

**CENTRAL MARIN LOCAL GOVERNMENTS
invites applications for the position of:**

Firefighter Paramedic

SALARY:	\$32.94 - \$40.05 Hourly \$95,921.28 - \$116,625.60 Annually
DEPARTMENT:	Central Marin Fire Authority
DIVISION:	CMFA Suppression
OPENING DATE:	01/25/23
DESCRIPTION:	

ENTRY LEVEL AND LATERAL ENTRY FIREFIGHTER PARAMEDICS NEEDED!

NEW INCENTIVE - PARAMEDIC TRAINING TUITION REIMBURSEMENT PROGRAM!

EXPERIENCED FIREFIGHTER PARAMEDICS ENCOURAGED TO APPLY!

The Central Marin Fire Authority is conducting this recruitment to fill several vacant Firefighter Paramedic positions. Experienced Firefighter Paramedics are encouraged to apply. The department is currently offering tuition reimbursement for Paramedic training as an incentive to attract both experienced Firefighter Paramedics and other individuals who meet the minimum requirements for this position. Upon successful completion of the initial probationary period, candidates hired for Firefighter Paramedic are eligible for tuition reimbursement for Paramedic training courses up to a maximum of \$15,000.00 for candidates who completed their paramedic training program within five years from date of hire and up to a maximum of \$7500.00 for candidates who completed their paramedic training program within ten years from date of hire. Candidates will be required to submit proof of completion and also receipts or invoices detailing the program costs.

Starting salary is dependent on the successful candidate's training and experience. Under the current collective bargaining agreement, the salary range for Firefighter Paramedic is scheduled to receive an increase of 3% in mid-July 2023.

DEFINITION

Under the supervision of the Fire Captain, responds to fire alarms, emergency medical and other calls in the protection of life and property; operates and maintains vehicles, apparatus, equipment, stations and communication systems; teaches fire safety to public; maintains a high level of physical fitness; participates in career development programs; and performs other duties as required.

EXAMPLES OF DUTIES:

ESSENTIAL FUNCTIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Example of duties:

- Responds to and performs skilled tasks at the scene of emergency calls including: fire, medical assistance, rescues, hazards identification, hazardous materials identification and spills, public assistance and service;
- Safely drives and operates vehicles, apparatus and equipment;
- Teaches fire safety, CPR and other classes and participates in public education demonstrations and activities;
- Writes reports and maintains records;
- Maintains, inspects, and repairs fire stations and fire grounds, emergency and support vehicles, apparatus, equipment, fire hydrants;
- Performs emergency medical procedures;
- Participates in daily proficiency training to develop and maintain emergency skills;
- Uses computers and portable electronic devices to perform word processing and data entry and specialized functions.
- May assume the responsibilities of a Fire Engineer when assigned and qualified.
- Performs works as a designated Disaster Service Worker as required for all public employees under California Government Code 3100-3109 during natural and manmade disasters and emergencies.
- Performs related work as assigned.

Skill to: React quickly and calmly to fight fires and perform emergency medical techniques and procedures; perform rescues; operate, maintain, inspect and repair vehicles, apparatus, equipment, communication systems and fire hydrants; clean and maintain fire station and grounds; conduct fire inspections and school exit drills; teach classes and participate in public education demonstrations and activities; write comprehensive reports and maintain accurate records; relate effectively to those contacted in the course of work; learn local conditions, locations and regulations; operate computers.

