



FIRE & EMS NEWS

July 2006

Volume 5 – Issue 1

Welcome to the latest issue of the Fire & EMS News! Some of the highlights of this issue include:

- Firefighter Preparation Tip of the Month: Background Investigation Information and Preparation!
- Fire related employment opportunity – Sacramento Regional Fire/EMS Communications Center!
- Firefighter Preparation Assistance: The Firefighters Boot Camp!
- Volunteers needed around the Bay Area – various EMS classes and opportunities
- FREE Firefighter Preparation Seminars at Chabot College!
- Firefighter employment opportunities – Sacramento, Denver regional area, and Columbia College!
- EMS related employment opportunity – Infineon Raceway in Sonoma County!

CONGRATULATIONS ARE IN ORDER TO THE FOLLOWING INDIVIDUALS:

For reaching various career goals and/or milestones:

- **Jake Azevedo** has been hired by the [Fremont Fire Department](#) as a *Firefighter/Paramedic*.
- **Chris Burgardt** has been hired by the [Fremont Fire Department](#) as a *Firefighter/Paramedic*.
- **Jason Falarski** for getting promoted to the position of *Fire Captain* with the [Santa Clara County Fire Department](#).
- **Jim Linhart** has recently retired from the [Livermore-Pleasanton Fire Department](#); his last assignment was serving as the *Division Chief* in charge of Training.
- **Jane Moorhead** has been promoted to *Battalion Chief* in charge of training with the [Livermore-Pleasanton Fire Department](#)
- **Heather Somers** has been hired by the [Emeryville Fire Department](#) as a *Firefighter*.
- **Debbie Stocksick** for getting promoted to the position of *Fire Captain* with the [Santa Clara County Fire Department](#).
- **Erin Thomas** for getting promoted to the position of *Fire Captain* with the [Santa Clara County Fire Department](#).
- **Matt Yost** for getting promoted to the position of *Fire Captain* with the [Santa Clara County Fire Department](#).

Note: If you know of anyone that has recently been hired or promoted in the fire service (including yourself), please don't hesitate to let me know so I can congratulate them in a future newsletter!

BACKGROUND INVESTIGATION INFORMATION:

The following information has been provided courtesy of my good friend, [Long Beach Fire Department](#) Battalion Chief Paul Lepore. Chief Lepore is a wealth of information for the future looking at getting hired in the fire service as well as the current firefighter looking to promote. Chief Lepore has written two great fire service preparation books:

1. Smoke Your Firefighter Interview!
2. The Aspiring Firefighters 2 Year Plan.

For more information, visit his website at www.aspiringfirefighters.com

Background Investigations

Fire departments traditionally spend thousands of dollars to advertise, recruit and hire firefighters. The departments sift through applicants using written examinations, physical agility tests and comprehensive oral interviews, but only do a cursory check on their backgrounds. They eventually produce a list of top candidates. It is now up to the organization to ferret out those candidates who were less than truthful on their application or during their interview.

Background investigations are an important component of the hiring process. They are completed by most fire departments across the country. Historically, fire departments have not placed as much emphasis on a thorough background check as their counterparts on the police department. A criminal check with the local police agency and a DMV check was the extent of what we used to look at.

The local police departments often complete today's background checks. Many fire departments hold their firefighter candidates to the same high standards expected of a police officer. These standards include criminal history, drug usage, credit history, employment record, encounters with the law and a candidate's overall persona.

The reasoning is that if a person has demonstrated an inability to manage his or her personal finances, is unable to get along with co-workers, or has simply made poor life decisions, these will be magnified as their responsibilities increase. If, on the other hand, a candidate has demonstrated a strong history of being able to manage his or her personal and professional life, there is no reason to expect that he or she would not continue to do so after being hired by the agency.

[Gordon Graham](#), an attorney and well-known expert on issues pertaining to police and fire departments, believes that "The best predictor of future behavior is past behavior." He feels that if a candidate has had problems in the past, he or she will have problems in the future. His advice to police and fire chiefs across the country is, "Why take the chance and incur the liability, especially when you have so many candidates to choose from." A thorough background check can help an agency reduce its future incidents of personnel problems and minimize the risk of negative publicity for the agency.

Patterns of past performance issues and problems with co-workers are a strong indicator of future behavior and should not be overlooked.

A thorough background investigation is important because of the role of the fire department in the community. The firefighter candidate will eventually hold a position of authority and responsibility. Firefighters are welcomed into people's homes and businesses without fear for their personal safety or their prized possessions. If the candidate is of questionable ethical or moral character, he or she may ultimately become a liability for the hiring agency. This could erode public trust and compromise the department.

