



San Gabriel

THE CITY OF **SAN GABRIEL**
IS CURRENTLY RECRUITING FOR

Firefighter/Paramedic

\$5,364 - \$6,520 monthly

*** *Continuous Recruitment* ***

The Opportunity & Ideal Candidate:

The Cities of San Gabriel, San Marino, and South Pasadena are currently seeking Firefighter/Paramedics to fill vacancies in all three agencies, with a single recruitment administered by the City of South Pasadena. In 2014, the three cities entered into an innovative agreement to share command staff (Division Chiefs, Deputy Chiefs, and a Fire Chief), and are always looking for ways to collaborate that result in greater effectiveness and encourage a shared services mindset. Firefighter/Paramedics should also possess this same spirit of collaboration, along with the ability to demonstrate exceptional customer service and a passion for the community.

Under general supervision, Firefighter/Paramedics are part of a fire suppression/rescue team that responds to emergency medical incidents, structure fires, wildland fires, vehicle accidents, hazardous materials, spills/releases, and additional types of routine and non-emergency calls for service. Duties include, but are not limited to, fire prevention, completion of written reports and memoranda, public education, emergency/disaster preparedness, and station and apparatus maintenance, and additional duties as assigned. Firefighter/Paramedics are also required to participate in emergency medical services continuing education, firefighting proficiency training, and in-house educational programs.

Minimum Qualifications:

Candidates shall be at least 18 years of age and possess a high school diploma or equivalent. All candidates must have: (1) certificate of completion of California State Fire Marshal's Office accredited fire academy, or California State Fire Marshal Firefighter I certification; (2) applied with National Testing Network (NTN) and completed entrance exam qualification requirements; (3) proof of passing the Los Angeles Area/Orange County Fire Chiefs Firefighters Physical Ability Test (Biddle) or IAFF CPAT within the last 12 months; (4) A valid California EMT-P License.

A valid California Class "C" Driver's License is required by time of appointment. After a candidate is appointed, conditions of continued employment include: Los Angeles County EMT-P accreditation required within three months of hire date and continued accreditation to practice as an EMT-P in Los Angeles County.

Selection Process:

The most qualified candidates from the Cities of San Gabriel, San Marino, and South Pasadena will be tested together in the same selection process and final candidates may be offered a position with **any** of the three cities. Candidates who decline an offer of employment will be removed from the eligibility list. The three cities reserve the right, at their discretion, to limit the number of qualified candidates invited to the selection process.

Candidates determined to be most qualified on the basis of education and experience shall be invited to participate in an examination consisting of an oral interview (weighted 100%), psychological profile, and pre-employment medical examination which includes drug/alcohol screening. Applicants must pass all portions of the selection process and a thorough background investigation prior to a final offer of employment.

San Gabriel Compensation & Benefits:

Range: \$5,364-\$6,520 per month. The City of San Gabriel offers a generous benefits package, which includes:

- Participation in the CalPERS Retirement System: 2% @ 50 for “classic” CalPERS members (which goes up to a maximum of 2.7% @ 55) and 2.7% @ 57 for new CalPERS members; participating San Gabriel employees will remain in their existing tier.
- Cafeteria plan to cover medical, dental, and vision insurance premiums: The City’s 2016 contribution is \$1,568 per month toward a choice of multiple PPO and HMO medical plans (the City contracts with CalPERS for health insurance), two dental plans, and vision plan, **as well as the ability to cash out any unused portion as taxable income.**
- **Other Benefits:**
 - Choice of enrollment in multiple deferred compensation (457) programs
 - Optional enrollment in supplemental insurance programs
 - City-paid life insurance (1x annual salary)
 - City-paid Employee Assistance Program (EAP) and Travel Assistance Program
 - Payment of retiree (and family) health insurance per established vesting schedule
- **Leaves:**
 - 72 hours of sick leave per year; 144 hours of vacation per year (escalates with length of service); and 156 hours of holiday per year
- **Cash Outs:**
 - Sick Leave Buy Back Program allows cash out of 50% of unused sick leave accrued in the 12 month period between November and October.
 - Vacation Buy Back Program includes the option to cash out one week of unused vacation per year (benefit currently authorized for FY15-16 and FY16-17).
 - Holiday Buy Back Program allows a maximum of 8 hours of unused holiday to be paid back to the employee during the second pay period of the calendar year.

For a list of San Marino benefits, please visit www.ci.san-marino.ca.us/575/Human-Resources.

For a list of South Pasadena benefits, please visit www.southpasadenaca.gov/humanresources.

Application Procedure:

Candidates must submit a complete application and attach copies of ALL certificates and licenses through the City of South Pasadena’s NeoGov webpage at www.southpasadenaca.gov/employment. Since the City of South Pasadena is administering this recruitment on behalf of all three cities, please note that South Pasadena’s logo will appear during the NeoGov application process. Applications will be accepted on a continuous basis until a sufficient number of qualified applications have been received. **The deadline for the first review of applications will be May 16, 2016. Faxed, emailed, or hard copies of applications and/or resumes are not accepted.**

The provisions of this bulletin do not constitute an expressed or implied contract. Any provisions contained in this bulletin may be modified or revoked without notice. Applicants with legal disabilities, who require special testing accommodations, must contact the City of San Gabriel Human Resources Department at least five (5) days prior to the examination date.

All qualified candidates are encouraged to apply; the City of San Gabriel is an Equal Opportunity Employer.

鼓勵所有的合格候選人提出申請 圣蓋博市是平等機會的雇主

Tất cả ứng cử viên hội đủ điều kiện nên nộp đơn. Thành Phố San Gabriel là một sở làm có tôn chỉ tạo cơ hội bình đẳng.

La ciudad de San Gabriel ofrece la igualdad de oportunidades en el empleo, apoyamos a los candidatos calificados a aplicar.

HUMAN RESOURCES DEPARTMENT

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