Physical Characteristics: While performing the duties of this job, the employee is frequently required to utilize fine motor skills to feel and manipulate objects, tools or controls. The employee is occasionally required to stand, walk, sit or reach with hands and arms, climb or balance, stoop, kneel, crouch, crawl, jog or run. The employee must occasionally lift and/or move up to 65 pounds without assistance and up to 300 pounds with assistance. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to adjust focus. The employee must have the ability to: drive vehicles, operate a personal computer, read small print on documents and maps, detect subtle shades of color, hear and speak well enough to communicate over the telephone, radio and in person at distances up to 50 feet over noise of equipment; must be physically fit enough to carry fire equipment as needed, walk over rough terrain, climb hills, open and close heavy gates, load and unload vehicles and work outdoors for long periods of time in all types of weather conditions and to safely wear and work in a self contained breathing apparatus (SCBA) without medical or physical restrictions. While performing the duties of this job the employee occasionally works in outside, which may include occasional exposure to wet, humid, hot and inclement weather conditions. The employee may work near moving mechanical parts, under hazardous, life-threatening conditions, such as, but not

limited to, heights, in confined spaces, at temperature extremes, around crowds, with loud noises, with limited visibility, in the presence of hazardous materials, in the presence of victims of death and/or dismemberment; work effectively as a team member and/or leader of a fire company.

Other Characteristics: Must be willing and have the ability to work such hours as are necessary to accomplish the job requirements, remain awake for long periods of time (including 24 hour periods) under strenuous situations, remain on-call 24 hours a day, attend meetings, seminars and conferences during or after work hours, travel out of town or out of state for several weeks at a time, work under adverse conditions such as those inherent in emergency firefighting situations, consistently follow through with duties/assignments and work harmoniously with subordinates and superiors, wear approved uniform. Report for work on a regular, consistent basis and maintain an acceptable attendance record in accordance with department policy.

TYPICAL QUALIFICATIONS:

QUALIFICATIONS

Knowledge of: Fire department operations, such as rescue, firefighting, radio communications, Incident Command System (ICS), fire protection equipment and systems, fire behavior, hazardous materials and water systems; Federal, state, and local laws, regulations and standards; maintenance and repair of vehicles, apparatus, equipment and fire hydrants; emergency medical procedures and techniques as prescribed in the State of California and County of Marin Emergency Medical Technician and/or Paramedic curriculum; requirements and standards as defined in NFPA Standard; local geographical response factors; correct English grammar, spelling, punctuation; basic mathematics, chemistry, and physics of fire behavior and hazardous materials; safety practices and procedures; personal computer operating systems, portable electronic devices and software applications; requirements and standards as defined in the NFPA Standard 1002 preferred.

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MINIMUM QUALIFICATIONS

Experience: Entry level position.

Education: Possession of a high school diploma, G.E.D. equivalency or a high school proficiency certificate.

License: Possession of a valid California Driver's License. Maintenance of a valid California driver's license is required as a condition of employment.

Certification:

- Emergency Medical Technician - Paramedic (EMT-P);
- Cardio-pulmonary Resuscitation (CPR) - current valid CPR certification
- California State Board of Fire Services Firefighter I Certification or Fire Academy Graduate
- In addition, employees in this classification must complete and maintain ACLS, PALS and PHTLS (or equivalent) prior to completion of probationary period.
- Employees must comply with requirements as outlined in County of Marin Paramedic Accreditation. Paramedic Certification is a condition of employment.

Age: Minimum: 18 years at time of appointment.

SUPPLEMENTAL INFORMATION:

THE DEPARTMENT

The Central Marin Fire Department serves the Town of Corte Madera, the City of Larkspur and incorporated Greenbrae in the central portion of Marin County, CA. The Department also partners in shared services with the Kentfield Fire Protection District. The agency maintains a strong dedication to safety, respect, and compassion. This newly consolidated agency was formed through a Joint Powers Agreement between two neighboring municipalities and serves a combined residential population of approximately 25,000.

The Department currently staffs 4 fire stations with 40 personnel, including minimum daily

staffing of 3 engine companies, 1 Paramedic Ambulance, and a Battalion Chief. A Type 1 Tactical Water Tender and two Type 3 Wildland Engines are cross staffed for specialized response. Operational members participate on Regional Teams including a Type 1 Hazardous Material Response Unit, Regional Fire Investigation Team, Urban Search & Rescue Regional Task Force, and other specialized response units. The Department Administration consists of the Fire Chief, Administrative Battalion Chief, Fire Inspector/Investigator, and a Wildfire Hazard Mitigation Specialist with support staff.

