



2220 Magnolia Street, Ceres, CA 95307 Phone: (209) 538-5747



CITY OF CERES

ANNOUNCES AN UPCOMING CAREER OPPORTUNITY FOR

Firefighter

OPEN RECRUITMENT—BY FCTC INVITATION ONLY

Applicants must register and become eligible with the FCTC

www.FCTCOnline.org

FIREFIGHTER CANDIDATE TESTING CENTER

TENTATIVELY OPEN: August 22 or 23, 2018

CLOSED: September 3, 2018 (or immediately following 150 applications received)

FIRST EVALUATION OF APPLICATIONS: September 4, 2018

Applicants must submit the required certificates in PDF format with their application in order to be considered for this position

Apply at www.calopps.org/city-of-ceres





The City of Ceres is located in the Central San Joaquin Valley, 80 miles south of Sacramento and 95 miles east of San Francisco, in the heart of Stanislaus County. Ceres is in one of the Central Valley's richest and most diverse agricultural areas and is the home of the new \$14 million County Agriculture Center. The City enjoys a comfortable climate, with 12 inches of rainfall annually. The average low winter temperature is 38 degrees Fahrenheit, the average high temperature in spring and fall is 85 degrees Fahrenheit, and the average high in the Summer is 90 degrees. The Tuolumne River forms part of the northern boundary.

Ceres is a growing community with a heartfelt commitment to retaining its small neighborhood personality. During the past three decades, Ceres expanded its boundaries and increased significantly in population and is now home to more than 46,000 people. The City's progress and development is continuous and our future is exciting. With new leadership in key positions within the City, there is a renewed commitment to change and improvement in all areas of operations. Ceres is bisected by State Route 99, the major north-south thoroughfare within California's Great Central Valley. Because of its location along this important transportation artery, the city is home to many large industrial users, including a WinCo Distribution Center, Bronco Winery, and G3 Enterprises, a bottle-labeling division of Gallo Wines.

Many residents cite its proximity to a wide range of outdoor activities as one of the primary reasons to live in Ceres. With its accessible location in Central California, easy weekend or day trips to the Sierra Mountains or the Pacific Coast are common, including visiting San Francisco, Lake Tahoe, Monterey-Carmel and Yosemite National Park. While continuing to grow in size and number, Ceres residents desire the best of the characteristics that represent a "small town". Citizens, businesses, and nonprofit community groups and organizations jointly support many local activities during the year; the annual Downtown Street Fair each May, summertime Concerts in the Park, Halloween Children's Fun Festival, and a Christmas Tree Lane venue.

FIREFIGHTER

SUMMARY DESCRIPTION

Under general supervision, performs various duties to protect life, property, and the environment including to respond to emergency medical, fire, rescue, and hazardous materials alarms and public service calls; maintains firefighting, emergency medical and associated vehicles, apparatus, and equipment; performs the full range of fire suppression duties; provides basic life support emergency medical assistance; conducts fire prevention inspection and public education programs including fire safety inspections of buildings; and conducts and participates in firefighting, fire prevention, public education, disaster preparedness, and related training activities.



EXAMPLES OF ESSENTIAL AND IMPORTANT DUTIES

For a more complete description (including the required knowledge, abilities and physical demands), please visit the City of Ceres web-site : www.ci.ceres.ca.us

REPRESENTATIVE DUTIES OF FIREFIGHTER:

The following duties are typical for this classification. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.

1. Respond to fire, emergency medical, rescue, and hazardous material alarms and emergency calls to protect life, property, and environment; perform tasks to suppress or control fires, limit damage, and reduce injury and death caused by fires, accidents, or other calamities; respond to non-emergency calls for service as necessary.
2. Assist in all phases of fire suppression; place fire hoses; set ladders; ventilate and enter burning structures to extinguish fires and rescue victims; operate pneumatic and auxiliary equipment such as generators and pumps.
3. Perform tasks that support the activities of emergency medical services (EMS) workers in providing emergency medical care; perform emergency medical tasks in patient care and administers basic life support at the EMT level to victims of injury or illness.
4. Assist with annual equipment testing; perform routine and minor repairs and maintenance; identify needs for major repairs; maintain records of maintenance work performed.
5. Assist with the cleaning and reloading of all equipment, tools, and apparatus upon completion of fire or emergency response activities; repair and maintain air packs.
6. Assist in the investigation of fire scenes to determine causes; preserve evidence and provides observations to investigators.
7. Maintain skill levels, new equipment and procedure familiarization, and certifications that are relevant and/or required for assigned responsibilities; participate in drills and training exercises, classes, and activities including but not limited to those related to fire suppression, fire prevention, emergency medical service, hazardous material response, technical rescue, extrication, physical fitness, and other related areas.
8. Participate in public relations, fire/safety education activities, and fire prevention activities including station tours, fire safety/fire suppression education away from the station, school education programs, group activities, fire drills, courtesy walk through visits, and phone inquiries.
9. Present classes and other training to various groups including other employees, volunteers, and members of the general public in subjects related to fire service.
10. Participate in fire and life safety inspections; perform routine inspections of commercial, industrial, residential, and other buildings; perform fire sprinkler, alarm, and hydrant flow tests; identify fire and life safety hazards; provide suggestions for correction; schedule re-inspections for verification of correction; submit reports as needed.
11. Perform general maintenance work in the upkeep of fire station facilities and equipment; clean living quarters, kitchen, bathrooms, and other areas of the fire station.
12. Perform special projects as assigned; assist in developing plans for special assignments such as emergency preparedness, hazardous communications, training programs, firefighting, hazardous materials, and emergency aid activities.
13. Perform related duties as required.

