



## **Firefighter-Paramedic Lateral**

**Monthly Salary: \$7,484 - \$9,097 (Negotiable)\***

***Open Competitive Recruitment***

**ATTENTION APPLICANTS:** Please read the job bulletin thoroughly and follow all application instructions and procedures. Applications failing to properly follow all instructions and procedures outlined in this bulletin may be rejected.

\*Salary for this position is negotiable within the authorized salary range and dependent on experience.

### **THE OPPORTUNITY:**

The City of San Gabriel Fire Department (SGFD) is seeking qualified candidates for Firefighter-Paramedic Lateral. This is an excellent opportunity for those interested, qualified and suited for a career in the fire-rescue services with our historic "City with a Mission." A career with the SGFD offers excellent pay and benefits, a full array of fire services and programs, and special assignments such as USAR, REMS, and Wildland Overhead. The Department also offers outstanding training and development opportunities along with a great location for living and working in Southern California.

### **THE IDEAL CANDIDATE:**

The ideal candidate is a Firefighter-Paramedic with at least 18 months experience and is currently working in good standing as a Firefighter-Paramedic for a Fire Service agency. The ideal candidate is also highly motivated to further develop their fire-rescue career and has outstanding character, work ethic, judgment, communication skills, interpersonal tact, empathy, and compassion. Most importantly, the ideal candidate is fully committed to the principles of good public service and exemplifies these principles in their performance.

### **POSITION SUMMARY:**

Under general supervision, the Firefighter-Paramedic performs fire suppression, fire prevention and rescue operations. Day-to-day duties include responding to emergency medical incidents, structure fires, wildland fires, vehicle accidents, hazardous material incidents, spills, releases, and numerous other types of calls including routine and non-emergency calls for service. The Firefighter-Paramedic must also effectively write incident reports and memoranda, fill out forms, perform public education, make emergency/disaster preparations, maintain station facilities and apparatus, and perform other related and/or special duties as assigned.

Firefighter-Paramedics must continuously participate in and complete emergency medical services continuing education credits, firefighting proficiency training, paramedic training, in-house educational programs, and city-wide employee training programs.

### **MINIMUM QUALIFICATIONS:**

To qualify for Firefighter-Paramedic Lateral, candidate must currently be working in good standing with a Fire service agency and meet the following:

- Have at least 18 months experience working as a certified Firefighter-Paramedic for a fire-rescue agency.

- Possess a high school diploma or GED equivalent;
- Possess a valid California Class “C” Driver’s License at the time of appointment;
- Possess a certificate of completion from a California State Fire Marshal’s Office accredited fire academy or possess a California State Fire Marshal Firefighter I Certificate;
- Possess a valid California Paramedic License (EMT-P);
- Must attain a Los Angeles County EMT-P accreditation within three (3) months of appointment;
- Must maintain continuous accreditation to practice as an EMT-P in Los Angeles County throughout employment.

**Desirable Qualifications**

- California Specialized Training Institute Hazardous Materials FRO or FRO-D certification;
- California Incident Command Certification System (CICCS) FF1, FF2 or ENGB certification;
- American Heart Association ACLS, PALS or PEPP certification.

**Probationary Requirement**

Firefighter-Paramedic Lateral appointees shall be required to complete a 12-month probationary period. Candidates failing to meet any performance standard, expectation, or requirement during the probationary period may be released without right of appeal.

For more detailed information on the requirements for this position, please see Appendix “A” (Firefighter-Paramedic Class Specification).

