Portola Drive
Salinas, CA 93908
Attn: Firefighter Paramedic

SELECTION PROCESS

The qualifications of each applicant will be reviewed and screened. Applicants with the most desirable training, experience and other job-related characteristics will be invited to continue in the candidate selection process.

Eligible candidates will be invited via email to participate in a competitive written exam. The top performers will be invited to participate in a paramedic skills examination and an oral interview. An eligibility list will be established based on the scores of the skills examination and oral interviews. Candidates on the eligibility list may be invited to participate in a Chief's interview.

A background investigation will be conducted and will include, at a minimum: verification of education, employment, military, DMV records and personal history. In compliance with AB 1008, applicant criminal or civil checks will be deferred pending a conditional offer of employment. Personal contacts may include relatives, friends, neighbors, landlords, employers and other associates.

Upon a conditional offer of employment, candidates must pass medical and a drug screening by the District Physician.

At the time of appointment, the candidate must be a United States citizen or a permanent resident alien who is eligible for and has applied for citizenship.

Disclaimer

Continued employment as a Firefighter-Paramedic with the District is contingent on the ability to maintain State licensure, County accreditation and a current, valid California Driver's License with a satisfactory driving record. The MCRFD, at its sole discretion, may suspend, modify, or cancel this examination at any time before its completion.

Monterey County Regional Fire District is an Equal Opportunity Employer

MONTEREY COUNTY REGIONAL FIRE DISTRICT

Job Description

PARAMEDIC FIREFIGHTER - 2018

Under the direction and supervision of a superior officer, the Paramedic Firefighter performs all duties of a firefighter and fulfills other duties necessary to the mission of the District. In the absence of an Engineer, the Paramedic Firefighter will drive and operate apparatus.

EXAMPLE OF DUTIES:

Depending upon the assignment, duties may include, but are not limited to the following:

- Respond quickly and efficiently to emergency and non-emergency incidents.
- Follow department policies and make sound decisions under pressure.
- Inspect, maintain and operate all types of vehicles and equipment used by the District in a safe manner.
- Apply basic life support and advanced life support by performing primary and secondary assessments on patients at the scene of a medical emergency to determine appropriate medical treatment.
- Perform salvage operations to minimize property damage.
- Climb ladders and work at considerable heights.
- Maintain and care for station grounds.
- Perform minor repairs of apparatus and equipment.
- Adhere to the policies and procedures of the District.
- Self-start, go beyond what is expected and originate action rather than just react to events.

KNOWLEDGE, ABILITY AND SKILL:

- Posses a working knowledge of the street system and physical layout of the District.
- Possess knowledge of fire department apparatus, tools, equipment and their proper use and care.
- Possess knowledge of principles and practices of firefighting, fire prevention and emergency medical services.
- Be able to evaluate fires, recognize danger, and take actions necessary for the protection of life and property.
- Deal effectively with those contacted in the course of work while representing the District in a positive and professional manner.
- Maintain professionalism and composure at all times, including stressful situations.

PREREQUISITE EXPERIENCE AND TRAINING:

1. Be 18 years of age, a California resident, and have a High School or General Education diploma.
2. The ideal candidate will possess a valid California Emergency Medical Technician Paramedic License (EMT-P), PHTLS or ITLS, PALS or PEPP, ACLS, and valid AHA CPR-HCP card. Applicants currently enrolled in a recognized Paramedic program will be evaluated on an individual basis for advancement in the application process.
3. Possess a valid California Drivers License with a driving record acceptable to the District.
4. Possession of Candidate Physical Abilities Test (CPAT) certificate must be obtained prior to hire date with the certificated dated within the prior 12-month period.

DESIRABLE CERTIFICATIONS

1. Firefighter 1 Certification, Firefighter 1 Academy certification, or completed 2001 California State Fire Marshal Firefighter 1 checklist.

DISCLAIMER: Based upon the number of applications received, the District retains the right to conduct a preliminary review of experience and qualifications and not interview all minimally qualified applicants.

MONTEREY COUNTY REGIONAL FIRE DISTRICT

Job Description

PARAMEDIC FIREFIGHTER - Lateral

Under the direction and supervision of a superior officer, the Paramedic Firefighter performs all duties of a firefighter and fulfills other duties necessary to the mission of the District. In the absence of an Engineer, the Paramedic Firefighter will drive and operate apparatus.

EXAMPLE OF DUTIES:

Depending upon the assignment, duties may include, but are not limited to the following:

- Respond quickly and efficiently to emergency and non-emergency incidents.
- Follow department policies and make sound decisions under pressure.
- Inspect, maintain and operate all types of vehicles and equipment used by the District in a safe manner.
- Apply basic life support and advanced life support by performing primary and secondary assessments on patients at the scene of a medical emergency to determine appropriate medical treatment.
- Performs salvage operations to minimize property damage.
- Climb ladders and work at considerable heights.
- Maintain and care for station grounds.
- Perform minor repairs of apparatus and equipment.
- Adheres to the policies and procedures of the District.
- Self-start, go beyond what is expected and originate action rather than just responding to events.

