



FIRE & EMS NEWS

September 2007

Volume 6 – Issue 3

Welcome to the latest issue of the Fire & EMS News! The Fire & EMS News is now in its sixth year, and we want to thank you all for your assistance – we could not have done it without your feedback and support!

Some of the features of this issue include:

- Preliminary impact recommendations for the Charleston, South Carolina Fire Department, after the recent tragic loss of nine (9) firefighters in the line of duty.
- Numerous firefighter employment opportunities!
- Numerous firefighter training opportunities!
- CPAT testing information!
- Paramedic program information!
- Volunteers needed around the Bay Area – various EMS classes and opportunities

PRELIMINARY IMPACT RECOMMENDATIONS FROM THE TRAGIC LINE-OF-DUTY-DEATHS IN CHARLESTON, SOUTH CAROLINA:

An independent fire review task force investigating the Charleston, South Carolina tragedy where nine firefighters lost their lives in the line-of-duty, has come up with some preliminary recommendations for immediate implementation. Take a look at your department operations to see if any of these may affect you or your personnel in the future. If we fail to learn from history, we are doomed to repeat history and let tragedy strike again. Realize, we have to honor our fallen, but we also must not Monday-morning quarterback what happened. Instead take a look at the actual investigation results and learn what we can to eliminate such tragedies in the future. If you are a current or future company officer

These recommendations focused around staffing on duty department-wide, as well as the number and type of personnel responding to a working fire, safety, command, training, response and communications and water supply. I have heard some folks say these recommendations are not strong enough and that some of them should be done immediately, as opposed to the two year phase-in recommended. Regardless, they are what they are and hopefully if all of them will be implemented and adopted, they will be a step in the right

direction for the Charleston Fire Department, as well as any other fire department that wants to learn from their tragedy to ensure it does not happen in their department.

Some of the highlights of the recommendations include, but are not limited to:

- **Public Information Officer.** A dedicated person so one person doesn't have to do double-duty and attempt to multi-task. This doesn't have to necessarily a sworn firefighter; it needs to be someone that is savvy, intelligent – especially about the fire service, politically astute and correct, and can represent the department well in front of the camera or in the print media.
- **Minimum of two dispatchers on duty at all times.** Many departments today have two dispatchers, but one may be for fire, one for law. Face it, police is typically busier than fire, so that fire dispatcher is usually assisting the law dispatcher and the law dispatcher is rarely able to assist the fire dispatcher when times get busy because if fire is busy, law is also typically busy. One dispatcher needs to focus on the primary radio channel that is still dispatching incidents throughout the department, one needs to focus just on the major incident, and an additional one should be there to assist the major incident dispatcher, especially if there is more than one radio frequency being utilized.
- **Apply incident command procedures on all incidents, including:**
 - Safety Officer assigned for working fires and hazardous materials.
 - Rapidly implement personnel accountability system with passports and PAR
 - First arriving officer assumes command, performs size-up and provides direction for all others.
- **OSHA 2 in / 2 out to be followed at all times.** There is a time for 2 in / 2 out and there is a time that 2 in / 2 out does not need to be followed. Know the difference by learning the OSHA laws and what is expected within NFPA 1500 and 1561. Also, sometimes I hear or read that 2 in / 2 out was established. Do those two personnel know who they are and are they ready to perform an immediate rescue of a brother or sister firefighter?
- **Use of 1 ½" hose or larger for interior attack as well as vehicle fires.** Face it, booster lines as has been proven in this situation as well as others, just don't have the needed gallons per minute to equal or exceed the British Thermal Units being produced by today's fires and we find ourselves underpowered; like bringing a knife to a gun fight. Booster lines have their place in the fire service; just not to be used as interior attack lines.
- **Reinforce management procedures for off-duty firefighter response to emergencies.** FDNY had this problem on 9/11 and most other departments also do. When off-duty members start arriving at the scene, there needs to be an appropriate way for them to check-in with the Incident Commander or they will freelance, and there will be zero accountability since the Incident Commander will not know they are there. Also, do they have the appropriate personal protective equipment? Many times no, and that's when they get themselves into positions they should not be in, and

sometimes become a victim we need to rescue or treat medically. Don't get me wrong; it's great to have off-duty personnel able to assist. However, there has to be a methodical process for them to check-in with the Incident Commander so they are appropriately accounted for and have a specific assignment.

- **Initiate and complete Incident Command and tactical operations training for all officers.** Why not include ALL department members since they will be working within the system, since they may eventually be promoted to the officer rank, and since it is the right thing to do? An effective fire officer – chief or company, needs to have a rock-solid background of strategy and tactics, the incident command system, fire behavior and building construction, just to name a few.
- **Communications changes including the elimination of 10 codes and the use of tactical radio channels for responses.** A major incident, especially a working second alarm fire will benefit from a second available frequency. For anyone who has ever been at a working incident and trying to get in a word, you know how tough it can be, and how tough it is for some folks to be short and sweet when talking, and to reduce the useless radio traffic.
- **Increase initial structure fire response to three engines and one Ladder Company.** Studies have shown that most firefighter fatalities occur during the initial stages of the event. Knowing that, it is in our best interest to send more resources to confirmed working incidents, knowing how long it can take to get subsequent resource requests processed and dispatched, especially if they involve mutual or automatic aid resources being dispatched by another dispatch agency. When you're calling the second or third alarm, you probably needed it five or more minutes ago. Many proactive fire departments have front-loaded working incidents (reports of fire showing, smoke showing, etc.) to go even further: four engines, two ladder companies, one ambulance, three chief officers, one safety officer, one public information officer, one rescue company, etc. If you don't need them, you can always cancel them. However, when you find you need them, it's usually too late.
- **Utilize the third engine as the Rapid Intervention Team.** Whether you call them a team or a crew or a company doesn't matter; what matters is you understand that 2 in / 2 out and a rapid intervention team/company/crew, etc., are two different things and you establish one. If your personnel are your greatest asset, demonstrate it in the way of incident apparatus assignments.
- **Utilize the second arriving Battalion Chief as the incident safety officer unless a staff safety officer is on scene.** A staff or office safety officer may be responding from work or home, but they probably won't be there as fast as a second battalion chief on duty will. Don't have a second battalion chief on duty? Work out a mutual aid automatic response with your neighboring agency; it will help both of you out, and will provide more experience for your battalion chiefs since they will see more working incidents.
- **Working fire confirmed? Dispatch an Assistant Chief, a second Battalion Chief, a fourth engine company and an ambulance.** Once again, don't have that many resources in your department? Fine, establish an automatic or mutual aid agreement

with your neighbors to help them and have them help you; we're all in this together, and if we can't to get all of these resources to a confirmed working fire, maybe we should be in business. I'm not saying every department has to have a large number of apparatus and personnel under their own roof. I'm saying most departments don't, so they need to establish relationships and agreements with their regional neighbors so they do have these for their personnel.

