

# **FIREFIGHTER PARAMEDIC & LATERAL FIREFIGHTER PARAMEDIC RECRUITMENT ANNOUNCEMENT**

Thank you for your interest in this position with San Miguel Fire & Rescue. This document outlines important dates, requirements, and supplemental information for the position you are applying for. If you have any questions or need clarification on any aspect of this announcement, please contact Administrative Officer/Finance Officer Harris at (610) 660-5350, or via email at [lharris@sanmiguelfire.org](mailto:lharris@sanmiguelfire.org)

**Position:** Firefighter Paramedic

**Recruitment Opening Date:** March 29, 2021

**Application Deadline:** Continuous

**Continuous recruitment with no application deadline – examinations are conducted whenever there is a need for qualified individuals.**

**Attachments:**

- Recruitment Flyer
- Job Description

# Firefighter Paramedic & Lateral Firefighter Paramedic Continuous Recruitment



## **THE DISTRICT**

San Miguel Fire & Rescue is an organization which exists solely to provide a service to the community. An elected seven-member Board of Directors governs the District. Operating on an annual budget of \$21,512,800 for Fiscal Year 2020/2021, the District covers a 50+ square mile area in the eastern portion of urban San Diego County, serving the communities of Bostonia, Casa de Oro, Crest, Mt. Helix, La Presa, Rancho San Diego, Spring Valley, and unincorporated areas of El Cajon and La Mesa. San Miguel provides emergency medical services, suppression, and prevention to approximately 140,000 residents.

***Dedicated professionals committed to excellent service  
with compassion and pride, providing for the health and  
safety of the communities we serve.***

## **THE POSITION**

Under general supervision of a Fire Captain, respond to fire alarms, emergency medical calls, and other emergency calls to protect life and property while delivering the utmost in customer service and patient care to our citizens; participate in training, fire prevention, public education, station and equipment maintenance activities; perform inspections for fire safety; provide professional administrative and operational support to the Fire Captain and Engineer and may perform the duties of a higher classification when assigned; and perform related duties as required. The position requires flexibility in scheduling to include working additional shifts to fill vacancies for a variety of reasons. The Firefighter Paramedic is expected to work on all apparatus and equipment operated by the District.

## **THE IDEAL CANDIDATE**

The ideal candidate for this position will have:

### **Knowledge of:**

- Principles of excellent customer service
- Principles, practices, and procedures of modern firefighting, advanced life support, and protection of life and property
- Fire prevention procedures, inspections, and related codes
- California Vehicle Code related to operation of firefighting and rescue apparatus
- Modern information technology

### **Ability to:**

- Demonstrate an awareness and appreciation of the cultural diversity of the community and interact tactfully and effectively with the public
- Perform competently under extreme pressure and stressful situations
- Effectively communicate
- Establish and maintain effective working relationships with District personnel, other agencies, and the public
- Maintain physical endurance and agility to perform strenuous physical activity
- Utilize technology to interact and communicate
- Take and follow orders from supervisors

### **Education and Experience**

A combination of education, training and experience that clearly demonstrates possession of the knowledge and abilities needed to perform the typical duties listed above.

### **Minimum Requirements:**

- Must be at least 18 years of age at the time of appointment
- Must be a high school graduate or equivalent
- Must have a current CPAT or Biddle at time of appointment
- Possession of a State of California Paramedic license at the time of appointment
- Accreditation as a Paramedic in the County of San Diego at the time of appointment
- Must possess a valid Class C California Driver License
- AHA Advanced Cardiac Life Support Certificate
- AHA BLS Healthcare Provider Certificate

### **Additional Education and Experience not required for application, but highly desirable:**

- College level coursework in Fire Protection Technology or related fields
- Successful completion of a California State Certified Firefighter I Academy or California State Fire Marshal equivalent coursework through a recognized community college
- Low Angle Rope Rescue, Rescue Systems 1 and Rescue Systems 2, Confined Space Rescue
- One year of experience as a Reserve Firefighter and/or paid Firefighter Paramedic

*Equivalency will be determined by San Miguel Fire & Rescue.*

### **Paramedic License and Accreditation**

Paramedic Licensure and Accreditation must be obtained by time of appointment. Conditional job offers will only be extended upon verification of Licensure and Accreditation. Paramedic Licensure and Accreditation must be maintained as a condition of continued employment with San Miguel Fire & Rescue. Paramedics must comply with the San Diego County EMS Paramedic Guidelines.