KNOWLEDGE, ABILITY AND SKILL:

- Posses a working knowledge of the street system and physical layout of the district.
- Possess knowledge of fire department apparatus, tools, equipment and their proper use and care.
- Possess knowledge of principles and practices of firefighting, fire prevention and emergency medical services.
- Be able to evaluate fires, recognize danger, and take actions necessary for the protection of life and property.
- Deal effectively with those contacted in the course of work while representing the District in a positive and professional manner.
- Maintain professionalism and composure at all times, including stressful situations.

PREREQUISITE EXPERIENCE AND TRAINING:

1. Be 18 years of age, a California resident, and have a High School or General Education diploma.
2. The candidate will possess a valid California Emergency Medical Technician Paramedic License (EMT-P), PHTLS or ITLS, PALS or PEPP, ACLS, and valid AHA CPR card.
3. Possess a valid California Drivers License with a driving record acceptable to the District. Firefighter Endorsement desired.
4. Firefighter 1 certification, Firefighter 1 Academy certification, or completed 2001 California State Fire Marshal Firefighter 1 checklist.
5. Possession of Candidate Physical Abilities Test (CPAT) certificate must be obtained prior to hire date with the certificated dated within the prior 12-month period.
6. Currently employed with a minimum of 2 years, full-time paid Fire Department experience, with a Fire Department of similar size and scope to the Monterey County Regional Fire District.



MONTEREY COUNTY REGIONAL FIRE PROTECTION DISTRICT
 19900 PORTOLA DRIVE, SALINAS, CA 93908
 831.455.1828 fax 831.455.0646
 www.mcrfd.org

APPLICATION FOR EMPLOYMENT

**MONTEREY COUNTY REGIONAL FIRE PROTECTION DISTRICT IS
 AN EQUAL OPPORTUNITY EMPLOYER**

State and federal laws prohibit discrimination in employment because of race/color, national origin/ancestry, sex, religion, age, mental or physical disability, veteran status, medical condition, marital status, sexual orientation, pregnancy, or any other characteristic protected by federal, state or local law.

NOTE: Please answer all questions completely and accurately. False or misleading statements during the interview and/or on this form are grounds for terminating the application process, or if discovered after employment, terminating the employment relationship.

PERSONAL INFORMATION

Please print clearly. Use additional pages as necessary.

1. **Name:**

Last	First	Middle

2. **Address:**

Street	City	State	Zip

3. **Telephone Number:** () **Email Address:**

4. **Are you over 18 years of age?** **Yes** **No**

If employed and under the age of 18, can you furnish a work permit? **Yes** **No**

5. **Do you have a legal right to work in the United States?** **Yes** **No**

If employed, you will be required to provide proof.

6. **Have you applied to Monterey County Regional Fire Protection District for employment in the past?**

Yes **No**

If yes, when? Position applied for:

7. **Do you have any relatives currently employed by Monterey County Regional Fire Protection District?**

Yes **No**

8. **Have you ever used another name which would be necessary to enable verification of your employment experience and education?** **Yes** **No** If yes, indicate such name and explain:

9. **Are you currently employed?** **Yes** **No** If yes, may we contact your current employer at anytime?

Yes **No** You may contact my current employer, but only when:

POSITION

1. Position for which you are applying: *Firefighter Paramedic OR Firefighter Paramedic (Lateral)*
2. When would you be available to start working?
3. How did you hear about the availability of the position for which you are applying?
4. If the position for which you are applying requires the use of a vehicle, do you have a valid driver's license?
 Yes No
 License #: Class: State: Expiration Date:
5. Can you perform any or all the functions for the position you are seeking, either with or without reasonable accommodation? Yes No
6. Can you meet the attendance standards of our company, which requires all employees to report for work on time for all scheduled days or shifts? Yes No

SPECIAL SKILLS AND TRAINING

1. Describe specialized training, skills, licenses or certifications:
2. List current certifications and/or professional licenses, if any, and where registered:
3. Check special skills or training:
 Word Processing Windows Keyboarding _____ wpm Other (please specify):
 Customer Relations Spreadsheet Graphics
 Sales Marketing Phone Systems

4. Please indicate any language skills, other than English, below:

LANGUAGE	READING			SPEAKING			UNDERSTANDING			WRITING		
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	FLUENT	GOOD	FAIR	FLUENT	GOOD	FAIR	FLUENT	GOOD	FAIR	FLUENT	GOOD	FAIR

EMPLOYMENT EXPERIENCE

THE FOLLOWING MUST BE COMPLETED IN DETAIL – RESUMES ARE NOT ACCEPTED IN LIEU OF THIS INFORMATION. BEGIN WITH YOUR PRESENT OR LAST JOB. ACCOUNT FOR ALL PERIODS OF TIME, INCLUDING MILITARY SERVICE, AND PERIODS OF UNEMPLOYMENT AND THE NATURE OF YOUR ACTIVITIES. AS WILL MAKE EVERY EFFORT TO CONTACT PREVIOUS EMPLOYERS, CORRECT TELEPHONE NUMBERS ARE APPRECIATED.