- **Provide incident safety officer training for all command officers and health and safety officer training to selected personnel.** Every company officer – lieutenant, captain, etc., should have safety officer training as they are the everyday safety officer for their crew and may be the initial incident safety officer until a second battalion chief or the staff safety officer arrives.
- **Provide training for all fire department members in firefighter safety and survival, risk management, air management, standardized actions for lost/disoriented firefighters, rapid intervention operations, objective-based tactical operations, and other critical firefighter safety procedures.** Some proactive fire departments provide such training during recruit training, which they should be applauded for. How many departments actually provide annual training on such topics? Not many I bet, especially due to the numerous competing interests for our time, such as other mandated training, responses, inspections, etc. Regardless, if we are going to be effective and safe, we are going to have to be creative and organized to ensure we get all of this training, as well as the other valuable training and job requirements scheduled.
- **Provide minimum staffing of three, on-duty firefighters at all times on all existing engine and ladder companies.** To many of us, this is not an issue, and some departments are fortunate to even exceed three, which I applaud them for. Unfortunately, firefighters can be their own worst enemy at times, when allowing an engine or ladder company to just “get by” with one or two personnel to make sure we respond in a timely fashion to keep our public happy.

Well, we're only slitting our own throats doing that in the long run because if we continue proving to our communities that we can “get by” with one or two on a rig, then why should they be compelled to pay for increased staffing? Think about that. I'm not saying the rig should not leave the barn if there are only two members on board the engine since the third or fourth suddenly became sick or something else happened. Maybe that rig can respond as a two person unit, but they better request the next up until to ALSO respond to ensure they are safe and not overextending themselves. Some purists may argue running with two versus just going out-of-service until they get back up to three or four person staffing.

However, I use this situation and will let you make your own decision: your four person rig is down to three since the paramedic went to the hospital on the last call with the ambulance, and you are down to basic life support status since the remaining three crew members are EMTs. Some departments will call that rig out-of-service until the paramedic returns. Now, say a call comes in, within that engine company's first-due area for a critical medical call or even a fire.

Are you going to say you're out of service? That borders on criminal negligence, not to mention reeks of significant liability and failing to perform – our duty to act. Instead, tell me what is wrong with that short-staffed rig to respond, since it is their first-due area, but ALSO have the next due unit also respond? It gets us on scene quicker than the second-or-greater-due unit would have gotten there, and at least we can do something. Then, when the officer of the short-staffed rig feels the other unit can be cleared, he or she clears them. They actually got more staffing that way than they initially had.

Retired Phoenix Fire Chief used this statement when asked by someone what should we do if our unit is not fully staffed? He compared it to a plane that required two pilots. If the second pilot was not there, the plane didn't leave the ground, no ifs ands or buts. I somewhat agree to a certain extent, but using the example above, there is a safe way to still do our jobs and still perform our service. Unfortunately the plane cannot just pick up a pilot mid air or at their final destination; both are needed to fly the plane.

- **Reinforce use of seat belts and standardized emergency response vehicular operations.** In today's world, why should we have to recommend using seat belts? Once again, if we don't police ourselves as an industry, the federal government will step in and police us – maybe not as we would like them to. Wear your seat belts, the lives they save may be your own! For those folks that say they need to take them off to put their gear on while responding to the call – what's more important – your life or someone else's life you may be attempting to save? Remember – our safety comes first; if we are injured in the process of trying to help someone, we are of no use to anyone, and cause more problems since now we are additional victims.
- **Reinforce appropriate use of personal protective clothing and SCBA.** What more can we say on this subject? If it is issued to you, as this gear is, as required by law, why not wear it? Remember – one of our goals when we go to work is to go home at the end of our shift. Our family, our co-workers, and the public is expecting and demanding us to be safe and protected. Getting injured in the course of duty costs everyone a great deal of unbudgeted money, and nobody wins. Plus, getting injured and not wearing your PPE is cause for discipline. Yes, you get injured and you're not wearing your PPE and you're also going to get disciplined. Why do we discipline? To change behavior; obviously your behavior was not appropriate in the first place and if the department does not discipline you, they are subject to be disciplined by OSHA!
- **Incremental movement over two years to achieve four on-duty firefighters on all fire companies.** Some have said this should be an immediate action; why wait two years? Well, if you read more of the recommendations and background, you'll understand why. I don't care how small or big your fire department is. You can't just go from three to four person staffing overnight. Yes, you could pay overtime to do so, (which isn't necessary the issue since it's usually cheaper to pay overtime as opposed to salary and benefits, unless you're talking full-time positions and if you are, it probably is cheaper in the long-run, even with paying the benefits), but eventually you're going to burn out your personnel from all of the days they will be working – voluntary or by force back.

The overtime would get very old, very quickly. Plus, a city budget and a fire department budget are something that is usually adopted once a year. If the money

has not been adequately budgeted, where is it going to come from? Most cities and fire departments don't have rainy day funds of such capacity, or meant for such needs. Think of it this way, your department has 10 engines and 3 ladder companies, and you need to go from three to four person staffing. Well, that is 13 extra people, over three shifts (most departments run three shifts). That would require a total of 39 people minimum, not to mention extras for vacation or other relief.

A department of 10 engines and 3 ladder companies probably only hires about 10 or 20 personnel at a time. Hiring 39 (realistically more to cover vacation relief) at once might not even be feasible or reasonable, and it may take them two or more separate academies so they don't have everyone on probation all at once (in this case, about 20 or 25 percent of your department), which is a nightmare for not only the training division, but the department infrastructure itself. And, if they don't even have a current firefighter hiring list, they may have to create a brand new testing process, which could take approximately nine to twelve months, just to get someone out of a three or four month recruit academy, after you factor in all of the time necessary for the application process, written test, oral interviews, background investigations, etc.