### **SALARY & BENEFITS**

**Salary:** \$58,848 – \$84,060 annually, depending on qualifications and experience  
(*Current MOU is being reviewed under negotiations*)

***Lateral classification is dependent upon a minimum of 1 year of Firefighter or Firefighter Paramedic experience with a paid department – reference check is required to verify experience.***

**Retirement:** CalPERS Classic – 3% @ 55 or PEPRA – 2.7% @ 57

**Health Insurance:** District pays up to \$1,250 monthly for the cost of health insurance

**Dental Insurance:** District pays up to \$80.75 monthly toward the cost of Delta Dental Insurance

**Vision Insurance:** District pays up to \$10 monthly toward the cost of VSP Vision Insurance

**Leave:** 12 hours of sick leave monthly. Annual leave is accrued monthly and is based upon the number of years with the District

**Deferred Comp:** Voluntary deferred compensation plan available

## **THE PROCESS**

San Miguel Fire & Rescue reserves the right to initiate the examination process when sufficient qualified applications are received. Applications are available and fillable online from the District website. Completed applications shall be accompanied by a copy of your California Driver License and resume and sent or delivered to:

**San Miguel Fire District  
Firefighter Paramedic Recruitment  
2850 Via Orange Way  
Spring Valley, California 91978**



Applications/Resumes will be screened for qualifications. Only the most qualified will be invited to participate in the examination process. The process may include a written exam, assessment, and structured interview. An Appointing Authority interview will be held to make final selection and placement.

**This is a continuous recruitment with no application deadline – examinations are conducted whenever there is a need for qualified individuals.**

*The District reserves the right to conduct parts of the examination process via Zoom due to COVID restrictions, if applicable.*



## **DEFINITION**

Under general supervision of a captain, responds to alarms and participates as a member of a crew in the mitigation of emergency incidents such as all types of fires, emergency medical assistance, hazardous materials spills, traffic accidents, other emergencies and public requests for non-emergency assistance; assesses the situation and administers basic and advanced life support treatment to patients; assists in cleaning and maintaining emergency apparatus, equipment and District facilities; performs inspections for fire safety in businesses, participates in public education programs and other fire prevention activities, and performs related work as required.

## **TYPICAL DUTIES CAN INCLUDE**

*The following are the typical duties performed by employees in this classification; however, this job specification is intended to identify essential functions and requirements of the job and should not be considered all-inclusive.*

- Responds to fire and other emergency calls.
- Assists in laying hose and making connections to hydrants.
- Directs extinguishing agents onto fires.
- Positions and climbs ladders; makes openings in buildings for ventilation or entrance using various forcible entry tools.
- Protects property from water or smoke damage.
- Performs rescues in a variety of hazardous situations.
- Administers basic and advanced life support emergency medical assistance.
- Operates defibrillation equipment.
- Maintains physical fitness.
- Actively participates in all training.
- Works required shifts and will work extra shifts to cover vacancies for a variety of reasons. Will utilize the District's workforce software program to make availability known.
- Assists in fire prevention activities and pre-fire planning inspections of businesses.
- Studies and keeps up to date on District rules, regulations, policies and procedures, technical materials on modern firefighting and related subjects.
- Conducts tours of station facilities, conducts and/or assists in public education programs.
- Cleans and performs minor maintenance of District buildings and grounds.
- May be requested to perform the duties of a higher classification when assigned.
- Operates computer equipment.
- Maintains required records.
- Assists in the ordering and replenishment of station supplies.
- Operates radio equipment in an efficient manner.
- Performs other duties as assigned.

## **QUALIFICATIONS**

### **Education, Training, and Experience**

Any combination of education, training and experience that clearly demonstrates possession of the knowledge and abilities needed to perform the typical duties listed above. A typical way to obtain the knowledge and abilities would be: One year of experience as a Reserve Firefighter with San Miguel Consolidated Fire Protection District; educational achievement equivalent to graduation from high school. Possession of a California Firefighter I certificate; College level course work in fire science or related fields; Emergency Medical Technician-Paramedic license and certificate.

### **Knowledge and Abilities**

**Knowledge of:** Principles, practices, and procedures of modern firefighting, advanced life support, and protection of life and property; fire apparatus, equipment, tools, devices, facilities, and their proper use and maintenance; computers and computer programs that assist in the accomplishment of assigned tasks.

**Ability to:** Work effectively under the stress of emergency situations and calmly and effectively handle others in emergency situations; engage in moderate to strenuous physical activity; graduate from Heartland Training Academy or equivalent within prescribed District requirements; learn and utilize appropriate radio protocol with other fire and emergency medical services personnel; ability to take and follow orders from supervisors; effectively communicate orally and in writing; establish and maintain effective working relationships with District personnel, other fire agencies, outside agencies, and the general public; use computers and computer programs that assist in the accomplishment of assigned tasks.

### **Accountability**

Employee is accountable for the performance of fire and emergency medical services, other tasks appropriate to the level of the class and the completion of assigned tasks in accordance with established schedules and quality standards. Must successfully complete a variety of tests at given intervals to attain the level of Fire Specialist. The highest level of confidentiality, tact, diplomacy and courtesy is required in the completion of duties.

### **Licenses and Certifications**

Possession of a valid Class C license with a Firefighter endorsement after two years' of service; possession of a State of California Paramedic license; accreditation as a Paramedic in the County of San Diego; Advanced Cardiac Life Support Certificate.

### **Physical Condition**

Shall possess the physical, mental and emotional ability to perform the essential duties of the position. They may include occasionally engaging in strenuous physical activity during the course of firefighting and other emergency activities. Employees may be exposed to the physical and emotional hazards associated with firefighting, emergency medical response and rescue.