The U.S. Chamber of Commerce estimates that dishonesty by employees costs a business 1 – 2% of its gross sales. Surveys reveal that 33% of employees admit to stealing product or money from their jobs in the last three years. It is estimated that 30% of businesses fail because of employee theft. Statistics also reveal that roughly 40% of applicants have false information on their applications.

Negligent hiring litigation is on the rise. Employers lose 72% of all negligent hiring suits, with the average award to the plaintiff exceeding one million dollars. Most of these are due to the employer failing to take the proper steps to avoid hiring an unfit employee. Courts have ruled that an employer has a general duty to check criminal records for employees who will interface with the public.

Once a candidate has been selected to move on in the hiring process, he or she is assigned a background investigator. Before meeting the background investigator, the candidate is given a background packet. These vary slightly from agency to agency, and are often 25 – 30 pages long. A candidate is usually given 14 – 21 days to complete the packet prior to the first meeting with the investigator. Candidates are advised to photocopy the packet and fill out the copy in pencil. Once the rough draft is complete, the original is completed in pen or, even better, typed.

Neatness is a characteristic that is important to a background investigator. If he or she is unable to decipher an applicant's chicken scratch, it makes a poor first impression. A typed background packet, on the other hand, gives the impression of being thorough and complete.

The background packet will seek information relating to all jobs held (including names of supervisors and dates employed), military record including DD214, sealed high school and college transcripts, and a thorough questionnaire regarding drug and criminal history. Applicants will be expected to complete a section that outlines any and all encounters with illegal drugs, including persons involved, dates and times, as well as the number of times he or she has experimented with each substance.

Any omission of information is considered to be covering up and will be viewed as deceitful, which is grounds for automatic disqualification. If a candidate legitimately forgets information, it can certainly cost him or her a job. To avoid making these costly mistakes, a candidate should keep a log of information that would be helpful to a background investigator, including names and addresses of landlords, employers, friends and co-workers. Any blanks left in the packet raises the question of whether the applicant is attempting to cover something up.

Once the applicant has completed the background packet, he or she will be scheduled to meet with the assigned investigator. The investigator may be a firefighter on the department, a police officer for the city or county, or a private contractor. Whoever it is, the applicant's future employment relies on successfully completing the process.

The investigator will take several photos of the candidate that will be shown to friends, neighbors and co-workers during the investigation. The applicant will be asked for a list of friends and close associates, including their names, addresses and phone numbers. The prospective firefighter must sign a stack of release waivers that will be used by the investigator for each person contacted.

The investigator will review the background packet with the applicant, seeking to identify any discrepancies and delve deeper into them. This is the applicant's opportunity to explain his or her side of what transpired. It is akin to going to confession. After this stage, anything uncovered by the investigator that was not previously disclosed is considered to be intentionally "forgotten" and could be used as a foundation for dismissal from the hiring process. Once an investigator gets a feel about a candidate from the interview, he or she will begin some cursory checks of driving and criminal records, as well as a credit check.

Driving records are important, since having a current driver's license is required for most firefighter positions. A candidate who has a history of speeding or ignoring traffic laws may be disqualified since we operate emergency vehicles. Driving lights and siren through the city is a huge liability for the agency. Imagine if a firefighter was driving lights and siren at an excessive rate of speed and plowed into a bus bench full of school children. The subsequent investigation revealed that the firefighter had a series of speeding and moving violations. The agency would probably lose any lawsuit. Even if it didn't, it would certainly be a black eye for the department.

Numerous parking tickets make a statement of how a candidate reacts to authority. If a candidate has a series of infractions (paid or not), it could indicate that he or she feels that it is unnecessary to abide by society's rules.

I was asked in a seminar recently if a candidate would be held liable for the parking tickets he was given while driving the company delivery vehicle. He tried to reason that they weren't his fault because, as a delivery driver, his boss gave him permission to park in the red zone. I asked him who gave his boss the authority to tell him it was OK to ignore the law. He continued to tell me that since his boss told him it was OK, and the company paid for the tickets, he felt he was off the hook. I told him that even if he were off the hook for the parking tickets, he would probably fail the background because he has a pattern of exercising poor judgment.