Notes: Some departments today are still not complying with these recommendations; it would make sense to me that if these recommendations are good for Charleston, they should be good for all of our departments. Also, they are just a minimum, not a maximum that should be obtained or strived for by our departments and communities.

Why wait for such a recommendation to be applied to your department? Most of these things can be established internally without the need for spending additional money.

If we don't want the Federal or State government telling our departments how to do business, then we better be proactive and start collectively as a department to ensure these changes can occur. One person, or one Fire Chief is not going to be able to do all of this on their own. Some of these recommendations, especially the ones that involve a significant amount of extra money in our budgets (when cities are already scrambling for money) may require ALL of us, from the junior firefighter to the senior chief to the secretary and mechanics, to get politically active in the communities to help educate our citizens and our elected/appointed officials on our needs. We may need to walk door-to-door on our off days to educate the public as to why they need to pay more taxes, or why they should lobby their elected/appointed officials to close libraries and parks to add staffing to fire companies. Yes, hard choices if people don't want to pay more taxes, but that is what we are faced with.

See the following website for more info:

<http://www.iaff.org/07News/081707CharlestonRecommendations.htm>

A related article from www.firehouse.com (Firehouse Magazine's website) also discussing the changes:

[http://cms.firehouse.com/web/online/Charleston-SC-Tragedy/Charleston-Listens-to-Preliminary--Panel-Reccommendations/56\\$56013](http://cms.firehouse.com/web/online/Charleston-SC-Tragedy/Charleston-Listens-to-Preliminary--Panel-Reccommendations/56$56013)

Lastly, as I mentioned, we need to honor our fallen. Please take a moment of silence for the nine (9) fallen Charleston Firefighters and make the honest effort to learn from the final investigation report and change/modify our department culture as needed to ensure we're not just giving lip service to safety.

FIREFIGHTER EMPLOYMENT INFORMATION – Alameda County Fire Department



The **Alameda County Fire Department** is accepting applications for the position of **Firefighter Recruit**, and the following information was found on the Alameda County Human Resources website at

<http://agency.governmentjobs.com/alameda/default.cfm>

Job Title: **FIREFIGHTER RECRUIT**

Closing Date/Time: Mon. 10/22/07 4:30 PM Pacific Time

Salary: \$4,499.00 - \$4,499.00 monthly

Job Type: Full-Time Regular

Location: Alameda County, California

A properly completed Supplemental Questionnaire must be submitted with each application. Applications and Supplemental Questionnaires must be in the possession of the Human Resource Services Department by 4:30 p.m. on the Last Day for Filing. Postmarks and faxes are not accepted. Failure to submit the Supplemental Questionnaire will result in disqualification.

Applicants must also submit a copy of the CPAT certificate to the Human Resource Services Department by the last day of filing. Failure to submit this information will result in disqualification.

The Alameda County Fire Department is actively recruiting for the position of Firefighter/EMT and Firefighter/Paramedic. The Department serves the unincorporated areas of Alameda County, the City of San Leandro, the City of Dublin and the Lawrence Berkeley National Laboratory. The area comprises approximately 500 square miles and serves a population of 234,500. The Fire Department has a budget in excess of \$60 million with a staff of 265 firefighting personnel and 19 fire stations.

Minimum Qualifications:

The following are entrance requirements for admission to the examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. A candidate's performance in the examination will be judged in comparison with the performance of other candidates.

EDUCATION: Graduation from high school or possession of an acceptable equivalency certificate, such as the General Educational Development Certificate (State of California), AND

Applicants must meet at least one of the following requirements:

- Must be a paid Firefighter/EMT or Firefighter/Paramedic in a Fire Department (Seasonal employment is eligible); OR
- Current member of the Alameda County Fire Department Reserve program; OR
- A current member of a Reserve Program that is supported by a professional City or County Fire Department or Fire District.
- Must be a nationally registered paramedic.

LICENSE: Possession of a valid California Motor Vehicle Operator's license, possession of a Candidate Physical Ability Test (CPAT) certificate issued within the last twelve months from the last day of filing, and possession of a current and valid California Emergency Medical Technician-1 (EMT-1) certificate or Certified by the National Registry of Emergency Medical Technicians, Emergency Medical Technician – Basic.

SPECIAL REQUIREMENTS: Applicants must have visual acuity correctable to 20/30 in either eye. Job offer will be contingent upon passing a physical ability and medical examination, a thorough background investigation and a psychological evaluation.

AGE: Applicants must be a minimum of 18 years of age.

Examination Components:

THIS IS A NEW OPEN ASSEMBLED EXAMINATION. The eligible list resulting from this selection process will last approximately one year but may be extended as needed. **This eligible list may also be used by other fire departments within Alameda County. This examination may be reopened as necessary and the names of additional candidates merged onto the existing list according to examination score.**

THE EXAMINATION WILL CONSIST OF the following components: A review of candidates' applications to verify possession of minimum requirements. Those candidates who possess the minimum requirements for the class will move on to the next step in the examination process, a screening of applications and/or supplemental questionnaires to select for the best qualified candidates. Those selected will move onto the final step in the examination process, an oral interview, which will be weighted as 100% of the candidate's final exam score. The oral interview may contain situational exercises.

WE RESERVE THE RIGHT TO MAKE CHANGES TO ANNOUNCED EXAMINATION STEPS.

For more information about the **County of Alameda**, visit their website at: www.acgov.org

For more information about the **Alameda County Fire Department**, visit their website at: www.acgov.org/fire

For more information about the **Alameda County Firefighters Association, I.A.F.F. Local 55**, visit their website at www.iafflocal55.com

SUMMER 2007 – CALIFORNIA STATE FIRE TRAINING NEWSLETTER!

Please see the link below to the latest edition of the Fireline. For those of you not familiar with the Fireline, it is a newsletter produced by State Fire Training to pass on news and information about the projects and changes going on right now.

We encourage you to distribute this e-mail to any and all who would be interested. Thank you and be safe. <http://osfm.fire.ca.gov/pdf/training/Firelinesummer2007.pdf>

FIREFIGHTER TRAINING OPPORTUNITIES AROUND THE STATE OF CALIFORNIA :

Go to www.chabotfire.com and click on **TRAINING OPPORTUNITIES** to find valuable information on numerous California State-certified State Fire Marshal (and other) classes currently available or soon-to-available, through either Chabot College or other colleges or institutions.

