

Application Filing Period: November 25, 2024, at 9:00am to January 9, 2025, at 5:00pm

FIREFIGHTER-PARAMEDIC RECRUITMENT

The District is seeking skilled, professional and motivated candidates for the position of Firefighter-Paramedic. The Firefighter-Paramedic is expected to function as a member of an engine company; prevent, control and extinguish fires; perform basic and advanced life support medical care; carry out rescue operations and perform basic maintenance. District Firefighter-Paramedics are trained and fulfill the role of a Fire Apparatus Driver/Operator as a condition of the 18-month probationary period. Incumbents are expected to exercise initiative and some independent decision-making in assigned work details and carry out all instructions, directives and lawful orders and participate in District training activities. The position of Firefighter-Paramedic offers opportunities to work as a Fireboat Operator, Open Water Rescue Swimmer, US&R Team Member, US&R Water Rescue Team Member, Marin County Hazardous Materials Team Member, Rescue Water Craft Operator and more.

Salary and Benefits:

Salary range \$115,650 - \$133,968 annually (plus additional incentives as qualified)

The District's total compensation package includes:

- CalPERS Retirement - PEPR 2.7% @ 57; Classic 3% @ 55
- Healthcare Benefit Value of \$2,329/mo for Family Enrollment
- Educational Incentive up to an additional 7% of Base Salary (as qualified)
- District contributes 5% to employee's deferred compensation plan
- Eligible Special Assignment pay up to an additional 6% (as qualified)
- \$800 annual uniform allowance
- Employer contributes to employee dental, vision and life insurance plan
- Bilingual Premium pay incentive of an additional 2% (as qualified)

Selection Process: **Application Filing Period: November 25, 2024, at 9:00am to January 9, 2025, at 5:00pm**

- 1. Application Screening:** (Pass/Fail/Ranking) – Applicants who meet the minimum qualifications stated on the job announcement and have submitted a complete application packet as specified will be considered. Applicants will be screened and ranked by the application screening committee. Applications will be invited to the Oral Interview based on the rankings established by the screening committee.
- 2. Oral Interview Panel:** (Pass/Fail/Ranking) – The Oral Interview Interview is administered by members of the District in-person only. Candidates will be notified via email of the Oral Interview Test date, time, and location one to two weeks prior to the test.
- 3. Fire Chief's Interview:** Top scoring/ranking candidates from the Oral Interview Panel will be invited to a Fire Chief's interview typically scheduled 1 to 7 days following the Oral Interview.
- 4. Background Process & Medical Exam/Drug Test:** If considered for appointment, candidates must complete and pass a background investigation, which may include but is not limited to, personal history, work history, reference checks, Live Scan/fingerprinting, and psychological test. Candidates must also pass a pre-employment medical exam and drug screening.

***Selection procedure and timelines are subject to change.**

Minimum Qualifications:

- High School Diploma or equivalent
- Valid California Driver's license or equivalent
- Completion of an accredited Firefighter I Academy or CSFM Firefighter I certificate
- Cal-JAC CPAT (Candidate Physical Ability Test) Card dated **01/01/2024 or later**
- Valid CA EMT-Paramedic card
- Valid CPR Certification - American Heart Association Healthcare Provider - CPR card or equivalent

Knowledge of & Ability to:

- Respond to fires, open water rescues, medical emergencies and other service calls
- Assist in maintaining fire stations and maintenance/repair of firefighting tools & equipment
- Uphold District policies and standards, comprehension of hazardous situations and firefighting techniques; participate in drills and exercises
- Understand Marin County Paramedic Policies and Protocols and provide care within scope of practice during medical emergencies
- Perform periodic fire prevention inspections of businesses and apartment buildings, complete inspection documentation as necessary
- Operate fire apparatus as a driver/operator
- Perform structure, wildland and misc. fire suppression
- Carry, raise, lower and climb ladders
- Conduct salvage and overhaul operations
- Operate on a Fireboat as a Deckhand

Knowledge of:

- Principles, practices and procedures of modern fire fighting and protection of lives and property
- Local geography of the area including location of hydrants, water mains and major fire hazards of the participating jurisdictions
- Standard broadcasting procedures of a fire radio system

Ability to:

- Maintain proficiency in medical emergency practices and techniques
- Analyze fire and driving situations and to adopt effective course of action
- Prepare clear, concise and complete reports and notices
- Think and act quickly in emergencies
- Understand and carry out oral and written directives
- Perform a variety of manipulative tasks with good dexterity
- Operate rescue tools, rope rescue equipment, ventilation, salvage, communication equipment, forcible entry tools & power saws

ADA Special Requirement:

Essential duties require the following physical abilities and work environment: Ability to sit, stand, walk, kneel, crouch, squat, reach, crawl, twist, climb and lift 150 pounds; exposure to cold, heat, extreme noise, outdoors, confining work space, electrical hazards, vibration, chemicals, dust, toxic waste, mechanical hazards and explosive materials; availability for shift work, on-call and stand-by call.

Employment Eligibility:

Documentation verifying the candidate's eligibility for employment in the United States will be required and shall be presented upon hire. This includes citizens and noncitizens.

Our District:

The Tiburon Fire Protection District established in 1941, employs 24 career members, up to 6 Firefighter-Trainees and Fire Prevention personnel under the direction of Fire Chief Richard Pearce. The District has three shifts each with a Battalion Chief, Captain, Lieutenant and 3 Firefighters (Qualified as Driver Operators) and up to 2 Firefighter-Trainees who work a 48/96 schedule. Each shift is assigned 2-3 Paramedic qualified members with the District staffing a total of 7-9 Paramedics.

The District provides emergency response, fire prevention and public education to a 6 square mile area. The District responds to approximately 2100 calls for service annually from 2 Stations located on the Tiburon Peninsula. Tiburon is a Class 1 fire agency utilizing a fleet of: (3) Type I Engines, (2) Type III Engines, (1) Medium Rescue, (1) ALS Ambulance and a 38' Fireboat. The District belongs to the Southern Marin Emergency Paramedic System (SMEMPS) JPA that provides ALS treatment and transportation within the Southern Marin area.

Our Community:

The Tiburon Fire Protection District is located in Southern Marin County. We border the Richardson Bay, San Francisco Bay, Central Marin Fire Authority, Southern Marin Fire District and Angel Island State Park. We serve the communities of Tiburon, Belvedere and areas of unincorporated Marin County.

How to Apply:

Applications are available on Tiburon Fire Protection District's website: www.tiburonfire.org

Application packets may be submitted: *(emailed applications will not be accepted)*

-In Person: District Headquarters located at 1679 Tiburon Boulevard, Tiburon, CA 94920

OR

-By Mail: Applications
Attn: Nicole Chaput
1679 Tiburon Boulevard
Tiburon, CA 94920

Application packets must include *only* the following:

- Completed Application
- One (1) Page Resume
- Valid California Driver's license or equivalent
- Completion of a recognized Firefighter I Academy or CA Firefighter I certificate
- Cal-JAC CPAT (Candidate Physical Ability Test) Card dated **01/01/2024 or later**
- Valid CA EMT-Paramedic card
- Valid CPR Certification - American Heart Association Healthcare Provider - CPR card or equivalent

Questions regarding the application and recruitment process may be directed to: jobs@tiburonfire.org

**No phone calls for application and recruitment questions*

Station visits are not required but may be made by appointment only by emailing: jobs@tiburonfire.org