Another candidate asked if it would look badly if he was always the one to bail his friends out of jail. He rationalized that it showed he was a loyal and dedicated friend. He stated that he knew the fire service valued strong friendships and looking out for each other. I assured him that he was correct on both counts. We do value strong friendships, and we certainly take care of each other. I would question why he is associating with people who are constantly being thrown in jail. I reminded him of the old saying, "Birds of a feather flock together." In other words, if your friends and associates are guilty, then so too are you. Whether this is the case or not is irrelevant; you define yourself by the company you keep.

Obviously, criminal records are important to the hiring agency. Firefighters routinely find themselves unsupervised in people's homes and businesses. Imagine for a moment the headlines in the local newspaper: "Firefighter arrested for stealing from elderly lady's bedroom while she was having a heart attack." Of course, this would be picked up by the national media and would be a black eye for all firefighters.

Credit history is also important, as it too makes a statement of how an individual handles responsibilities. If a person is not able to live within his or her means, this person is a potential liability to the agency. A blemished credit history may indicate an inability to handle responsibility.

Bankruptcy is a big red flag to an agency. Simply because a credit card company considers an individual untouchable and relieved of financial responsibility once he or she declares bankruptcy, fire departments do not view this in the same way. In reality, although an individual has declared financial bankruptcy, he or she is morally obligated to repay the money that was borrowed. In the eyes of the law the obligation has been “forgotten,” but somebody is still out money. Is it an automatic disqualification? No, not if there has been progress made toward repaying the debt after bankruptcy was declared. According to a former background investigator for LAPD, “If an individual is making an honest effort to repay the money, we can look past a bankruptcy. We cannot overlook someone who does not attempt to right known wrongs.”

Candidates often wonder if they should report things that occurred when they were younger. They feel that if a record was sealed, they are not accountable for anything until they reached 18 years of age. Nothing is further from the truth. Remember the forms you signed when you sat down with the background investigator? These give permission to look into every aspect of your life. There is no such thing as a sealed record to a background investigator. Even if there were, whatever a candidate did to get a police record sealed would be cause for alarm and would raise the issue of liability for the agency. For the record, there is no such thing as a sealed file, regardless of what your attorney tells you.

Many people believe that they can give the background investigator only the names of their responsible friends, the ones who will say positive things about them. They will make sure to brief their friends on what to say and what not to say. In effect, they will coach them on how to answer the questions. Certainly, the investigator will interview the people listed by the candidate, but they will also ask the individual for the name of 5 friends. They will interview the five new people, and when completed, will ask for 5 more friends, and so on. It doesn't take long for a trained investigator to get to someone who has not been coached.

The investigator will knock on the door of your neighbors and show them a Polaroid picture (the same one taken on the day of your initial background interview). If your neighbor tells the investigator that it looks like you, but the nose ring and bandana that you always wear are missing, the cat is out of the bag. In other words, the investigator has learned a lot about you. Will this disqualify you? Probably not, but it now gives the investigator cause to look deeper into your profile.

This scenario is the number one reason that when I speak to a group of fire science students, I encourage them to look the part. You don't see many firefighters with nose rings and bandanas. The students constantly assure me that when they start testing, they will shave off the goatee and get a haircut. It is important to note that we are not looking to hire the person who can do a complete makeover in 30 days or less. If you changed that quickly to get the job, it stands to reason that you will change back after you get it. We are looking to hire people who authentically live their lives in a positive fashion.

Are there automatic disqualifications for the background process? Yes and no. What does this mean? It depends on the agency and on the feelings of the fire chief. Some fire chiefs don't care what you have done (within reason), but will automatically disqualify a candidate who is not completely honest during the process, while others have certain actions that are immediate cause for dismissal.

Some common causes for automatic disqualification include the following: any injectible drug use (i.e. any controlled substance or steroid put into the body via a needle); any selling, intent to sell or transporting of narcotics; hallucinogens such as LSD and acid; multiple uses of marijuana that is considered more than experimental; any type of assault or domestic battery; stealing and arson.

Of course, these are generic, but most agencies will have a policy dealing with any of the above cases. For some it may be an automatic disqualification, while other agencies may be more lenient and receptive to a reasonable explanation.

If a candidate has a blemish on his or her record that is not considered an automatic disqualification, the investigator will look further into the background. The intent is to determine if the infraction is a one-time incident or a pattern of poor choices. Oftentimes a driving under the influence arrest was the proverbial accident waiting to happen. In other words, a candidate tells the investigator that after the annual company picnic, he or she had too much to drink. The designated driver was nowhere to be found, and the candidate had to get home to feed his or her cats. It was a matter of life and death. The candidate got behind the wheel and drove when he or she shouldn't have. As luck would have it, the candidate rear ended a police car and was arrested for driving under the influence. It was just an isolated incident that could have happened to anybody, right?