FIREFIGHTER EMPLOYMENT OPPORTUNITY – Bakersfield (CA) Fire Department:

The **Bakersfield Fire Department** will be accepting applications for the position of **Firefighter** on **September 11 and September 12, 2007** - only! For more information, go to their website www.bakersfieldcity.us/fire/index.htm and also the City of Bakersfield website at www.bakersfieldcity.us

For more information about the **City of Bakersfield**, visit their website at: www.bakersfieldcity.us

For more information about the **Bakersfield Department**, visit their website at: www.bakersfieldcity.us/fire/index.htm

For more information about the **Bakersfield Firefighters, I.A.F.F. Union Local 246** visit their website at: www.bakersfieldfirefighters.com

View the **Memorandum of Understanding** (union contract) between the City of Bakersfield and the Bakersfield Firefighters Association (this answers your questions about wages, benefits and working conditions, so you don't have to waste your time asking these questions and instead, ask more relevant questions of the firefighters):
www.bakersfieldcity.us/administration/citymanager/humanresources/documents/Firefgts_Eng_276_06.PDF

EMS VOLUNTEER OPPORTUNITIES AROUND THE BAY AREA:

The **San Francisco Paramedic Association** is looking for **volunteers** for the following upcoming EMS related classes:

- Pre-Hospital Trauma Life Support Classes - Volunteers Needed -

Dates / Locations / Times:	<ul style="list-style-type: none"> - Wednesday September 12 from 1230 to 1700 hours - Thursday September 13 from 1230 to 1700 hours - Thursday October 18 from 1230 to 1700 hours - Friday October 19 from 1230 to 1700 hours - Wednesday November 7 from 1230 to 1700 hours - Thursday November 8 from 1230 to 1700 hours - Wednesday November 14 from 1230 to 1700 hours - Thursday November 15 from 1230 to 1700 hours <p style="text-align: center;">**Go to their website at www.sfparamedics.org and click on Volunteer Info (under About) to confirm the above dates and times.</p> <p>NOTE: <i>All of the above classes will be held at the Bay Model Visitor Center in Sausalito (2100 Bridgeway, Sausalito)</i></p>
You will receive:	Valuable experience watching paramedic level (or higher) students perform patient assessments. Learn from their plusses and minuses. You will also receive a free San Francisco Paramedic Association t-shirt.
Your role:	As a volunteer, you will be moulaged and designated to role-play a victim of a trauma emergency scenario. Please wear loose, old, comfortable clothing, as you may be on the floor for some scenarios.
Contact person(s):	Call the San Francisco Paramedic Association for more information or to sign-up at (415) 543-1161 (tell them Steve at Chabot sent you) or email them at director@sfparamedics.org or visit their website section on volunteer opportunities at www.sfparamedics.org/pages/about/volunteer.php

FIREFIGHTER TRAINING OPPORTUNITIES –

The following training seminars are available through **Fire Nuggets.com** – a.k.a. www.firenuggets.com – a great fire service training and education resource offering not only training seminars around the country, but also training and education resources on their website from noted fire service authors/personnel.

One of the benefits of Fire Nuggets is that you only pay \$9.95 per year and have access to numerous fire service training and educational articles from some of the leading fire service experts! For any future or current firefighter, FireNuggets.com is a must have to stay informed of the latest fire service trends and techniques, from the nation's leading fire service experts!

Some of the numerous upcoming Fire Nuggets.com training seminars include:

S-404 (Safety Officer), instructed by Mike Bryant, Deputy Chief with the Los Angeles County Fire Department.

- September 17, 18, and 19, 2007 – Modesto, California

“The Firehouse to Fire Floor” presented by Lieutenant Bob Pressler, Fire Department New York (FDNY – retired)

- September 6, 2007 – Pleasanton, California

“Good Habits + Applied Daily = Fireground Success”, presented by David McGrail, District Chief with the Denver Fire Department.

- October 19, 2007 – San Francisco, California

For more information on any of the above classes, including how to register, go to www.firenuggets.com/seminars05.htm

FIREFIGHTER EMPLOYMENT OPPORTUNITY – **Sacramento Fire Department:**

The **Sacramento City Fire Department** is one of the larger fire departments in the State. They are a full-service fire department that includes ALS transporting ambulance service. They will be testing quarterly for the position of **FIRE RECRUIT**.



- **October 13, 2007** Cut off for filing for this test is September 14, 2007

Note: Cut-off deadlines and test dates are tentative and are subject to change without prior notification.

Job Title: **Fire Recruit**
 Salary: \$16.67 - \$16.67 hourly
 Job Type: Full-Time
 Location: Sacramento, California

Exam# 05083-07-1

Fire Recruit is a training-level classification used for the 16-week Sacramento Regional Fire Academy. Incumbents undergo a formal training program in the Academy where they receive basic training in fire fighting methods, equipment operation, medical aid, and physical fitness. This Academy must be completed even if similar training has been completed elsewhere. Upon successful completion of the training and graduation from the Academy, the Fire Recruit will attain probationary status as a Firefighter with a monthly salary range up to \$6,195.21 (based on a 56-hour work week), which includes incentive pay for paramedic and/or educational achievements. (Failure to complete the Academy successfully will be cause for termination.)

Firefighters are sworn to protect life and property by combating, extinguishing, and preventing fires as well as performing emergency medical assistance. The majority of their time is spent on medical emergency and non-emergency situations. Firefighters work 24-hour shifts with an average workweek of 56 hours; however, some assignments may require 8-hour shifts with an average workweek of 40 hours.

Fire Recruit is distinguished from the Firefighter and Firefighter-Paramedic in that it is a recruiting and training-level classification and incumbents do not perform emergency duties, while the Firefighter and Firefighter-Paramedic are journey-level and incumbents are expected to perform the full range of duties of a Firefighter or Firefighter-Paramedic.

SUPERVISION RECEIVED

Immediate supervision is provided by higher level Fire personnel.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Depending upon assignment, duties may include, but are not limited to the following:

- Attend training sessions to learn fire fighting methods.
- Learn basic concepts of fire science.
- Learn basic defensive driving techniques of fire vehicles.
- Learn equipment operation and maintenance procedures and practices.
- Learn to operate fire extinguishers, fog nozzles, and similar equipment in

extinguishing fires.

