



FIRE DEPARTMENT SANTA CLARA COUNTY



FIREFIGHTER/ENGINEER TRAINEE

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DEFINITION

Under immediate supervision and training, entry-level Firefighter/Engineer Trainees are trained in fire suppression, prevention, and emergency response in a classroom setting and training activities requiring physical exertion in a Fire Academy for up to 18 weeks.

Firefighter/Engineer Trainees are considered entry-level, term-limited, unrepresented employees with limited benefits during the academy.

PROCESS

In order to be considered for the recruitment process, applicants must successfully complete/obtain the following:

- Pass the written test. The test is administered by National Testing Network. For more information, please visit their website at www.nationaltestingnetwork.com.
- After closing of written test deadline, those passing each category of the test with a minimum score of 70% and above will be randomly selected to move on to the next phase of the process.
- Invited candidates will be requested to submit a formal application via the Department's website. Candidates will be given instructions to create a personal profile, complete a Department job application, and submit requested documentation. After a review of submission, those determined to meet the minimum qualifications of the position will be invited to schedule an oral board interview.
- Participate in the scheduled interview. Candidates will be advised of required licenses/documentations to bring to the interview.
- Candidates scoring 70% and above in the oral board interview process will be placed on an employment eligibility list for the position, which is good for up to 18 months.
- Selected candidates may be required to successfully complete a Department physical fitness test.

Once selected to move forward in the recruitment process, the candidate must successfully complete a background check, Live Scan fingerprint, and pass a Chief's interview. If selected to continue in the process, the candidate will be extended a conditional offer, where the candidate will be requested to complete the following items:



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- A polygraph test,
- A psychological evaluation, and
- A medical examination.

Upon completion of the elements of the conditional offer, the candidate may receive a final offer for employment as a Firefighter/Engineer Trainee (Extra-Help). Fire Academy graduates will then begin their employment status with full benefits with the Santa Clara County Fire Department as classified, represented probationary Firefighter/Engineers.

COMPENSATION AND BENEFITS DURING THE ACADEMY

Entry-level Firefighter/Engineer Trainees will be compensated at approximately \$4,500.00 per month with medical benefits and sick leave accrual (up to three days or 24 hours of sick leave for use starting the 90th day of employment per Healthy Workplace Healthy Family Act of 2014 (AB 1522). Trainees will not qualify for enrollment in the California Public Employees' Retirement System for the duration of the academy (unless already a PERS member).

AFTER THE FIRE ACADEMY

Once graduated from the Fire Academy, the Firefighter/Engineer Trainee will begin their 18-month probationary status as a classified Firefighter/Engineer at Step 1 of the Firefighter/Engineer base wage. Paramedic differentials will be applied once a probationary Firefighter/Engineer has been assigned to paramedic duty. Upon successful completion of the probationary period, the employee will receive a step increase upon recommendation of the Deputy Chief of Training and approval from the Fire Chief. All step advancements are made upon the approval of the Fire Chief.

PARAMEDIC ASSIGNMENT COMMITMENT

Successful Firefighter/Engineer Trainees who are hired by the Department to perform Firefighter/Engineer assigned to paramedic duties must commit to the assignment for a minimum of five (5) years.

MINIMUM QUALIFICATIONS

- By the written test deadline, the applicant must be at least 21 years of age and have not reached 35 years of age. Applicants 35 years of age or older **MUST** have a minimum of five (5) years of full time firefighting experience within the last 10 years prior to the closing date of the written examination to participate in the recruitment process.
- Applicant's visual acuity needs to be not less than 20/40 corrected vision in each eye and not less than 20/100 uncorrected vision in each eye, with only mild red/green color defects being acceptable; be in good physical condition; weight in proportion to height in accordance with medical standards.
- EMT Assignment – By the written test deadline, applicant must hold a current EMT-1 certificate with the ability to certify within the County of Santa Clara at time of appointment.
- Paramedic Assignment – By the written test deadline, the applicant must hold a valid state of California paramedic license, and must have a minimum of one year, full-time field experience, or equivalent, as a paramedic, with the ability to certify within the County of Santa Clara at time of appointment.



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- Candidate must be in possession of a valid California driver's license upon date of hire.
- Candidate must hold a current CPAT (Candidate Physical Agility Test) card / letter at the time of Oral Board. A CPAT card / letter is valid for one year from the date of issuance.
- Candidate may be required to successfully complete a Department physical fitness test, which may consist of:
 - 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
- Tattoo Guidelines: Eligible candidates must not have any tattoos visible while in a SCCFD uniform. Tattoos containing profane, profanity, inappropriate messages, and/or images are strictly prohibited.
- No misdemeanor or felony convictions within the last five (5) years.

Please contact Personnel Services at (408) 378-4010 or by email at recruitment@sccfd.org if you have questions.