This would naturally trigger the investigator to look further into the candidate's alcohol consumption. In fact, one of the questions is, "How often do you drink?" Nobody wants to look like an alcoholic, so they grossly underestimate the number of times alcohol is consumed each week. This is easily uncovered by interviewing your friends, who vouch for the fact that you are able to hold your liquor.

When it is revealed that you play softball in a beer league every Tuesday night with the guys from the shop, the investigator will easily identify that you drink every Tuesday night. Of course, the next question will be, "How does the candidate get to and from the game?" Your helpful friend raves about the pickup truck that you completely restored and drive to each and every game. The connection is now made complete that after drinking during the weekly softball game, the candidate hops into his restored pickup and drives home. Now, the driving under the influence conviction is no longer an isolated event, but rather part of a pattern of poor choices that finally caught up with a careless individual.

If, on the other hand, it does appear to be an isolated event the investigator will want to know what have you learned from the event. A candidate who was arrested for driving under the influence four years ago, has since quit drinking and is now a designated driver on the major holidays and a spokesperson for Mothers Against Drunk Driving (MADD), will certainly be considered above the previous candidate. In this scenario, it's not the mistake that draws the attention, it's the recovery.

A person who has smoked marijuana is usually not eliminated unless it was done in recent history. Some departments will eliminate a candidate if it was done after the candidate decided he or she wanted to become a firefighter. Again, an example of poor decision making. In today's day and age, it is understood that most people will at least try marijuana. In fact, a recent news study revealed that 66% of high school seniors have at least tried it. Unfortunately, it seems to be on the rise. If smoking marijuana were an automatic disqualification, the fire and police agencies across the country would not be able to hire most new employees. The applicant pool would simply be too small.

The background investigation is the time to be accountable for all of your life's actions. Most people have some past indiscretions that, if given the choice, they would change. That is what we call life experience. If the individual is honest and forthcoming with information and has not made any life altering decisions, as mentioned above, he or she should have no problem passing a comprehensive background check. It is important to note that if a candidate believes he or she may have difficulty with a background investigation he or she probably will.

My advice is to be honest and forthright with information. Everyone makes mistakes. If a candidate is caught in a lie, he or she is automatically eliminated from the process, even if the issue was not a big infraction. The fact that the candidate lied says a lot about his or her character.

Once a candidate fails a background investigation, the next agency has a right to know about it. In other words, when a candidate goes through a background investigation for a different agency, they have a right to know why you failed. If a candidate failed a background for lying, chances are they will not make it through the next process.

FIRE RELATED EMPLOYMENT OPPORTUNITY – Sacramento Regional Fire/EMS Communications Center

The [Sacramento Regional Fire/EMS Communications Center](http://www.srfecc.ca.gov) is looking for Fire/EMS Dispatchers! They currently have full time positions available and many of you probably qualify for this excellent opportunity to work in a challenging and exciting environment! Any interested student must be at least 18 years old, possess a valid California Driver's License, be able to type 35 words per minute (net), and possess either a GED or high school diploma. Candidates are subject to extensive background investigation and drug testing. The salary is generous, beginning at \$17.73 per hour, with opportunity for periodic pay increases and great benefits (medical, dental and vision).

All their dispatchers work 12 hour rotating shifts, 3 days on and 3 days off. For additional information, visit their website at www.srfecc.ca.gov and don't hesitate to contact Janice Parker, Administrative Analyst at 916-228-3082 if you have any questions.

The upcoming Dispatcher Testing dates for 2006 are:

- July 12, 2006
- October 18, 2006

You can also call their job line at 916-228-3091 for more information.

MORE FREE FIREFIGHTER PREPARATION SEMINARS!

Become a better firefighter candidate!

You are invited to attend FREE seminars to help learn how to better prepare yourself to become a firefighter!

DATES: Thursday July 27, 2006 – CANCELLED DUE TO A F.D. COMMITMENT
- I will combine the July 27 with the August 3 curriculum – 2 for 1!

Thursday August 3, 2006

TOPICS: August 3:

20 Steps To Becoming The Best Firefighter Candidate You Can Be – Attendees will learn 20 steps that will help them be the best firefighter candidate they can be.

Fire Service Oral Board Preparation – Learn some valuable steps that will assist you when you are faced with your next fire service oral board.

FACILITATOR: Steve Prziborowski, Fire Technology Coordinator at Chabot College and a Captain with the [Santa Clara County Fire Department](#).

ADDED BONUS!!