**SUMMARY OF COMPENSATION & BENEFITS:**

- Monthly Salary – \$7,484 (Step A) to \$9,097 (Step E)
- CalPERS Retirement – CalPERS retirement for “classic members” starting at 2%@50 for early service retirement and increasing to 2.7%@55 for normal service retirement, and 2.7%@57 for new CalPERS members (PEPRA members).
- Health Benefits: City paid contribution of up to \$1,568 per month toward employee medical, dental and vision insurance premiums. City offers a choice of multiple medical plans (HMOs and PPOs through CalPERS), two dental plans (Delta HMO and Delta PPO), and VSP vision. Employee may opt-out of City group medical insurance with proof of group coverage elsewhere. Health benefit contribution is non-fungible.
- Tuition Reimbursement – City provides annual reimbursement of tuition for degree coursework at an accredited college or university in an amount not to exceed the semester tuition rate at California State University – Los Angeles.
- City-paid life insurance (1x annual salary).
- City-paid Employee Assistance Program (EAP) and Travel Assistance Program for employees and eligible family members.

**Special Pays, Allowances & Reimbursements**

- Education Incentive Pays – Employees in the classifications of Firefighter-EMT, Firefighter-Paramedic, Fire Engineer and Fire Captain may be paid for educational attainments in accordance with the following:
  - Additional 3% of base salary for employees who possess a Fire Officer’s Certificate and completed 60 college units approved by the Fire Chief.
  - Additional 3% of base salary for employees who possess an AA or AS degree in Fire Science or in another approved job-related major.
  - Additional 6% of base salary for employees who possess a BA or BS degree in Fire Science or in another approved job-related major.

- Additional 6% of base salary for employees who possess a State Fire Officer Certification and an AA or AS degree, or 60 college units approved by the Fire Chief in-lieu of an AA/AS degree.
- Additional 8% of established base salary for employees who possess an MA or MS degree in Fire Science or in another approved job-related major.

Education incentive pays are non-cumulative. Employees can only earn one education pay at a time.

- Paramedic Coordinator Pay – Employees assigned as Paramedic Coordinator shall be paid an additional \$250/month for performing the coordinator duties.
- Bi-Annual Paramedic Recertification Pay – After an employee has been certified as a paramedic and is assigned to perform paramedic duties, said employee shall be paid \$100 for each subsequent paramedic recertification.
- Longevity Pay – Sworn fire service personnel shall receive additional pay for applicable years of service in accordance with the following schedule:
  - \$500/year for 5 – 9 years of service
  - \$750/year for 10 – 14 years of service
  - \$1,000/year for 15 or more years of service
- Uniform Allowance – \$780 annual uniform allowance.
- Bilingual Pay – \$100 per month for employees who qualify and pass a proficiency examination in a second language such as Cantonese, Mandarin, Vietnamese, or Spanish.
- Boot Reimbursement – Reimbursement of up to \$235 annually for the purchase of safety boots. Boot reimbursement is contingent upon the employee’s timely request and Department’s approval of the requested purchase.

#### Leaves

- Sick Leave – Shift personnel shall accrue 144 hours of sick leave per year (5.5385 hours per pay period).
- Vacation Leave – Sworn shift personnel shall accrue vacation leave in accordance with the following schedule:
  - 1 – 4 years of service..... 192 hours per year (7.384 hours per pay period)
  - 5 – 9 years of service..... 240 hours per year (9.230 hours per pay period)
  - 10 – 14 years of service..... 264 hours per year (10.153 hours per pay period)
  - 15 -19 years of service..... 288 hours per year (11.076 hours per pay period)
  - 20+ years or more ..... 312 hours per year (12 hours per pay period)
- Holiday Leave – Shift personnel shall be credited on a pro-rata basis, with 156 hours of holiday per year.
- Bereavement Leave – Sworn fire personnel shall be eligible for 48 hours of bereavement leave for each qualifying event. Bereavement leave is approved and granted by the City Manager.

#### Annual Leave Cash-Out Programs

- Sick Leave Cash Out – Eligible sworn fire personnel shall be allowed to cash-out up to 50% of sick leave accrued but unused during the 12-month period ending October 31 of each year.
- Vacation Leave Cash Out – Sworn fire personnel shall be allowed to cash-out up to 56 hours of unused vacation leave each year (election to cash-out must be made in November).
- Holiday Leave Cash Out – Sworn fire personnel shall be allowed to cash-out up to 8 hours of unused holiday leave each year (election to cash-out must be made in January)

#### Optional/Supplemental Benefits

- 457 Deferred Compensation – Optional enrollment in a tax-deferred, retirement savings plan.
- Supplemental Insurance – Optional enrollment in supplemental insurance plans from Colonial.

