



**FIRE DEPARTMENT  
SANTA CLARA COUNTY**

**14700 Winchester Boulevard  
Los Gatos, CA 95032  
(408) 378-4010**



**PLEASE POST UNTIL 5/31/2017**

**ANNOUNCEMENT OF OPEN AND COMPETITIVE EXAMINATION  
FIREFIGHTER/ENGINEER - assigned to paramedic duties**

**Written Test Deadline: By 1700 Hours on Wednesday, May 31, 2017**

Current Monthly Base Salary: \$8,660.61 to \$10,527.02  
Paramedic differential is 7.5% for the first year of assignment; 10% after the first year  
of assignment with a 5-year commitment

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**THE POSITION**

The Santa Clara County Fire Department (SCCFD) is recruiting for the position of Firefighter/Engineer (FF/E) - assigned to paramedic duties. Please read the following announcement carefully. Failure to follow these instructions may eliminate potential candidates from continuing in the recruitment/selection process. To sign up for the written test, please go to the National Testing Network (NTN)'s website at [www.nationaltestingnetwork.com](http://www.nationaltestingnetwork.com) and select "Firefighter Jobs."

All successful applicants hired through this process will initially participate as Firefighter/Engineer Trainees during the Fire Academy that will last approximately 18 weeks. The Firefighter/Engineer Trainees will be paid approximately \$4,500.00 per month with medical benefits and sick leave accrual per Healthy Workplace Healthy Family Act of 2014 (AB 1522). At the conclusion of the Fire Academy, successful Trainees will become probationary Firefighter/Engineers with full benefits. For more information, please review the Firefighter/Engineer Trainee information document, the Firefighter/Engineer job specification, and SCCFD information found on our web site at [www.sccfd.org](http://www.sccfd.org) under "Employment & Careers."

**MINIMUM QUALIFICATIONS**

By Wednesday, May 31, 2017, the applicant must be at least 21 years of age and have not reached 35 years of age with the following exception: applicants 35 years of age and older **MUST** have a minimum of five (5) years of full-time firefighting experience within the last 10 years prior to the NTN written test deadline. Applicants must have completed education equivalent to the 12<sup>th</sup> grade; visual acuity of 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; and in possession of a valid California driver's license at time of appointment.

The applicant must possess a valid state of California Paramedic license with one year of documented full-time clinical/field experience (not including internship) by the written test deadline, and the ability to accredit within the County of Santa Clara at time of appointment. Please note: Any FF/E hired to perform paramedic duties, as a condition of employment, will be required to make a commitment to be regularly assigned to paramedic duty for a period of not less than five (5) years from the time that he/she is first assigned.

**Physical Fitness Standards:** The applicant should be in good physical condition; weight in proportion to height. The Department reserves the right to conduct a pre-qualification physical fitness test prior to conditional offer. Per Department Policy 323 – Physical Fitness Program, the testing will include, but not be limited to:

- Run - 1.5 mile 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 applicants must not have any tattoos visible while wearing a SCCFD uniform. Tattoos containing profane, profanity, inappropriate messages, and/or images are strictly prohibited.



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### THE APPLICATION PROCESS

Complete National Testing Network's application and schedule your written test on their website at [www.nationaltestingnetwork.com](http://www.nationaltestingnetwork.com). Be sure to select to have your test scores sent to Santa Clara County Fire Department to be considered. Applicant MUST completely fill out the application on NTN's website. An incomplete application will result in immediate disqualification. Multiple testing dates and locations will be offered, but the applicant must complete the testing by 1700 hours on Wednesday, May 31, 2017.

NTN's website provides the following:

- Application process.
- Information related to the Firefighter/Engineer position, including minimum requirements, salary and benefits.
- Detailed information about the testing process for the entry-level test.
- Opportunity to take online practice tests at [www.ergopracticetests.com](http://www.ergopracticetests.com).
- Schedule your own convenient test date and time. Tests are offered multiple times a week, including Saturdays at various testing locations.
- Take high quality job simulation tests in a standardized, fair testing environment.
- Waiver for fees.

### THE SELECTION PROCESS

Applicants who successfully pass the written examination with at least a 70% in each category will be randomly selected to proceed in the recruitment process by submitting a formal application via the Department's website. The candidate will be instructed to create a personal profile and complete a Department job application and submit other requested support documents (i.e. supplemental questionnaire, clear copy of front and back of driver's license, current California paramedic license, other job related certification(s) listed on the supplemental questionnaire, and CPAT - if applicant has it at time requested). Upon review of the submission, those meeting the minimum qualifications of the position will be invited to schedule for an oral board interview. Candidates must have a current CPAT card/letter at time of the oral board interview. A CPAT card/letter is valid for one year from the date of issuance.

The oral board interviews have been tentatively scheduled for two weeks commencing on Monday, July 17, 2017. **Candidates must bring their current driver's license, California paramedic license and CPAT card to their scheduled oral board interview.** Failure to provide the original of these documents at the time of the oral board interview will be basis for disqualification. Information regarding the CPAT physical ability test, practice dates, and test dates can be found at [www.fctonline.org](http://www.fctonline.org) or by calling (877) 648-2728.

The physical fitness test is tentatively scheduled for Saturday, August 5, 2017 for those on the eligibility list who are invited to continue in the recruitment process.

**Preference:** Veterans and current Santa Clara County Fire Department volunteers in good standing may be eligible for selection preference by being invited to the oral board if the candidate has successfully passed the written test regardless of random select order. In order to be eligible, when veterans are invited for an oral board interview, the applicant must provide a copy of their military discharge form (Form DD214).

Extensive pre-employment background includes Live Scan fingerprinting and background investigation. A polygraph, psychological evaluation and medical examination will be required for candidates who are offered a conditional offer of employment. Candidates must have a California driver's license at time of appointment. Upon completion of the elements of the selection process, the candidate may receive a final offer for employment. The Department reserves the right to discontinue a candidate from the selection process at any time.

The tentative start date for the Fire Academy is February 12, 2018 and will last approximately 18 weeks.

For additional information regarding the position of Firefighter/Engineer or the application and selection process outlined herein, please visit our website at [www.sccfd.org](http://www.sccfd.org) or by calling (408) 378-4010.

*The information contained within this announcement may be modified or revoked without notice and does not constitute either an expressed or implied contract.*

*The Department is an Equal Opportunity Employer.*