Bring a copy of your resume and I will critique it for you free of charge, before the seminar or during one of the breaks (time permitting).

TIME: 6 p.m. to 10:00 p.m.

LOCATION: Chabot College
25555 Hesperian Boulevard, Hayward, CA 94545
Room 1560 (in Building 1500)

REGISTRATION /

MORE INFO: Space is limited. If you would like to attend, please email me at sprziborowski@chabotcollege.edu.

Please visit the Chabot College Fire Technology website at www.chabotfire.com for more information on becoming a firefighter.

For directions to Chabot College, [CLICK HERE](#).

FIREFIGHTER EXPERIENCE OPPORTUNITY – Columbia College Fire Department

The Columbia College (Gold Country, CA) Fire Department is looking for you! Here is some information I was asked by one of their firefighters to distribute:

Steve,

I found some of our fliers and would like to fax you a copy for you to post up. I just wanted to touch on some of the perks and outlines of our department and kind of give you a brief outline of what we do up here:

- Have 6 person crews consisting of company officer, engineer and fire fighters
- Respond to average of 600 calls per year
- All student run, have captain that comes in a few days per weeks for a few hours
- Two apparatus:
 1. Type II engine
 2. Breathing support- responds to every structure fire and rope rescue call in the county
- 56.1 square mile first due call radius
- Assortment of extrication tools
- One of the county's ropes team
- Help train/teach the fire academy
- Work 48 hour shifts with 4 days off
- Opportunity to earn a degree in fire science along with general education
- Respond to structural, vehicle and wildland fires, vehicle accidents, ropes calls, medical aids along with others
- Opportunity to train and receive certificates
- Earn firefighter I in 6 months of date of hire

Along with the general knowledge of how to survive in a firehouse. I truly believe that this is a great opportunity for those who would like to excel in the fire service. I feel that this one of the best-kept secrets. Having grown up in the bay area I know that there is not very many opportunities to work as a full time firefighter. We model our testing process after a municipal department, consisting of a written test, physical agility (very similar to the CPAT but without receiving a card) then an interview panel, captains interview, then backgrounds (which aren't too thorough), medical, then job offer. If you or anyone else wants to contact me feel free to give me a call at the station anytime 209-532-1191.

Sincerely,

Tim O'Neill
Columbia College Fire Department

Join the Brotherhood of Firefighters!

Opportunities available for you:

- Gain valuable experience at a full time fire station that averages 550 calls a year while attending classes at Columbia College.
- Respond to emergency medical aid calls, vehicle accidents, structure fires, hazardous materials incidents and more within their 56 square mile response area.
- Promote to: Firefighter, Engineer (Driver/Operator) and Crew Leader (leader of 6 person company).
- Receive standardized training, live and work with career-oriented people, operate specialized rescue tools and equipment, drive and operate fire apparatus. Also learn and enhance leadership skills, discipline, and ability to serve the public, while developing lasting friendships within the fire service.

They welcome you to become a member of the Columbia College Fire Department organization!

Recruitment is starting soon. Call 209-588-5207 for more information.

EMS VOLUNTEER OPPORTUNITIES AROUND THE BAY AREA:

The [San Francisco Paramedic Association](#) is looking for volunteers for the following upcoming EMS related classes:

Advanced Medical Life Support Classes - Volunteers Needed

Dates / Locations / Times:	- Monday August 7 from 1230 to 1700 hours - Tuesday August 8 from 1030 to 1630 hours
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 medical 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/volunteer.htm

Pre-Hospital Trauma Life Support Classes - Volunteers Needed

Dates / Locations / Times:	- Wednesday August 23 from 0700 to 0930 hours - Thursday August 24 from 1230 to 1730 hours
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@sfpamedics.org or visit their website section on volunteer opportunities at www.sfpamedics.org/volunteer.htm
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EMS EMPLOYMENT OPPORTUNITY – Infineon Raceway – Sonoma County:

I[nfineon Raceway](#) fire safety team is looking for you! If you have your Firefighter 1 and EMT certifications, you are eligible to apply! Duties include (but are not limited to), on-track fire/rescue , off-track fire / EMS, and station / apparatus / and equipment maintenance. The position will begin as a volunteer and you can quickly work your way up to a paid position. For further info, please contact Jason Weed at Medicweed@SBCGLOBAL.net

FIREFIGHTER PREPARATION ASSISTANCE:

I was asked to pass on the following information, by two East Bay firefighters who have created the 2 Day Firefighter Exam Boot Camp. This sounds like a great opportunity to see what the testing process consists of, and also learn valuable tips to help you succeed in your pursuit of becoming a firefighter.

