



*The City of Barstow invites your application for the position of...*

## **FIREFIGHTER/PARAMEDIC (TO ESTABLISH AN ELIGIBILITY LIST)**

### **THE CITY OF BARSTOW**

Rich in California history and located in the northern Inland Empire region of San Bernardino County, the City of Barstow spans 40 square miles and is centrally located midway between Los Angeles and Las Vegas. The community was founded in 1886 and incorporated as a City in 1947. Today, Barstow is home to around 23,000 residents and blends the best elements of small town charm with convenient access to big city amenities. As the place where Interstates 15 and 40 intersects with Highways 58 and 247, Barstow truly sits at *the crossroads of opportunity, where the best is yet to come.*

Barstow's international reputation for being a premier community has attracted an eclectic mix of railroad, military, high technology, and mining employers in town. Burlington Northern Santa Fe Railroad's largest classification yard calls the City home. In addition, the U.S. Army National Training Center at Fort Irwin, the Marine Corps Logistics Base, NASA's Goldstone Deep Space Network, and Molycorp (the only rare earth oxide producer in the Western hemisphere) all have operations based in the greater Barstow area.

### **THE CITY ORGANIZATION**

Barstow is a general-law city operating under the Council-Manager form of government. The City Manager is appointed by the City Council to serve as the organization's Chief Executive Officer and leads a full-time staff of 158 employees and a part-time staff of 54 employees while administering a Fiscal Year 2015/2016 Budget of around \$37.3million.

As the only full-service city in the Inland Empire's High Desert Region, Barstow coordinates its organization in six departments, including the City Manager's Office, Police Department, Fire Department, Community Development Department, Community Services Department, and the Finance Department. The City organization has recently engaged in an exciting initiative to reinvent itself into a dynamic, innovative, fast-paced, and strategic operation. Employees are being empowered to take calculated risks and there is a growing expectation and commitment to the continuous improvement of all aspects of the municipal operation.

### **THE FIRE DEPARTMENT**

The Barstow Fire Protection District has a rich history of providing exceptional fire services to the greater Barstow area. The Department takes great pride in the wide range of services provided, including Fire Suppression, Emergency Medical Response, Fire Prevention, Fire Safety Education, Disaster Mitigation, Hazardous Materials Response, Africanized Bee Swarm Response, Trench Rescue, Low Angle Rescue, Swift Water Rescue, Urban Search & Rescue, Auto Extrication, and Confined Space Rescue. Operating out of two fully staffed Fire Stations, the Department's 25 sworn and 1 non-sworn employees provide services for an estimated population of 60,000 located within a 60-square mile area. Currently, the Fire Department is spearheading a number of exciting new initiatives.

## Job Recruitment Flyer

Position: *Firefighter/Paramedic*

Filing Deadline: Continuous

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These projects include the addition of new sworn fire protection staff, the acquisition of fire suppression capital equipment, the updating of operational procedures, and the consolidation of dispatching services with the Barstow Police Department.

### **THE POSITION**

The Barstow Fire Protection District currently has three immediate openings with the potential of three additional Firefighter/Paramedic vacancies within the year due to promotions.

The City of Barstow is looking for energetic individuals with a strong work-ethic who possess experience in responding to fire and emergency medical calls for service. The selected candidate(s) must adhere to State and local protocols in treatment of sick and injured persons administering First Aid, Cardio Pulmonary Resuscitation (CPR) and other medical procedures. Maintenance of fire facilities, equipment and apparatus assuring pristine condition is required. Knowledge of Federal, State and local laws and radio communications procedures is mandatory and geographical knowledge of the City of Barstow and the surrounding community is highly desirable. Candidates must be able to read and understand technical material, rules and regulations related to firefighting, rescue techniques and emergency medical incidents and analyze emergency situations with an effective course of action. The qualified individual should possess the ability to operate standard office machinery (i.e. computer, telephone/fax, copy machines) and equipment used in fire suppression and emergency medical services. The selected individual will prepare reports, perform mathematical calculations and sort/file documents.

### **QUALIFICATIONS**

Any combination of education and experience that would provide the required knowledge, abilities, and skills is qualifying.

The selected candidate must possess the following minimum qualifications:

- Candidates must be a minimum of 18 years of age.
- High school diploma or GED.
- Successful completion of either a Cal-JAC Candidate Physical Ability Test (CPAT) and/or Biddle test within 12 months of application.
- Successful completion of the Firefighter Candidate Testing Center (FCTC) written exam and placement on the FCTC Statewide Eligibility List (SEL)
- Valid State of California Class C Driver License and have a good driving record.
- Current CPR certification
- Current valid ICEMA EMT-P accreditation. ICEMA accreditation includes California State paramedic license & ACLS certification. (*Applicant may receive ICEMA approval during the application process. Applicant must have received their ICEMA certification by the time of their appointment*)
- California State Fire Marshal FFI certificate or graduated from a California State Fire Marshal accredited Level I FFI academy.

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### **SELECTION PROCEDURE**

All application materials received will be reviewed and those candidates whose training and experience best meet the needs of the City will be invited to participate in an oral interview.

### **COMPENSATION AND BENEFITS**

The salary range for the Firefighter/Paramedic is **\$5,312.70 – \$6,780.50 per month**.

Additionally, the City provides a generous benefit package, including the following components:

- **Retirement**  
San Bernardino County Employees' Retirement System (SBCERA) / 2.7% @ 57 retirement plan will be provided for new employees hired on or after January 1, 2013. The employee pays the employee portion of the retirement contribution. The retirement contribution is set based on the Memorandum of Understanding between the Barstow Professional Fire Association and the Fire District. The City does not participate in Social Security.
- **Health, Welfare, & Savings**  
The City offers a monthly cafeteria benefit of \$1,000 / month for use towards enrolling in any of the City offered health, dental, and vision plans. Any unused amount can be taken as deferred compensation or cash.
- **Vacation Leave**  
The City provides 164.97 to 280.80 hours of annual vacation accrual, depending on years of service, complete with a vacation buyback program.
- **Sick Leave**  
The City provides 140.4 (5.4 hours per pay period) hours of sick leave per year.
- **Holiday Leave Bank**  
The City provides 126 hours of holiday leave time per year.

### **APPLICATION SUBMITTAL PROCESS**

Application materials can be accessed on the City's website at:

<http://www.barstowca.org>

Required application materials that need to be submitted in conjunction with the Firefighter/Paramedic recruitment include:

- Completed and signed City job application
  - Resume
  - Copy of current EMT-P license
  - Copy of current CPR certification
  - Copy of current State of California Class C Driver License
  - Proof of passing either Candidate Physical Ability Test (CPAT) and/or Biddle test within 12 months of application deadline.
  - Copy of California State Fire Marshal FFI or proof of completion of a California State Fire Marshal accredited Level I FFI academy
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The required application materials should be sent or delivered to the following location:

**City of Barstow**  
Human Resources Office  
RE: Firefighter/Paramedic Recruitment  
220 East Mountain View Street, Suite A  
Barstow, CA 92311

**Application materials must be submitted by:**

**Continuous Recruitment**

Questions regarding this recruitment can be directed to Darcy Wigington, Human Resource Manager at (760) 255-5129.