- Learn to raise, lower, and climb ladders.
- Learn salvage and overhaul operations.
- Learn fire fighting safety practices.
- Learn basic emergency medical procedures.
- Learn the organization, chain of command, and rules and regulations of the Sacramento Fire Department.
- Receive and participate in physical fitness training.
- Learn other related courses or programs as required.
- Other related duties may also be performed; not all duties listed are necessarily performed by each individual.

QUALIFICATIONS:

Knowledge of:

- Basic arithmetic functions.

Ability to:

- Understand and learn fire fighting information from oral and written sources.
- Read and write the English language at a level necessary for efficient performance.
- Understand mechanical diagrams and concepts.
- Understand and follow oral instructions.
- Learn the physical layout and street system of the City of Sacramento.
- Learn a wide variety of fire fighting duties, methods, and procedures including the operation of fire fighting apparatus, equipment, and tools.
- Learn to perform physical and strenuous fire fighting work requiring physical strength, coordination, endurance, and flexibility.
- Establish and maintain cooperative relations with others.

EDUCATION AND EXPERIENCE

Any combination equivalent to experience and education that could likely provide the required knowledge and abilities would be qualifying. A typical way to obtain the knowledge and abilities would be:

A high school diploma or GED equivalent -AND- 20 semester units (or 30 quarter units) from an accredited college or university -AND- Possession of a current Emergency Medical Technician I (EMT-I) Certificate or higher.

-OR-

A high school diploma or GED equivalent -AND- 3 years of experience as a paid professional firefighter -AND- Possession of a current Emergency Medical Technician I (EMT-I) Certificate or higher.

SPECIAL QUALIFICATIONS

•Age: Must be at least 21 years of age by the test date.

•Citizenship:

Must be a citizen of the United States or a permanent resident alien who is eligible for and has applied for citizenship. Must be a United States citizen within 3 years of the date of appointment to Fire Recruit.

•Medical Examination/Drug Test:

If considered for appointment, candidates must pass a medical examination and a drug test.

•Background:

If considered for appointment, candidates must pass a background investigation, which includes a criminal history check for job-related convictions, fingerprinting, polygraph test, credit check, and drug use history.

•Driver License:

Possession of a valid California Class C Driver License at the time of appointment. Loss of the Class C License is cause for discipline. This requirement may be reviewed on a case-by-case basis for individuals with disabilities. Must have the ability to obtain Class B Driver License with appropriate endorsements during the Sacramento Fire Training Academy. Failure to obtain the license will be cause for termination.

SPECIAL NOTES

•Paramedic Certificate:

Possession of a current, valid California Emergency Medical Technician-Paramedic Certificate (EMT-P), accredited by the County of Sacramento Emergency Medical Service Agency, prior to the completion of the Sacramento Fire Training Academy is mandatory for paramedic assignments.

•Respiratory Protective Equipment:

Work in this classification requires wearing respiratory protective equipment at times. When assigned to such work, facial hair must be shaven when it interferes with the safe fitting of respiratory protective equipment.

•Residency Requirement:

Must reside within a 35 air mile radius from the freeway interchange at W-X Streets, 29th-30th Streets within one year following appointment as a Firefighter.

•Physical Performance Requirement:

Those appointed to Firefighter as a result of this examination must pass an annual physical performance test. Refusal to take the test or failure to pass it will subject a firefighter to disciplinary action up to and including termination.

•Tobacco Use Restriction:

Applicants in this classification are required not to smoke or use any tobacco products during the 12 months prior to the final filing date of the examination.

THE SELECTION PROCEDURE:

1. Application Review: (Pass/Fail) – All applicants must complete and submit a City of Sacramento Fire Recruit employment application **AND** a completed

Supplemental Questionnaire to the City of Sacramento Employment Office by the cut-off deadline. All necessary paperwork must be submitted before the cut-off deadline. Incomplete applications and/or Supplemental Questionnaires will not pass the application review; omitted information cannot be considered or assumed. *The Fire Department may give preference to candidates who possess an active/current Paramedic License.*

2. Written Test: (100%) – The written test may include mathematical functions, reading comprehension, map reading/interpretation, interpersonal/customer service, and the ability to interpret mechanical and three-dimensional diagrams.

3. Physical Performance Test: (Pass/Fail) – Applicants who pass the written test will be required to complete and pass the physical performance test prior to entering the Sacramento Regional Fire Academy. This test includes several sequential events that must be completed within a specified time limit.

CUT-OFF INFORMATION – Cut-off deadlines are by 5:00 p.m. on the date(s) listed below.

Cut-Off Date: September 14, 2007

Written Test Date: October 13, 2007

Cut-off dates and test dates are tentative and are subject to change without prior notification.

ABOUT THE ELIGIBLE LIST - If you meet the minimum qualifications and you pass the written test, your name will be placed on the Fire Recruit eligible list for one year (this eligible list may be extended for up to a total of four years). You may reapply one year after the date the eligible list is established.

CONTINUOUS FILING INFORMATION - Candidates that are not successful in the written test may reapply to take the test one year from the date of disqualification. Candidates whose names are placed on the eligible list may reapply one year after the date the eligible list is established.

QUESTIONS? - If you have specific questions regarding the Fire Recruit position, visit the Sacramento Fire Department website at www.cityofsacramento.org/fire or call them at (916) 433-1300.

For questions concerning this job announcement, log onto our website at www.cityofsacramento.org/personnel or visit the Employment Office, Historic City Hall, 915 I Street - Plaza Level, Sacramento, CA 95814-2604 or call (916) 808-5726.

What is the position of fire recruit?

The Sacramento City Fire Department is responsible for the protection of life and property and for providing EMS to the community. Fire Recruits attend the Sacramento Fire Training Academy for 20 weeks and receive basic training in firefighting methods, equipment

operation and maintenance, physical fitness, fire science concepts, and a variety of other subjects.

Candidates who satisfactorily complete the training and graduate from the academy are given probationary status and assignments as firefighters. Some graduates who hold current certification as paramedics may be assigned as Firefighter/Paramedics. In addition, all candidates must pass a background investigation, fingerprinting, medical examination, and drug testing prior to becoming a firefighter.