This is a course taught by professional teachers. They have researched various sections that routinely show up on firefighter written exams and their instructors have come up with some great techniques that can help anyone pass the exam.

They have also interviewed many who have served on Firefighter Oral boards and have a growing list of questions for their mock orals.

Course Outcomes:

- Develop a community of learners and a support network.
- Gain an understanding of the phases of the application and hiring process.
- Become familiar with the structure and content of the firefighters written exam.
- Acquire study skills that will support independent preparation for the exam.
- Learn techniques to successfully respond to specific sections of the exam such as math and mechanical aptitude questions.
- Participate in mock oral interviews in order to become familiar and comfortable with the process.

Scheduled Boot Camp Sessions (Scheduled to change, confirm with them):

- Saturday and Sunday August 12 and 13
- Saturday and Sunday September 30 and October 1
- Saturday and Sunday October 7 and 8
- More to follow, please contact them for more information

WANT TO BECOME A FIREFIGHTER?



WE CAN SHOW YOU HOW
THE FIRE SERVICE HAS NEVER BEEN MORE ACCESSIBLE
AND THIS ESSENTIAL AND PROFESSIONAL BOOT CAMP
WILL HELP YOU GET THE CAREER YOU WANT.



YOU WILL BE **PROVIDED WITH INSIDER TIPS AND ADVICE BY**
CURRENT SERVING FIRE STAFF WHO WILL SHOW YOU HOW
TO SECURE ONE OF THE MOST **EXCITING AND**
REWARDING CAREERS AVAILABLE.

IF YOU ARE INTERESTED IN RECEIVING **VITAL INFORMATION**
THAT WILL GIVE YOU THE EDGE OVER OTHER APPLICANTS
CALL 24Hrs: 1-800-894-2706 EXT. 9001
FOR INFORMATION, PRICING, DATES AND RESERVATIONS

SEATING IS LIMITED TO THE FIRST 100 RESERVATIONS!

-----REGISTRATION FORM-----

Name: _____ Department: _____
Address: _____ City: _____ Zip: _____
Phone: _____ Email: _____
Course name: I-300: July/Aug 06 Preferred Class Location: _____ Emeryville or _____ Hayward
Credit card type (Circle type): Visa MC Discover AMEX Card #: _____
Exp. Date: _____ Name on card: _____ Signature: _____

Please return this form with your payment information to: Chabot College, Attention: Steve Prziborowski, Fire Technology Coordinator, 25555 Hesperian Blvd., Hayward, CA 94545 **or** fax to 408-358-9400 (my personal fax at home, so there should be no security issues)

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

The [Sacramento City Fire Department](#) is one of the larger fire departments in the State. They operate out of 23 fire stations, protecting 458,000 people over 144 square miles. They are a full-service fire department that includes ALS transporting ambulance service. They will be testing quarterly for the position of **FIRE RECRUIT**.



- **August 19, 2006** Cut off for filing for this test is July 21, 2006
- **October 14, 2006** Cut off for filing for this test is September 15, 2006

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

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/

EMS EMPLOYMENT OPPORTUNITY – NTCI

The [Northern California Training Institute](#) (NCTI) is looking for Paramedic Lab Instructors for their Paramedic program occurring in Milpitas, CA.

Class days/times: Tuesdays and Fridays from 1000 to 1900 hours
Class location: Milpitas Fire Station #1 / Training Center
777 Main Street
Milpitas, CA 95035
Pay: \$25.00 per hour
Contact: Jennifer Reed at (510) 772-9246 or at jreed@amr-ems.com for more information.

FIREFIGHTER EMPLOYMENT OPPORTUNITY – Denver Area Fire Agencies

- [Online Application](#)



You need to take the DRCOG test because by doing so you can be eligible for hiring by 13 metro area fire districts/departments. The Firefighter Intraregional Recruitment and Employment (FIRE) program is a cooperative screening and testing program for entry-level firefighter candidates. The area covered by these jurisdictions includes approximately 2,450 square miles from Larkspur in the south to the Mountain View Fire District in the north, which extends as far north as Mead.

The program is administered by DRCOG on behalf of the member [district/departments](#) in the Front Range. FIRE uses common initial legally validated testing procedures--by passing the written exam with an overall score of 70 (departments have the right to use a higher score for their recruitment process) you become eligible to be placed in the pool of qualified candidates for potential employment with member departments. Just think of the time and money you will save by taking the DRCOG single exam! Testing is held quarterly.