MINIMUM QUALIFICATIONS REQUIRED TO QUALIFY

Education and Experience Guidelines

Equivalent to completion of the twelfth grade supplemented by specialized training in fire science, emergency medical techniques, mechanics, or a related field.

License or Certificate (all certification must be issued in the State of California):

- Possession of a valid California Class C driver license
 - The ability to obtain an F endorsement or valid California Class B driver license with appropriate endorsements by completion of probation
 - Possession of Firefighter I certification or completion of an accredited Fire Academy
 - Possession of appropriate, valid EMT or EMT-P and CPR/AED certifications
 - Possession of Hazardous Materials First Responder Operations certification
 - Current CPAT card (obtained within the past year)
 - Current passing score on the FCTC written exam (obtained within the past year)
- **Must be 21 years of age at the time of appointment

SALARY & BENEFITS

SALARY: \$3,757–\$4,756 Monthly

CONTRACT NEGOTIATIONS CURRENTLY UNDERWAY



MOU: Benefits and compensation for this position are administered under the Ceres Professional Firefighters Local 3636 (For a complete MOU, go to: www.ci.ceres.ca.us (Click: Human Resources))

RETIREMENT/PENSION: The City offers a generous defined benefit plan pension (membership required) in the Stanislaus County Employees' Retirement Association (StanCERA), as governed by County Employees' Retirement Law of 1937 and Public Employees' Pension Reform Act (PEPRA). "*Classic members*" (currently or within the last six (6) months a member of StanCERA or subject to reciprocity with another eligible retirement plan, eg. CalPERS) are enrolled in the City's 3% @ 50 plan; final compensation at retirement is based on the single highest year. Non-classic or "*new members*" are enrolled in the 2.7% @ 57 plan, and employees are required to pay 50% of the normal contribution rate as prescribed by PEPRA, currently 14.25%, on a pre-tax basis; final compensation at retirement is based on the average of the three highest salary years.

HEALTH: The City contributes toward the combined monthly premiums for medical, dental and vision a maximum of \$710, \$1,470 or \$2,090, dependent on level of medical coverage enrollment. Some of the monthly plan premium options are currently at NO COST to the employee and family! Any employee contributions to health premiums are taken as pre-tax deductions. Employees eligible to waive medical coverage receive \$200 per month in additional taxable compensation. Carriers include: Blue Shield HMO, Blue Shield PPO, Kaiser HMO; Stanislaus Foundation Dental and Blue Shield MES Vision.

OTHER BENEFITS: The City contributes an additional \$100 per month through a qualified Section 125 plan for the purchase of voluntary benefits (e.g. Life/AD&D or FSA for daycare and unreimbursed medical expenses) or employee contributions to the employee's deferred compensation (457) supplemental retirement account, Retiree Health Savings or Health Savings Account, as applicable. to certain voluntary benefits are taken as pre-tax deductions.

ANNUAL LEAVE: Holidays are paid in-lieu; vacation accrues at a beginning rate of 119 hours per year and increases after four (4) years with a maximum accrual cap of 672 hours; sick leave is 133.9 annual accrued hours with no cap.

The City also participates in Social Security, which has a mandatory 7.65% contribution.



APPLICATION AND EXAMINATION

Only the first 150 qualified applicants will be considered

We recommend that you apply ASAP

The deadline to apply is **Monday, September 3, 2018;**
however, the recruitment may close sooner, depending
on the number of applications received.

SELECTION PROCESS: To be considered for this recruitment, you must be on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List. Ceres Fire is hiring directly off of this list. Visit FCTCOnline.org immediately to register for upcoming CPAT and written tests, and to learn about the examination process, requirements, study materials and fees.

A limited number of applicants by rank order will advance to the next testing phase. *Note: Meeting the minimum qualifications does not guarantee advancement in the selection process.* Candidates will be invited to interview before a panel of Fire subject matter experts. Interviews are anticipated to be scheduled in mid September, 2018.

Candidates who achieve a passing score at the interview will be placed on a six (6) month Employment Eligibility List. The top three (3) scores will be referred to the Fire Department for a selection interview with the Fire Chief or department designee.

A select number of candidates will be authorized by the Fire Department to advance to the Background Investigation, including fingerprinting. Candidates who pass the Background Investigation will receive a Conditional Employment Offer and will advance to the pre-employment medical examination which will include medical, drug testing, psychiatric and physical exams.

At the time of hire, City employees must meet the documentation requirements to be eligible to work in the United States.



APPLICATION & HIRING PROCESS



EQUAL OPPORTUNITY EMPLOYER

The City of Ceres is an equal opportunity employer and welcomes workforce diversity in hiring and employment practices. As part of its Affirmative Action Program, the City of Ceres encourages minorities, women, and disabled persons to apply and compete for employment opportunities.

The City complies with the Americans with Disabilities Act and considers all special requests for reasonable accommodations. Submit requests in writing prior to the interview.

ANNOUNCEMENT DATE: August 3, 2018