What are their requirements?

In order to qualify for entrance into the Recruit Academy, you must:

- Be at least 21 years of age.
- Have a high school diploma or GED equivalent.
- Have a current EMT-1 certificate or higher.
- Have 20 semester units or 30 quarter units from an accredited college or university. Three years as a paid firefighter may be substituted for the above college units.
- Be a citizen of the United States.
- Pass a written examination.

Special qualifications:

- You have not smoked or used any tobacco products during the 12 months prior to testing.
- Possess a valid California Class C driver's license at the time of appointment.
- Ability to obtain a Class B driver's license with appropriate endorsements during the Sacramento Fire Training Academy. Failure to obtain license will be cause for termination.
- Wear respiratory protective equipment at times. When assigned to such work, facial hair must be shaved when it interferes with the safe fitting of such equipment.
- Reside within a 35 air mile radius from the freeway interchange at W-X streets and 29th – 30th streets within one year following appointment as a firefighter.
- Pass the physical ability test each year as a condition of employment

Additionally you must

Pass a physical ability test which includes the following events:

- Hose drag
- Hose Carry / Stair climb
- Hose Hoist
- Smoke Ejector
- Citizen Rescue
- Dry Hose Load

A videotape of the physical ability test is available at the following locations:

- Any branch of the Sacramento City or County library system.
- American River College Library, 4700 College Oak Drive, Sacramento, CA 95841
- Consumnes River College Library, 8401 Center Parkway, Sacramento, CA 95821

For more information you may contact:

- Sacramento City Personnel Department (916) 264-5726

- The Fire Recruit Hotline: (916) 264-8172
- The City 24-hour jobline: (916) 264-8568

To download an application - Go to the JOB OPPORTUNITIES section of their website at www.cityofsacramento.org/fire/jobopportunities.html

To find out more information about the Sacramento City Fire Department - Visit their website at www.cityofsacramento.org/fire/

To find out more information about the City of Sacramento - Visit their website at www.cityofsacramento.org

To find out more information about the Sacramento City Firefighters Association, LOCAL 522 - Visit their website at www.iaff522.org/

FIREFIGHTER EMPLOYMENT OPPORTUNITY – Los Angeles County Fire Department:

The following firefighter recruitment information was taken from the L.A. County Fire Department website – <http://fire.lacounty.gov>

Exam Update!

The examination bulletin is now posted. You can [download the bulletin](#) and the application from our Open Positions page or you can [apply online](#).

As we anticipate a large number of applicants during the first few weeks, please take note of the following:

- There is no extra advantage to filing your application the first day or the first week.
- Online applications can be filed 24/7 so consider filing during non-peak hours.
- If you experience a slow system response time or delay, please be patient.
- Candidates will be randomly selected from the pool of applicants to take the next exam.
- Application filing will be open and continuous.

Fire Chief P. Michael Freeman

Congratulations on your decision to apply for the Los Angeles County Fire Fighter Trainee position. While we expect this exam to be competitive, we commend you for embarking on an exciting career option. The fire service is a proud and noble profession, and Los Angeles County firefighters enjoy an internationally renowned reputation for being the best. Each day, they play an increasingly important role in the communities in which they serve.

A Fire Fighter Trainee participates in an intensive training program in basic firefighting, and emergency medical treatment.

Additional L.A. County Firefighter information and links

For more information about the **County of Los Angeles**, visit their website at: <http://lacounty.info/>

For more information about the **Los Angeles County Fire Department**, visit their website at: <http://fire.lacounty.gov>

For more information about the **Los Angeles County Firefighters, I.A.F.F. Union Local 1014**, visit their website at: www.local1014.org/

FIREFIGHTER EMPLOYMENT OPPORTUNITY – Las Vegas (NV) Fire & Rescue Department:

The **Las Vegas Fire & Rescue Department** will be accepting applications for the position of **Firefighter Trainee**, between October 1 and 12, 2007! Start planning now and preparing yourself for a career in one of the fastest growing areas in the country!

For more information about the **City of Las Vegas**, visit their website at: www.lasvegasnevada.gov

For more information about the **Las Vegas Department** and their testing process, visit their website at: www.lasvegasnevada.gov/Government/departments.asp?id=4181

For more information about the **Las Vegas Firefighters, I.A.F.F. Union Local 1285** visit their website at: www.lvfd.com

CANDIDATE PHYSICAL ABILITY TEST (CPAT) INFORMATION:

The Candidate Physical Ability Test (CPAT) is a must have for any person planning on becoming a firefighter. More and more departments are requiring a candidate to possess a CPAT completion card (no older than one year) just to apply for their department. If you do not possess a current CPAT, you do not pass go, you do not collect two hundred dollars, and you miss out on the opportunity to compete for a firefighter position at many departments. The CPAT does not guarantee that you will be a successful firefighter. Successfully passing the CPAT means that you should be able to enter a firefighter academy at a reasonable level of fitness appropriate to the job. I encourage you to learn more about the CPAT, and also look into having this certificate on your resume. Trust me, this may be an eye-opener for

some – many of you will not pass it the first time. Make sure you take advantage of the orientation and practice sessions and learn where your weak spots are so you can focus on those areas.

Basic Information For The CPAT Test

QUALIFICATIONS:

Applicants must be 18 years of age and must show government issued photo identification (i.e. drivers license, school or military ID; or a passport or visa). Candidates without a photo ID will not be allowed to take the CPAT.

APPLY EARLY

Applications are accepted in the order they are received. Applications are not accepted until the fee has been paid.

PAYMENT:

The fee to take your first test at their site is \$150.00. Your fee must be paid for your application to be accepted. This fee is non-refundable. Payment can be made with check, money order, Visa, or MasterCard. If you are paying by check, the check must clear your bank before you can take the CPAT. Make payments to “CFFJAC.” Your fee includes participation in an orientation session, related printed materials and test.

ORIENTATION SESSION:

Working with experienced CPAT proctors, you will be given the opportunity to try each of the 8 events and determine where you may need to strengthen yourself. You will be given a set of exercises to physically prepare yourself for the CPAT. If you elect not to participate in the orientation, you will be required to sign a waiver acknowledging that the orientation was offered. There are no discounts if you elect not to participate in an orientation. The CPAT dress code is enforced for all candidates who attend an orientation.