Upcoming test dates in 2006 and Application Deadlines (no exceptions to any deadlines)

Oct. 30--Application Deadline: Sept. 15, 2 p.m. MST

Please note: Applications (including testing fee) must reach DRCOG no later than 2 p.m. MST on the deadline date of the test you choose. Apply early because seating is limited! Colorado residents, be aware: You may be asked to take the test on a different date if the test date you selected fills up.

Note: You will receive a test notice stating your test time along with a study guide (if purchased), but not until a couple weeks after the application deadline passes.

Here's how it works:

- Since testing is held quarterly, recruitment is ongoing. No prequalification is required; complete the online application at our secure site and pay your non-refundable \$50 testing fee online as well via credit card. Click on the "Online Application" link at the top of this page.
- There are NO physical tests administered in conjunction with the DRCOG written exam. Departments will contact candidates about physical testing once applications have been reviewed during a recruitment process.
- The testing fee is non-refundable under any circumstances. If you are not able to test on the date you chose, you may defer your testing fee **one** time to a future test date by calling 303-480-6729.
- When [departments in the program](#) have positions to fill, they can review your application from our files. Applications remain active for one year.

Minimum qualifications for applying include the following:

- Some departments require you to be a U.S. citizen, but some departments only require you to be legally entitled to work in the U.S. or be a legal permanent resident. Requirements vary from jurisdiction to jurisdiction. Contact a specific jurisdiction for its policy.
- Minimum age requirements for applicants vary by department; some will accept applications from anyone 18 years of age or older. Other departments require that applicants be at least 21 years old.
- High school diploma or GED
- Ability to obtain Colorado drivers license
- Having some college education is helpful, as are EMT/firefighter/paramedic certifications (most departments prefer you have your EMT prior to being hired)
- Colorado will only accept Colorado or National paramedic certification
- Women and minorities are encouraged to apply.

If you have questions, contact [Suzi Walker](#) at 303-480-6730.

For more information, [CLICK HERE](#) to visit their website.

FIRE SERVICE TRAINING OPPORTUNITIES:

Mark your calendars for the annual California Training Officers Symposium this November in Fresno, CA! This year's program will be held **Monday November 13 through Friday November 17, 2006** at the Radisson Hotel and Conference Center in Downtown Fresno. I will provide the flyer once it has been finalized, but as of now, here are the classes I have scheduled (I am serving as the Instructor Coordinator), subject to change for unforeseen reasons:

- I-300 (Intermediate ICS)
- S-330 (Strike Team/Task Force Leader)
- S-390 (Introduction to Wildland Fire Behavior Calculations)
- S-404 (Safety Officer)
- S-430 (Operations Section Chief)
- Rescue Systems 1
- Fire Command 1B
- Fire Command 1C
- Driver/Operator 1A
- Trench Rescue
- Auto Extrication
- Ethics in the Classroom (Mandatory for ALL State Fire Training Instructors as of July 1, 2007)
- State Fire Training Instructor Orientation (Mandatory for anyone wanting to teach State Fire Training certified courses)

** NOTE: All of the above are either California State Certified and/or National Wildfire Coordinating Group (NWCG) certified courses.

Also being offered:

- PowerPoint Basic and Advanced
- Company Officer Development Academy
- Truck Operations Academy (Five days of RIC operations, ventilation and forcible entry lecture and hands-on practice)
- Conflict Prevention and Resolution
- Command Presence
- Creating Fire Service Wellness Programs
- Fire Chief Executive Leadership Academy
- Fire Service Internal Affairs
- Reading Smoke
- Training Mandates
- Ethical Leadership
- Career Defining Incidents – I’ve Had Three!
- Knowing your Aerial Ladder
- Building the Perfect Playbook – Building Construction for Firefighter Safety and Survival
- Air Aware Organization
- Preventing the Next 100! Commercial Fireground Operations for Today’s Fire Service

Evening Sessions (1900 to 2100 hours):

Sunday: [Los Angeles County Fire Department](#) Deputy Chief Mike Bryant will be presenting the Gary Morgan Incident Review. Learn valuable tips and lessons learned to keep yourself and your crew safe.

Monday: Monday Night Football, snacks. Possible additional speaker as well, more to follow.

Tuesday: Clinton Smoke (author of the book Company Officer, available through Delmar Publishing) will be providing a session on Company Officer Development and Preparation.

Wednesday: [The Fresno Firefighters Association](#) (IAFF Local 753) will be hosting a reception.

