



Firefighter Paramedic

(2912 Annual Hours)

\$6,346 – \$7,714 per month

Open until filled



THE DEPARTMENT

The Suisun City Fire Department was established in 1861. The men and women of SCFD take great pride in the customer service that they provide to all who live, work and travel through Suisun City. SCFD is a mission-driven fire agency that remains focused on customers and safety. It is our goal that all members strive to attain a synergistic balance of education, training, and experience to provide excellent emergency management on every call. SCFD is a combination agency staffed with both full-time and volunteer fire personnel. We currently operate two Type 1 Fire Engines, one Type 3 Fire Engine, Ladder Truck, three Command Vehicles, one Type 5 Fire Engine, Zodiac Rescue Boats, and one USAR Trailer. The Suisun City Fire Department is an ALS (Paramedic) level department, supported by Medic Ambulance for transport services. Station 47 is staffed 24 hours a day, 7 days a week.

THE POSITION

The ideal candidate would know and be responsible for performance of the full scope of assigned fire suppression, fire prevention, emergency medical care responsibilities, and for the protection of life and property. New incumbents may have limited related experience but are expected to learn the full range of duties and responsibilities, perform duties with minimal direct supervision, and exercise sound judgment and discretion in making decisions. Firefighters work a 48/96 work schedule, comprised of two 24-hour shifts followed by four 24-hour days off, averaging 56 hours per week.

EDUCATION AND EXPERIENCE GUIDELINES

ANY COMBINATION OF EDUCATION AND EXPERIENCE THAT WOULD LIKELY PROVIDE THE REQUIRED KNOWLEDGE AND ABILITIES IS QUALIFYING. A TYPICAL WAY TO OBTAIN THE KNOWLEDGE AND ABILITIES WOULD BE:

EDUCATION/TRAINING:

- A high school diploma or equivalent is required, and successful completion of state-certified fire academy and other required certification courses. Additional college-level coursework in fire science or a closely related field is highly desirable.

EXPERIENCE:

- No prior experience needed.

License or Certificate:

- Possession of a valid California Class C driver's license is required.
- Possession of Firefighter I certification issued by the California State Fire Marshal is required.
- Possession and maintenance of a valid Paramedic certification.

Substitution:

- A certificate verifying completion of a California State Fire Marshal accredited regional fire academy may substitute for the Firefighter I certification. However, the California Firefighter I certificate must be completed prior to and as a condition of passing probation.

Supplemental Requirements:

- Firefighter Task Book: The Firefighter Task Book must be completed within the probationary period. The completion period of the Task Book may be extended at the discretion of the Fire Chief if the probationary period is also extended.
- Academy graduates and entry-level applicants who possess their Firefighter I certification require a passing score (> 70%) on the Fire Candidate Testing Center written test (FCTCOnline.org). The FCTC written test shall be waived for lateral applicants currently employed in a full-time capacity as a firefighter and who have completed their probationary period.

- Possession of a California Physical Ability Test (CPAT) within 12 months prior to the date of appointment. The CPAT requirement shall be waived for lateral applicants currently employed in a full-time capacity as a firefighter and who have completed their probationary period.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT

The conditions outlined in the class specification are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential job functions.

BENEFITS

- Medical Insurance - The City pays for medical coverage up to current Kaiser Permanente Family rate. Employees covered by another insurance plan may be eligible for a cash payment up to \$700 per month in lieu of enrolling in the City's health plans. City offers IRS Section 125 benefits plan for dependent care and healthcare reimbursement accounts. Vision and dental insurance options available at competitive rates.
- Retirement - Public Employees Retirement System (CalPERS) of 2% @ 55 for Classic Employees, or 2% @ 57 for new employees subject to the California Public Employees' Pension Reform Act (PEPRA) of 2013. City does not participate in Social Security, but does withhold for Medicare, in accordance with federal law.
- Supplemental Retirement Plans - City contributes a match up to 4% of base pay or \$118 per pay period, whichever is greater, into the Deferred Compensation Plan, and a match of \$600 annually to a 401(a) plan.
- Longevity Pay - 3% after 5 years; 3% after 10 years (total of 6%).
- Holiday Pay - 2% per pay period in lieu of observing time off for legal holidays.
- Education Incentive Pay - 3% for advanced degree beyond current requirement for job; 1.5% for Chief Officer certification; 5% Paramedic Incentive Pay. Additionally, the EMT/Paramedic Pay Pilot Program that runs through 6/30/2025 provides EMTs with an additional 2% and Paramedics with an additional 5% incentive pay.
- Life Insurance - Fully City-paid life insurance of \$200,000 for employee only.
- Tuition Reimbursement - Up to \$1,500 per year upon successful completion of approved program.
- Paid Leave - 96 hours of sick leave, and 112 hours paid vacation per year for the first five years of service, increasing over time.
- Uniform Allowance - \$1300 per year.
- Physical Fitness Allowance - up to \$250 annually for gym membership.
- Alternative Work Schedule - The standard Fire Department non-exempt employee work schedule is 48/96.

APPLICATION/SELECTION PROCEDURE

The City of Suisun City utilizes CalOpps.org to accept and process employment applications. To access the online application, please go to <https://www.suisun.com/careers> and select the appropriate link. Resumes will not be accepted in lieu of the City's online application, but should accompany it. All applications and resumes will be reviewed to select those applicants whose qualifications appear to most closely match the requirements of the position. A limited number of qualified applicants may be invited to participate in the subsequent phase(s) of the recruitment process which may include one or more of the following: written examination, performance examination, assessment exercises, oral interviews, medical examination, urinalysis, and complete background checks. Meeting the minimum qualifications does not guarantee selection or advancement in the recruitment process. A medical physical examination is part of the City's hiring process, for which a valid Candidate Physical Ability Test (CPAT) is required. All documentation must be completed in full and returned according to the instructions provided for the application to be further considered.

COMPLIANCE WITH AMERICANS WITH DISABILITIES ACT (ADA): With prior notice to the Human Resources Division regarding testing or job performance modifications, the City will make reasonable accommodations for qualified applicants and employees with disabilities. Disabled individuals requiring accommodation during the application/hiring process should notify the Human Resources Division.

IMMIGRATION REFORM & CONTROL ACT: In accordance with the Immigration Reform and Control Act of 1986, all potential employees will be required to provide proof of United States Citizenship or authorization to work in the United States.

The provisions of this bulletin do not constitute an expressed or implied contract. Any provision contained in this bulletin may be modified or revoked without notice.