The Department's response area includes the Mount Tamalpais Mutual Threat Zone along with commercial corridors near Highways 101 and Interstate 580. It also protects major commuter hubs that include the Golden Gate Ferry Terminal and the SMART commuter train. Central Marin Fire is the primary medical and fire responding agency to San Quentin State Prison.

The Department's Public Education and Fire Prevention programs demonstrate a commitment to preparedness and prevention through support of neighborhood response groups, the development of Firewise USA® neighborhoods and partnerships with local schools and community groups. Firefighters participate in charitable programs including Special Olympics, holiday drives for the collection of toys, gifts, and food in support of local families in need, MDA Fill the Boot events and others. Various disaster awareness, and community training programs are also provided for both communities. The Department enjoys broad-based community support.

THE COMMUNITIES

The vibrant and historic communities of Corte Madera and Larkspur are located between the San Francisco Bay and Mount Tamalpais in Marin County, California. These communities host high-end shopping malls, light industrial manufacturing, a large variety of residential and multi-family homes, world class dining, and recreational access to the watershed that serves as the true birthplace of mountain biking. Both communities enjoy excellent schools, a low crime rate, peaceful neighborhoods, and superior access to open space.

TO BE CONSIDERED

If you are interested in this outstanding career opportunity, please submit your application online along with responses to the Supplemental Questions and proof of listed certifications and training at <https://www.governmentjobs.com/careers/centralmarinpolice/CMFA>

If you have questions regarding this recruitment, please contact our Human Resources Manager, Janet Thiessen, at jthiessen@centralmarinpolice.org or by telephone or text at (209) 321-3936. Please ensure you leave your name, phone number and reason for calling.

Incomplete applications will not be accepted. This recruitment is **OPEN UNTIL FILLED**.

First review of applications is scheduled for the week of February 27, 2023. Applicants are encouraged to contact Central Marin Fire Authority to schedule a station visit to learn more about the department and the communities we serve.

Candidates will receive all communications by email regarding the recruitment process, which includes, but is not limited to, application status and interview scheduling. If you require an alternate means of communications, please contact Human Resources Manager Janet Thiessen at jthiessen@centralmarinpolice.org or at (209) 321-3936.

SELECTION PROCESS

The qualifications of each applicant, as set forth in the employment application, will be

reviewed. All applicants must meet the minimum qualifications for the position of Firefighter-Paramedic including possession of required certifications. Proof of the required certifications must be submitted with the application. Failure to submit the required certifications will result in an Incomplete Application and will be given no further consideration.

1. Valid Paramedic License with current and continuous certifications in, or the ability to complete these certifications within the first (6) six months from date of hire:
 - Advanced Cardiac Life Support (ACLS)
 - Pediatric Advanced Life Support (PALS) or acceptable equivalent
 - Prehospital Trauma Life Support (PHTLS) or acceptable equivalent
 - Marin County Paramedic Accreditation is required by completion of the regional academy.
2. California State Board of Fire Services Firefighter 1 Certificate or Fire Academy graduate
3. Valid Driver License (firefighter endorsement is required within 18 months of employment)
4. Graduation from High School or GED
5. For candidates not currently employed as a professional Firefighter Paramedic, possession of a valid Cal-JAC CPAT card that was issued within 12 months of application closing date.

This is a competitive process and only the top candidates will be invited to an oral interview. Candidates under consideration for conditional appointment must pass a thorough background investigation, including Live Scan fingerprint check of criminal history. The selected applicant must also pass a FIT test, medical examination and drug screening prior to regular appointment.