TEST:

The registration form has a place for you to choose a preferred and second orientation day as well as a preferred and second test day. You will be notified by mail of the confirmation of your orientation and test dates. A group of candidates are scheduled every half hour to report to the CPAT center. Please be on time, but not excessively early. Space for waiting is limited. If for some reason you cannot attend your scheduled test day, please notify us as soon as possible. Every effort will be made to reschedule you to a test day that will fit your schedule.

RETESTS:

If you have taken the CPAT at a CFFJAC monitored venue in the past and would like to retest, the fee is \$100.00.

PRACTICE SESSIONS:

For \$25.00, you can schedule a supervised practice on the CPAT course with a proctor. Your session is designed to meet your individual needs. A session may include: Training on the CPAT equipment, watching the instructional video, going through the course in its entirety. You also receive the benefit of mentoring: techniques, expert evaluation and conditioning advice from our CPAT proctors.

Refunds for cancelled or rescheduled practice days will not be given if requested after 10:00 am the day before your scheduled practice day.

WHAT TO WEAR:

The dress code is strictly enforced for safety. The CPAT dress code for the orientation, practice sessions and test is: Long Pants (no shorts), T-shirt or sweatshirt, footwear with no open heel or toe, and no loose or restrictive jewelry. Candidates must be in proper CPAT attire before being allowed to participate in the orientation, practice sessions and test.

PARKING:

When you arrive at the CPAT center, please park to the rear of the building and enter the front door.

NO SPECTATORS PLEASE:

There is limited space at the CPAT center. In order to accommodate a fair and standard testing process for all candidates, we will not be able to allow spectators on the CPAT course or in the facility.

CPAT TESTING CENTER LOCATIONS:

Southern California:

626 N. Eckhoff Street
Orange, CA 92868

Northern California

6723 Sierra Court, Suite G
Dublin, CA 94568

Northern California 2007 Schedule:

ORIENTATION DATES:

- October 1, 13 or 29
- September 4 or 15
- November 13 or 26
- December 10

It is strongly recommended that an Orientation be attended at least 8 weeks prior to taking the CPAT Test. Allow 1 ½ to 2 hour for the orientation. There is no cost for the Orientation, it is include in the testing fee.

PRACTICE DATES:

- September 4, 5, 15 or 18
- October 1, 2, 13, 16, 29 or 30
- November 13, 14, 26 or 27
- December 10 or 11

Practice sessions are only \$25.00.

TEST DATES:

- September 6 or 22
- October 4 or 20
- November 1, 17 or 29
- December 13

Additional test dates will be scheduled as needed. Allow up to 1 hour to complete the process.

Southern California 2007 Schedule:

ORIENTATION DATES:

- August 27
- September 8 or 24
- October 6 or 22
- November 3 or 26
- December 3 or 17

It is strongly recommended that an Orientation be attended at least 8 weeks prior to taking the CPAT Test. Allow 1 ½ to 2 hour for the orientation. There is no cost for the Orientation, it is include in the testing fee.

TEST DATES:

- August 30
- October 13, 18 or 25
- September 6, 15 or 27
- November 8, 15 or 29
- December 6, 13 or 20

Additional test dates will be scheduled as needed. Allow up to 1 hour to complete the process.

PRACTICE DATES:

- August 28
- October 9, 16 or 23
- September 4, 11 or 25
- November 6, 13 or 27
- December 4, 11 or 18

Practice sessions are only \$25.00.

For more information about the above orientation, practice sessions and tests, including how to sign up and find out more about the 8 events, visit their website at www.cpatonline.com

FIRE SERVICE PUBLICATIONS:

Kee your knowledge, skills, and abilities up to date by subscribing to one or more of the numerous fire service publications. Some of the best fire service publications include:

- **Code 3** magazine (Free!) www.code3magazine.com
- **EMS** magazine www.emsmagazine.com
- **Firehouse** magazine www.firehouse.com
- **Fire Apparatus Journal** www.fireapparatusjournal.com
- **Fire Chief** magazine www.firechief.com
- **Fire Engineering** magazine www.fireengineering.com
- **Fire Nuggets.com** www.firenuggets.com
- **Fire-Rescue** magazine www.firerescue1.com
- **Journal of Emergency Services (JEMS)** www.jems.com
- **9-1-1** magazine www.9-1-1magazine.com

FIREFIGHTER TRAINING OPPORTUNITIES:

Mark your calendars for some quality fire service training events!

The **California Training Officers Symposium**, being held in Fresno, California – November 12 through 16, 2007! This is the annual training symposium, co-hosted by the **Northern California Fire Training Officers Association** and the **Southern California Fire Training Officers Associations**, both sections of the **California Fire Chiefs Association**.

As the current President of the Northern California Training Officers Association, as well as this year's Instructor Coordinator for the Symposium, I invite you out to Fresno this November, to receive some of the highest quality training, from some of the fire service's leading instructors and subject matter experts on a variety of fire related subjects. Registration should open up soon, within the month of August if everything goes according to plan.

To view the most-up-to-date registration information, go to www.calchiefs.org and click on the Training Officers Section link on the left side of the page, on the Cal Chiefs Association website. Many of these classes will fill up very quickly and have limited space.

Some of the classes we have lined up include (but are not limited to):

- Fire Management 1
- Fire Command 2A
- Driver/Operator 1B
- Low Angle Rope Rescue
- Auto Extrication
- Rescue Systems 1
- Trench Rescue
- State Fire Training Ethical Leadership in the Classroom
- State Fire Training Regional Instructor Orientation
- S-230 (Crew Boss)
- S-290 (Intermediate Wildland Fire Behavior)
- S-339 (Division/Group Supervisor)
- S-215 (Fire Operations in the Urban Interface)
- Computer based fire service training related courses (PowerPoint, Web Based Instruction, etc.)
- Strategy and Tactics related courses
- Leadership related courses
- Training Officer related courses
- Company Officer preparation/development courses
- Chief Officer preparation/development courses
- Fresno Truck Academy (Ventilation, Forcible Entry, RIC)
- Thermal Imaging Camera awareness training
- Air Aware (SCBA air management)
- Any much, much more!

