FIREFIGHTER TESTING

The Santa Clara County Fire Department has partnered with Cal-JAC/Firefighter Candidate Testing Center (FCTC) for the administration of the entry-level firefighter written examination, and will be utilizing the Statewide Eligibility List (SEL) for future Firefighter recruitment processes. In order to be placed on the SEL list and be considered for any future Firefighter recruitment, an applicant must meet the following FCTC SEL minimum requirements:

- Register and complete your profile on the FCTC website;
- Be 18 years of age or older;
- Possess a valid driver's license;
- Have a high school diploma or equivalent;
- Possess a valid Cal-JAC CPAT Card; and
- Receive a passing score on the FCTC Written Test (written test score expires 12 months from date taken).

Fees are required to take the FCTC written exam and the Cal-JAC CPAT test. Applicants requiring financial assistance may qualify for grants through the California Fire Foundation. Please go to https://www.fctconline.org/candidates/financial-hardship/ for additional information.

To sign up for a future written examination or to register for the CPAT test, set up or log in to your FCTC Account here.

THE POSITION

Job Description
To review the full Firefighter job description, please click here.

Minimum Qualifications
For EMT recruitments: Applicants must be at least 18 years old, possessing a high school diploma or equivalent, and possess an EMT certification by the application filing deadline. The applicant must also possess a state of California driver's license by time of appointment.

For Paramedic recruitments: In addition to the EMT applicant requirements, a paramedic applicant must **possess a valid state of California paramedic license with one (1) year of documented full-time clinical/field experience (not including internship) by the application filing deadline**, and the ability to accredit within the County of Santa Clara at time of appointment.

At the discretion of the Personnel Officer, the following certifications may be a minimum qualification for specific recruitments of this classification and will be indicated as such on the job announcement/posting for the recruitment:

- Firefighter I Academy Certification from an Accredited Regional Training Program or an Accredited Local Academy as approved by the California Office of State Fire Marshal/State Fire Training, or;

- Firefighter I Certification from the California Office of State Fire Marshal/State Fire Training.

THE APPLICATION & SELECTION PROCESS

Once the Department has determined the need to conduct a recruitment, a random selection of candidates from the current SEL list will be invited to apply for the position on the Department's website. At that time, candidates will be asked to submit copies of pertinent documents (i.e. EMT certification, California paramedic license, supplemental questionnaire, etc.). Candidates meeting the minimum qualifications for the position will be invited to schedule for an oral board interview. At the conclusion of the oral board interview process, candidates with a minimum score of 70% and above in each section of the test will be placed on the employment eligibility list.

The Fitness Test: Depending on the anticipated recruitment class size, a specific number of candidates will be selected from the employment eligibility list (in ranked order) to participate in a fitness test. Per Department Policy 323, the testing may include, but not be limited to:

- Run - 1.5 miles in 12 minutes or less
- Pull-ups (palms in or out) - 3, **or** flexed arm hang - 45 seconds
- Push-ups (to metronome of 80 bpm) - 20 in 30 seconds
- Curl ups (crunches to metronome of 60 bpm) - 30 in 60 seconds

Candidates passing the fitness test will be eligible for a Chief's interview.

Upon completion of the Chief's interview, successful candidates will receive a conditional offer to become Firefighter Trainees with the Department. In order to receive a final offer with the Department, the candidate must successfully complete the pre-employment process which consists of: a Live Scan fingerprint, a background investigation, a psychological evaluation, and a medical examination.

Candidates who successfully pass the pre-employment process and accept employment with the Department will be hired as Firefighter Trainees, and will undergo a Fire Academy. Firefighter Trainees are paid a salary of approximately $8,050.51 per month, and will receive medical benefits (not including vision or dental) while in the Academy. Also, Firefighter Trainees will accrue a limited amount of sick leave per AB 1522. If the Firefighter Trainee has been a PERS member, s/he will be enrolled in the appropriate CalPERS retirement formula for the duration of the Academy.

Upon successful completion of the Fire Academy, Firefighter Trainees will begin employment with the Department as probationary Firefighters.

ADDITIONAL INFORMATION

Preference: Current Santa Clara County Fire Department volunteers and employees in good standing may be eligible for selection preference by being invited to the oral board if s/he successfully passed the written examination regardless of random select order.

<u>Tattoo Guidelines</u>: Eligible applicants must not have any tattoos visible while wearing a SCCFD uniform. Tattoos containing profane, profanity, inappropriate messages and/or images are strictly prohibited.

<u>Department Information</u>: Santa Clara County Fire Department is a dependent, special fire district responsible for protecting the lives, property, and the environment within the communities served from fires, disasters, and emergency incidents through preparedness, education, prevention, and emergency response. Santa Clara County Fire Department is accredited by the Commission on Fire Accreditation International (CFAI). The CFAI assists fire and emergency service agencies in achieving excellence through self-assessment, accreditation, and continued quality improvement to enhance service delivery to communities. Santa Clara County Fire Department is one of 21 fire agencies in California to attain CFAI accredited agency status. The Department is an Equal Opportunity Employer.

Should you have questions regarding the position of Firefighter or the application and selection process, please call Personnel Services at (408) 378-4010 or email recruitment@sccfd.org.