- Flexible Spending Account (FSA) – Optional enrollment in the City’s flexible benefit plan for the reimbursement of costs for dependent care and/or health care. Employees may opt to set aside a pre-determined amount of pre-tax income for anticipated dependent care and/or health care costs.

*For more details on the compensation and benefit provisions available to sworn fire service personnel, please reference the applicable Firefighter’s Association Memorandum of Understanding (MOU) and the published “Salary, Compensation, and Benefits Policy” for the City of San Gabriel.*

**APPLICATION PROCEDURE:**

Interested candidates must complete a City of San Gabriel online application at [jobs.sangabrielcity.com](http://jobs.sangabrielcity.com). Candidates must attach the following documents to their online application: (1) cover letter, (2) professional résumé, (3) a copy of ALL required certifications for the position, and (4) a copy of all applicable/desirable certifications for the position. Applications lacking items 1-4 will be rejected. The filing deadline for this recruitment is **March 23, 2023 @ 4pm, or when 25 applications have been submitted, whichever occurs first. Please do not hesitate to apply.** *Faxed, emailed, or hard copies of application materials will not be accepted. All inquiries should be made directly to the Human Resources Department.*

**TENTATIVE RECRUITMENT & EXAM SCHEDULE:**

The following is the tentative schedule for this recruitment. If you are interested in applying for this position, please plan in advance to accommodate the schedule. The City will make every effort reasonable to meet this schedule; however, please note that the City reserves the right to revise this schedule at any time if deemed necessary.

- Application Period..... February 23 – March 23
- Oral Appraisal Interview..... TBD
- Department Selection Interview..... TBD
- Pre-Employment Processing..... TBD
- Anticipated Academy Start Date..... TBD

**EXAMINATION PROCESS & ASSESSMENT CENTER:**

All applications will be pre-screened. Those deemed qualified will be invited to a qualifying oral appraisal interview. The oral appraisal generally examines candidates for their work experience, technical knowledge, judgment, and capacity to learn currently approved principles, practices, and procedures of fire/rescue operations.

**ELIGIBILITY LIST:**

Those applicants who successfully pass the examination process will be placed on an eligibility list for one year. Candidates on the eligibility list may be called at any time to participate in a selection interview with the Department to fill an immediate and/or anticipated vacancy in the Firefighter-Paramedic classification.

**CONDITIONAL APPOINTMENT / PRE-EMPLOYMENT PROCESS:**

Upon the successful completion of a selection interview with the Department, which requires the Department’s recommendation to hire, candidates may be tendered a conditional offer of employment. All conditional offers are subject to satisfactorily passing a pre-employment examination which consists of a comprehensive background investigation, psychological examination, medical examination, and drug screen. Any candidate(s) failing to pass any one of the pre-employment components will be disqualified from the process and their conditional offer of employment shall be revoked.

*The provisions of this bulletin do not constitute an expressed or implied contract. Any provisions contained in this bulletin may be modified or revoked without notice. Applicants with legal disabilities, who require special testing accommodations, must contact the City of San Gabriel Human Resources Department at least five days prior to the examination date.*

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All qualified candidates are encouraged to apply; the City of San Gabriel is an Equal Opportunity Employer.

鼓勵所有的合格候選人提出申請 聖蓋博市是平等機會的雇主

Tất cả ứng cử viên hội đủ điều kiện nên nộp đơn. Thành Phố San Gabriel là một sở làm có tôn chỉ tạo cơ hội bình đẳng.  
La ciudad de San Gabriel ofrece la igualdad de oportunidades en el empleo, apoyamos a los candidatos calificados a aplicar.

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HUMAN RESOURCES DEPARTMENT

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