

PIONEER FIRE PROTECTION DISTRICT
FIREFIGHTER RECRUITMENT
FY 2018

Schedule:

September 21, 2018 posting and advertising, district web site, daily dispatch, craigslist and newspaper
 Recruit flyers emailed to local agencies and posted in office.
 Recruitment closing date 1700 October 19, 2018.

October 22-23 application review

October 24, email and mail letter to test (written and physical agility)

November 4th, written exam and physical agility

Written is a scored test only below 65% is a fail, physical agility is a pass/fail top 8 move on

November 5th invite letters/email for interview

November 12th, interviews

3 or 4 person interview graded interview top 5 move on to establish ranking

November 16 ranking list posted district office

TBA Chiefs Interview top 3 will be interview if position are becoming available

List may be valid for 12 months (can be extended 6 additional months) unless the Fire Chief determines there is insufficient skill level to continue the list, less than 3 on the eligibility list or chief elects to retest. The Fire Chief has the ability to eliminate the process due to insufficient qualified personnel or limited qualified personnel (less than 3 qualified candidates)

Scoring

Application, Resume', and Qualifications

20%

Scoring will be as follows:

Application Neatness and content	1-2.5
Resume' Presentation, content and information	1-2.5
Qualifications years of Fire and EMS service, training, certification,	1-20
Fire service credit 2 year or more .5 per year full time .25 volunteer	Max 5
EMS service credits 3 years or more .5 per year full time .25 volunteer	Max 5
Pioneer Reserve credit 1 6-12 months .25 for each 6 months after year	Max 1.5
Wildland service credits 2 years or more .25 per year to	Max 2
Specialty training certificates (TRT, SRT, HM) .25 per certificate	Max 1.5
Instructor certification .5 for NFPA or OSFM instruct I or II	Max 1
EMS Paramedic Certification or Flight RN 1.5 to	Max 1.5
Engine Boss .5 TFL/STL .5	Max 1
Misc Fire Certification .25 for certificates above requirements	Max 1.25
CPR-AED instructor .25	Max .25

Max total 20

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Written Exam
20%

40 question exam multiple choice and fill in questions based on general High School education, math, grammar, writing, spelling, NFPA Fire I, IFSTA Essentials 5th Edition, California DMV Firefighter endorsement and emergency vehicle laws, Pumping Apparatus Driver Operator Handbook 2nd edition and other general knowledge question. No testing material information will be provide except the above listed information.

Scoring will be as follows:

Each correct answer is worth .5

Max 20

Physical agility

The physical agility is a two part performance agility test grade via time.

Phase one of performance agility test

Candidate or member will don full structural PPE and SCBA (No Mask)

- | | |
|--------------|---|
| Tire strike | utilizing a sledge hammer candidate/member will stand over a large tire and strike it 25 times ensuring that the hammer is raised at the point of the shoulder. Upon completion of the 25 th strike stop and lean sledge hammer against tire and proceed (walk) to hose drag |
| Hose drag | Starting at a cone with uncharged 1 ¾ inch, nozzle over the shoulder and 100' flaked hose behind candidate/member. Drag the hose 100' to another cone and lay nozzle down (do not drop nozzle)
Walk to dummy drag |
| Dummy drag | Drag (approximate 175-185 pound) dummy from one cone to another 20 feet
Walk to ladder carry |
| Ladder carry | Pick up a 14' roofer ladder (that is laying on ground) carry the ladder above your waist line 25 feet around the cone and return back to starting point and lower ladder to the ground (do not drop ladder)
Walk to the hose tower |
| Hose raise | Standing in the hose tower at the bottom of the landing raise a 50' roll of 2 ½ inch hose hand over hand to the top of the hose tower then lower the 50' section of 2 ½ inch hose hand over hand to the bottom landing (do not drop hose, or allow to slip through hands)
Once hose is at top of tower time stops. |

Minimum time of 3:45 (3 minutes and 45 seconds) candidate fails to complete task or in allotted time they are disqualified

Phase two of performance/agility test

Post 1 hour rest (if candidate/member wishes to proceed earlier than 1 hours they can)

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Starting at the tower road hike trail (cattle guard) wearing at a minimum tennis shoes (boots are approved), wildland shirt or jacket and short/pants.

Candidate/member will don a 45 pound hose pack and commence a 1.2 mile walk (running not allowed). Upon completion of 1.2 mile walk Candidate/member will doff hose pack and time stops.

Note: This is a continuous walk up a graded roadway, with one short level/downhill portion that near the end of walk.

Minimum time of 35 minutes to complete candidate fails to complete task or in allotted time they are disqualified

Pass or Fail no score

No Points

District Interview

40%

3-4 person panel interview with emphasis on getting 1 union officer (PFPD local), 1 PFPD career, 1 area professional fire service person and a community person at large. The fire chief can modify this to have a minimum of 3 individual from the district community or adjacent public service districts.

Each candidate will be allotted 30 minutes and asked 10 set questions with follow-up questions

Each question will be graded 1-4 points

Max 40

Chief interview

20%

Military service credit

5%

Max 5

Pay scale

FF-EMT

49,059.62 year to 52,108.50 year

FF-Paramedic

53,186.401 year to 56,235.32 year

Holiday pay 1000.00 year

Vacation 10 shifts a year

SL 48 hours a year

457 plan

Medical dental vision insurance

900.00 Per month

Paramedic incentive