



# NORTHSHORE FIRE PROTECTION DISTRICT

6257 Seventh Avenue • Post Office Box 1199 • Lucerne, California 95458  
(707) 274-3100 • (707) 274-3102 Fax  
District Fire Chief Mike Ciancio

---

**Station 75**  
(707) 998-3294

**Station 80**  
(707) 274-3100

**Station 85**  
(707) 274-8834

**Station 90**  
(707) 275-2446

## Career Opportunity

***Classification: Firefighter/Paramedic***

***\$10,000 HIRING BONUS***

***(\$5,000 paid upon hiring and \$5,000 paid upon completion of probationary period)***

**Monthly Salary starting at: \$4,304.10-4,989.63**

### **District Paid Employee Benefits:**

- California Public Employee's Retirement System (Cal PERS) 3% @ 55, if a "Classic" member, new PERS members, (PEPRA) are 2.7% @ 57 years of age.
- District paid Medical, Dental, & Vision insurance for employee and qualified dependents.
- District paid Life insurance for employee.
- Vacation leave accrued by years of service. 168 hrs. for the first year.
- Sick leave is accrued at 24 hours per month
- District shift schedule is 48 hours on 96 hours off.
- Educational incentives.
- Longevity incentives

**Optional Benefits available to and paid by the employee:** (A 457 plan) Nationwide Retirement Solutions Deferred Compensation Program. AFLAC supplemental insurance.

**The Communities:** The Northshore Fire Protection District takes in the whole Highway 20 corridor within Lake County. The north shore communities that we protect are from east to west Spring Valley, Clearlake Oaks, Glenhaven, Paradise Cove, Kono Tayee, Lucerne, Nice, Upper Lake and Blue Lakes. Most of these communities are right on Clear Lake or Blue Lakes, both great places to fish. Clear Lake has been rated number two in the world for its Bass fishing, Blue Lake has great trout fishing as well; don't forget about Lake Pillsbury and Indian Valley reservoir. We have two Indian Gaming facilities within the district. The Robinson Rancheria located in Nice and Running Creek located in Upper Lake. If you're looking for a place with clean air, little traffic congestion and a wonderful quality of life in which to relocate, the north shore of Clear Lake is the place for you. [www.lakecounty.com](http://www.lakecounty.com)

**District Information:** The Population of the areas we serve is about 10,000+. The district consists of four manned stations and two sub-stations. The district covers over 350 square miles. Presently we employ nineteen full time positions and thirty volunteers. The district responded to 3300 911 calls in 2018.

**Summary:** This position description is broadly written and shall be interpreted to include, rather than exclude, duties and responsibilities that are reasonable similar to those written herein. This person will function as an integral member of a team of firefighters and paramedics to accomplish a series of tasks associated with the position and will be supervised by higher classified personnel.

**Distinguishing Characteristics:** Personnel in all classifications are expected to perform at high level of competency in all emergency and non-emergency activities. This includes, but is not limited to firefighting, fire apparatus operation and emergency medical responses. Personnel in this classification are expected to acquire requisite skills and knowledge of the District's operations, policies and apparatus while performing their job duties satisfactorily.

**Duties & Responsibilities:** 1. The knowledge and skills necessary to safely perform the tasks required of entry level firefighters. 2. Respond to rescue and medical aid calls, provide emergency medical care and transport patients to the hospital. 3. Performs daily maintenance of station, living quarters, fire rescue and emergency medical apparatus and equipment. 4. As needed, serves as an apparatus or a nozzle operator in firefighting situations, including pulling working lines; holding the nozzle to direct the stream of water on the fire; and, raising, lowering and climbing ladders. 5. Assists in ventilation, overhaul and salvage operations. 6. Operates and maintains a variety of tools and equipment related to fire suppression and rescue activities. 7. Clean and test fire hoses and fire hydrants. 8. Participates in fire drills and training exercises. 9. Establishes and maintains a cooperative working relationship with fellow employees and those contacted during the course of work. 10. Communicate clearly and concisely both orally and in writing. 11. Deal effectively and courteously with the general public. 12. Understand and carry out oral written directions and communications. 13. Know and understand all aspects of the job and the District's operations, observing and following safety rules and practices, especially within responding to emergency life support and fire suppression situations and incidents.

**Minimum Qualification Guidelines: To be considered as a Firefighter candidate an applicant must have:**

**Experience:** 1 year paid or volunteer experience.

**Education:** The employee shall be a high school graduate or have an equivalency diploma.

**Licenses & Certifications:** As a condition of Employment, the employee shall possess a community College academy cert or a CSFM Firefighter I certificate. A current paramedic license and accreditation by North Coast EMS within one month of a potential job offer. The applicant will also be required to have a valid California Driver's license.

**Desirable certifications:** Driver/Operator qualifications and wildland firefighting experience. Driver operator will be required to by end of the probationary time.

**Required Examination:** Candidates will participate in a skills assessment center which may include firefighter I and NREMT-P level questions and an Oral interview.

**Required CPAT Card:** A valid (current within 1 year of application date) CPAT card is required by the Chief's Interview. (For information on how to obtain a valid CPAT card visit: [www.cpatonline.org](http://www.cpatonline.org) ).

**Physical Abilities:** The position requires a great degree of physical strength, stamina, and flexibility to perform tasks. Applicant shall possess adequate strength, endurance, and body flexibility to perform the required duties.

**Personal Characteristics:** The position involves relatively frequent changes in work priorities, difficult public relations, interruptions beyond the employee's control, meeting work deadlines, and/or related mental demands. The position also requires the ability to effectively handle interpersonal conflicts and to be consistent when dealing with fellow employees and the public under stressful conditions.

**Medical Examination:** A medical examination and drug screening is required of all appointees.

**Background Testing:** Background testing will be conducted on candidates.

**Probationary Period:** Employees serve a twelve (12) month probationary period.

**Application and Resume Deadline: ONGOING.**

**Applications and resumé's must be filled out completely. Applications will be accepted by mail, email, faxed, or in person. Applications can be emailed to [mcolacion@northshorefpd.com](mailto:mcolacion@northshorefpd.com)**

**Oral Board and Assessment Center: TBA**

**Applications are available by calling Station 80 (Headquarters) or at our website:  
[www.northshorefpd.com](http://www.northshorefpd.com)**