Register Online for the Fall Training Symposium

Go to: <http://register.calchiefs.org>

To download the flyer, if you want to mail or fax it in (slowest method to register), or pay by check, you can also download the registration flyer and course descriptions on the website above.

Hurry - register soon, classes and hotel rooms are filling up quickly!!!!

[For those wishing to pay by check:](#)

Symposium Course Descriptions with Hotel Information and Frequently Asked Questions
Along with the Mail-in Registration Form is available on the above website

***For registration questions or problems, please email Symposium Staff at
cato@calchiefs.org***

FIREFIGHTER EMPLOYMENT OPPORTUNITIES:

If you want to become a firefighter, have you started taking fire department examinations yet? If not, what are you waiting for? If you say you're not ready, you'll probably never be ready. If you want to wait until you finish your degree, then you're going to have wasted about two (or more) valuable years that could have been spent learning how to master the fire service testing process. You should be taking every fire service exam you qualify for – what's the worst that can happen if you take a test? If nothing else, you will hopefully start to learn your strengths and weaknesses and what it takes to become a firefighter.

Don't rely on us to provide you with every fire department that is accepting applications. We only send out a small fraction of the current open firefighter positions across the United States. If you truly want to become a firefighter, put your money where your mouth is and subscribe to a fire testing service that will notify you when fire departments across the United States are accepting applications.

Two of the best fire testing notification services I have seen are:

- www.firecareers.com
- www.firerecruit.com

For less than \$100.00 per year (each), those companies (run by firefighters) will provide you with valuable testing information to help save you time and effort. Becoming a firefighter is not an easy task, and the badge will not drop from the sky into your lap. Don't wait for your friends to tell you about testing opportunities or expect to hear about them from us. That is not our job, to replace such companies.

FIREFIGHTER TRAINING OPPORTUNITY –
The Complete Fire Officer – Oakland, CA:

Hosted by the Oakland Fire Department

“The Complete Fire Officer”

DATE:	Friday September 21, 2007
TIME:	0830 To 1700 hrs.
PLACE:	The State Building
	1515 Clay St.
	Oakland, Ca. 94612

One Day Only!

This extremely informative, hard hitting, and motivating 2 day seminar will discuss *ALL* aspects of leadership (firehouse as well as fireground.) It will be taught by two of the most nationally renowned instructors on fire service leadership, Chief John Mittendorf & Chief Paul Stein. This workshop is a *MUST* for all Chief & Company Officers, as well as those aspiring to the positions.

Topics to be discussed will be:

Roles and responsibilities of the supervisor
Effective leadership dynamics
Setting Goals
Establishing Priorities
Effective Communications
Coaching
Counseling
The disciplinary process

Strategy and tactics
Incident commander
Communications
Size-up and fireground considerations
Habitational structures
Commercial Structures
High Rise Structures
Multi-casualty incidents

Instructor backgrounds:

John Mittendorf has over 30 years experience with the Los Angeles Fire Dept. Chief Mittendorf has an extensive background as an International lecturer, has provided training programs for the National Fire Academy, California State University at Los Angeles, and many Fire Dept.'s across the country. He is the author of numerous fireground operational articles for magazines in the U.S. and Europe, and is the author of the recently released textbook titled "*Truck Company Operations*", published by Fire Engineering Magazine.

Paul Stein is a 32-year veteran with the Santa Monica & Lakeside Fire Departments. Chief Stein has a B/A in Management, is a Master Instructor, and is a former "California Fire Instructor of the Year." Chief Stein has provided training programs for the National Fire Academy, FDIC, and many Departments throughout the country. He is the author of the popular Promotional Interview videos, the text on Entrance Preparation, has written numerous articles for fire service magazines, and is considered an authority on management principles.

Registration Information

Advance registration before Sept. 6, 2007	\$95.00
Registration after Sept. 6, 2007 & at the door (if avail.)	\$119.00
Group Rate 4 or more (must register together before 9/6/07).....	\$85.00/ea.

Register @ www.fireclasses.com or By Mail

Registration fee includes: cost of the workshop, multi-media presentation, student manual, refreshments, Lunch, and college credit. For additional information please call (800) 231-7470

Lunch is included! Seating is Limited

 Mail Your Payment to: **Public Safety Consultants** 7214 Melotte St., San Diego, Ca. 92119
 * NO REFUNDS AFTER Sept. 12, 2007*EARLY REGISTRATION DEADLINE Sept. 6, 2007

NAME _____ **HM PH#(____)** _____
ADDRESS _____ **CITY** _____ **ZIP** _____
DEPARTMENT _____

CONTACT INFORMATION

Bob Buell <u>Fire Technology Coordinator</u> – Chabot College (510) 786-7565 - cellular phone bbuell@chabotcollege.edu	Steve Prziborowski <u>Fire Technology Instructor</u> - Chabot College <u>Editor/Publisher</u> - Chabot College Fire & EMS News (408) 205-9006 - cellular phone sprziborowski@chabotcollege.edu
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Chabot College Fire Technology & EMS web site: www.chabotfire.com
Chabot College web site: www.chabotcollege.edu

***** PLEASE FEEL FREE TO PASS THIS ON TO YOUR FRIENDS OR CO-WORKERS*****

The Fine Print:

- If you would like to be added to our mailing list (no, I won't give your email address out to others), email me at sprziborowski@chabotcollege.edu and I will add you to the list. Benefits of being on the mailing list include being notified when the latest Fire & EMS news is published, and being notified of firefighter testing opportunities, volunteer opportunities, or training opportunities.
- If you know of someone who wants to receive this newsletter (as well as other updates) email me at sprziborowski@chabotcollege.edu and I will place them on the mailing list.
- If you want to take your name off of the mailing list, just send me an email at sprziborowski@aol.com and in the subject heading, and type in "unsubscribe from mailing list" and I will remove your name.
- If you are subscribed to my email mailing list and you are not receiving anything (a problem some earthlink, aol, hotmail and yahoo users have at times), make sure you add my name – Steve Prziborowski and the email address I use to send this newsletter and other fire and EMS related news items out – sprziborowski@aol.com to your address book, safe list, white list, etc. Since I mass mail items to thousands of people, some email providers may think these items are spam or junk mail, even though they are not. If you have not received anything from me in over two weeks, email me to let me know so that I can attempt to troubleshoot the issue.