TENTATIVE SCHEDULE for February/March 2023 (*subject to change*)

- **Application Review Process – Week of February 27 - March 3, 2023**
- **Oral Interview Panel – Week of March 13 - 17, 2023**
- **Fire Chiefs Interview – March 15 - 17, 2023**
- **Regional Fire Academy Tentative Start – Week of March 27, 2023**

Note: The Central Marin Fire Authority, at its sole discretion, may suspend, modify, or cancel this examination at any time before its completion. The information contained in this announcement is subject to change and does not constitute either an expressed or implied contract.

THE "IDEAL CANDIDATE" will possess knowledge of:

- Fire department operations, such as rescue, firefighting, medical assistance, radio communications, Incident Command System (ICS), fire protection equipment and systems, fire behavior, hazardous materials and water systems; Federal, State, and local laws, regulations and standards; minor maintenance and repair of vehicles, apparatus, and equipment; emergency medical procedures as prescribed in the State of California Emergency Medical Technician/Paramedic curriculum in accordance with California Title 22; standards as defined by the State FF California Firefighter I curriculum.
- Basic mathematics, chemistry, and physics of fire behavior and hazardous materials.
- Safety practices and procedures.

Will have the following skills and abilities:

- Ability to communicate effectively both orally and in writing.
- Outstanding human interaction skills and abilities.

Will have the following education and experience:

- Successful completion of some college coursework.
- Valid California Paramedic License
- Firefighter 1 Academy Graduate

EQUAL EMPLOYMENT OPPORTUNITY and ADA

The Central Marin Fire Authority is an equal opportunity employer. Any candidate needing to request reasonable accommodation in the application or selection process under the Americans with Disabilities Act should make such request in writing to Janet Thiessen, Human Resources Manager, by emailing her at jthiessen@centralmarinpolice.org following submittal of your application materials.

APPLICATIONS MAY BE FILED ONLINE AT:
<https://www.governmentjobs.com/careers/centralmarinpolice/CMFA>

Position #2023-0001
FIREFIGHTER PARAMEDIC
JT

342 Tamalpais Drive
Corte Madera, CA 94925
415-927-5077

jthiessen@centralmarinpolice.org

Firefighter Paramedic Supplemental Questionnaire

- * 1. The information provided in your application must support your selected answers in the supplemental questions. The information you provide will be verified and documentation may be required. Please be as honest and accurate as possible. You may be asked to demonstrate your knowledge and skills in a work sample or during an interview. By completing this supplemental questionnaire you are attesting that the information you have provided is accurate. Any misstatements, omissions, or falsification of information may eliminate you from consideration or result in dismissal.
 - Yes, I understand and agree
 - No, I do not agree
- * 2. Briefly describe your interest in applying for this position
- * 3. Mark which of the following certifications or licenses you currently possess. (Must be current and valid - attach copies of each to this application):
 - Valid California Paramedic License
 - Advanced Cardiac Life Support
 - Pediatric Advanced Life Support or acceptable equivalent
 - Prehospital Trauma Life Support or acceptable equivalent
 - Marin County Paramedic Accreditation

- California State Board of Fire Services Firefighter 1 Certificate
- California Fire Academy Graduate
- Valid CA driver license (firefighter endorsement is required within 18 months of employment)
- High School Diploma or GED Certificate
- For candidates not currently employed as a professional Firefighter Paramedic, possession of a valid Cal-JAC CPAT card that was issued within 12 months of application closing date.

* 4. Which statement below best describes the highest level of education you have completed?

- High school graduate, diploma or equivalent (GED)
- Some college
- 60 units
- Associate degree
- Bachelor's degree
- Master's degree
- Professional degree
- Doctorate degree

* 5. Are you able to work a flexible work schedule that includes nights, weekends, holidays, and includes varying shifts?

- Yes
- No

* 6. Do you have a valid California driver license?

- Yes
- No

* 7. Where did you first learn about this job opportunity?

* 8. Are you a CalPERS retiree or current or former active member of CalPERS or an agency with reciprocity with the CalPERS pension system?

- Yes
- No

* 9. Do you have any relatives or household members who currently work for this agency?

- Yes
- No

* Required Question