Employer		Dates Employed		Key Responsibilities
		From	To	
Address				
		<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time		
Telephone Number (s)	Supervisor's Name & Title			
Job Title		Hourly Rate/Salary		
		Starting	Final	
Reason for Leaving:				
Employer		Dates Employed		Key Responsibilities
		From	To	
Address				
		<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time		
Telephone Number (s)	Supervisor's Name & Title			
Job Title		Hourly Rate/Salary		
		Starting	Final	
Reason for Leaving:				
Employer		Dates Employed		Key Responsibilities
		From	To	
Address				
		<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time		
Telephone Number (s)	Supervisor's Name & Title			
Job Title		Hourly Rate/Salary		
		Starting	Final	
Reason for Leaving:				
Employer		Dates Employed		Key Responsibilities
		From	To	
Address				
		<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time		
Telephone Number (s)	Supervisor's Name & Title			
Job Title		Hourly Rate/Salary		
		Starting	Final	
Reason for Leaving:				

EDUCATION and TRAINING

TYPE of SCHOOL	SCHOOL NAME, CITY and STATE	MAJOR	Circle Last Year
High School		Diploma: <input type="checkbox"/> Yes <input type="checkbox"/> No	9 10 11 12
Junior College	From: To:	Major: Degree: <input type="checkbox"/> Yes <input type="checkbox"/> No	1 2
College/University	From: To:	Major: Degree: <input type="checkbox"/> Yes <input type="checkbox"/> No	1 2 3 4
Graduate School	From: To:	Major: Degree: <input type="checkbox"/> Yes <input type="checkbox"/> No	1 2 3 4
Business, Trade, Night School	From: To:	Major: Degree: <input type="checkbox"/> Yes <input type="checkbox"/> No	1 2 3 4

EMPLOYMENT REFERENCES

Name	Business Relationship	Address/Organization	Telephone

ADDITIONAL INFORMATION

STATE ANY ADDITIONAL INFORMATION YOU FEEL WILL BE HELPFUL IN CONSIDERING YOUR APPLICATION:

ATTACH THE FOLLOWING TO THIS APPLICATION:

- High School diploma or General Education diploma
- Current EMT-P certification
- Current PHTLS or ITLS certification
- Current PALS OR PEPP certification
- Current ACLS certification
- Current CPR certification AHA Health Care Provider
- Current California Drivers License.

CERTIFICATION

APPLICANT: PLEASE READ CAREFULLY AND INITIAL THE FOLLOWING BEFORE SIGNING THIS APPLICATION FORM

- I hereby certify that I have personally completed this application and that the answers given by me to the foregoing questions and statements are true and complete and that no material fact has been omitted. I understand that any false statements appearing on this or any other employment form is sufficient reason to end further consideration of this application and not hire me; if discovered after my employment, such false statements will be sufficient reason for dismissal from the services of Monterey County Regional Fire Protection District regardless of the time that has elapsed before discovery.
- I realize that Monterey County Regional Fire Protection District or its designated agents may contact my references and conduct investigations into my past employment, criminal background, fingerprints, arrest record, credit history, character, reputation, characteristics, mode of living, education credentials, Department of Motor Vehicles driving record, and other employment related activities and records. I agree to cooperate in such investigations and release those parties supplying such information to Monterey County Regional Fire Protection District from all liability or responsibility with respect to information supplied to Monterey County Regional Fire Protection District.
- I understand that filing this application in no way assures me a position with Monterey County Regional Fire Protection District, and that this application is not, and is not intended to be, a contract of employment.
- If employed by Monterey County Regional Fire Protection District, I agree to abide by the rules, policies and procedures of Monterey County Regional Fire Protection District and subsequent rules, policies and procedures that may become effective after my employment. I understand that my initial and continued employment may be contingent upon the successful completion of any of the above listed investigations as well as a medical examination which may include drug and alcohol screening. I understand that Monterey County Regional Fire Protection District believes strongly in a drug-free work environment and I agree to abide by the drug and alcohol policies of Monterey County Regional Fire Protection District during the time of my employment. I further understand that Monterey County Regional Fire Protection District is prohibited from employing persons who have been convicted of specified crimes, including crimes involving moral turpitude, and that Monterey County Regional Fire Protection District may receive notification of arrests that occur after hiring.

Signature of Applicant

Date