Thursday: [Ottawa \(Canada\) Fire Services](#) Safety Officer Peter McBride will be presenting “Two Story Rollover.” Learn valuable tips and lessons learned to keep yourself and your crew safe.

The perfect plan is to have all of the attendees stay at the hotel and conference center, so you have a chance to network with other fire service professionals of all ranks. You do not have to be a training officer to attend – anyone wanting to take the classes may attend!

More classes are being finalized every day and more information will be in the August and September newsletters as it is confirmed.

Registration will open up in late August/early September, and I will post the final flyer in the September newsletter and email it out earlier to the folks on my email mailing list.

The California Training Officers Symposium is a joint venture hosted by the Southern California and [Northern California Training Officers Associations](#). I am currently serving on the Executive Board as the First Vice President. **Membership is only \$40.00 per year and members receive discounts on training sessions such as this one, as well as the ability to be on our email mailing list and receive numerous training opportunities on a weekly basis, and have the ability to network with training officers and others with an interest in fire service training.** We are a subsection of the [California Fire Chiefs Association](#).

PARAMEDIC SCHOOL ENTRANCE EXAM INFO:

The following paramedic program information was taken from the California EMS Academy website at: <http://www.caems-academy.com>

Pre-Paramedic Course

EMT-P course content including A & P, basic EKG, patient assessment, pharmacology calculations. At the conclusion of this course you will receive a course completion certificate for 64 hours of EMT-B CE credit. **Minimum passing standard 85% on a written exam and successful completion of each of the skills.**

Dates: July 5 – 8 & 10 – 13, 2006

MANDATORY for entrance to paramedic class (see below for paramedic course information)

Registration Form – downloadable from their website at www.caems-academy.com

Time: 10:00 a.m.— 7:00 p.m.

Site:

Port of Redwood City
675 Seaport Blvd.
Redwood City, CA 94063

Fee: \$950.00 64 hours CEU

Course fees and dates are subject to change without notice.
Registration deadline is two weeks prior to class.

Paramedic Training Program

Description: The EMT-P course is approximately 1160 hours of intensive classroom, hospital and field instruction in prehospital patient assessment and intervention at an Advanced Life Support (ALS) level.

The program is divided into 3 phases:

Didactic—480 hours, of theory, with emphasis on advanced paramedic skills.

Clinical Internship—178 hours, in a Hospital emergency department, with a Nurse preceptor.

Field Internship—480 to 720 hours, dependent on prior EMT-B experience.

Skills lab format has a strong emphasis on “practice for proficiency”. The skills lab format is based on: 1) lecture/discussion of the skill, 2) demonstration of the skill, and 3) practice of the skill.

The educational background is provided for the student to successfully complete all quizzes, major exams, and skill stations including the certification requirements for:

- * Advanced Cardiac Life Support (ACLS)
- * Basic Trauma Life Support (BTLS)
- * Pediatric Advanced Life Support (PALS)
- * Pediatric Education for Prehospital Professionals (PEPP)
- * The EMT-P National Registry written, skills and exam.

Prerequisites:

Potential candidates must:

- * Pre-Paramedic Class MANDATORY
- * be 20 years old
- * Must provide proof of High School diploma or GED (or most recent college transcript/diploma)
- * 6 months of EMT-B experience recommended.
- * Volunteer firefighter experience will be evaluated on an individual basis.
- * provide proof of EMT-B certification, and a CPR “C” provider card.
- * pass the HOBET test, and EMT-B written exam.
- * provide proof of personal health insurance and required health screening documents.

Course Start Date:

August 9 to November 22, 2006 (Classroom portion)

Classroom Dates (Didactic):

Wednesday, Thursday, Friday, Saturday

Site:

Port of Redwood City
675 Seaport Blvd.
Redwood City, CA 94063

Course tuition: \$11,000.00

Tuition fee includes books, and certification cards for ACLS, PALS, PEPP, BTLS. Fee does not include uniform, internship fees or National Registry fee. Course fees and dates are subject to change without notice. Registration deadline is two weeks prior to class.

Payment Schedule:

An initial payment of \$1000 is due at the time of acceptance and is followed by a payment of \$3000 due on the first day of class. The last payment of \$5000 is due at the second exam (about 5 weeks into the program). If a student withdraws from the program prior to the 5th (fifth) day of instruction, a full refund of \$9000 will be given. Students must return all books and course material to CEA. A cancellation and refund policy is available for review.

CLOSING COMMENTS

I hope you have found this newsletter somewhat valuable. If you have learned one new thing, then I think I've done my job. I truly want to see everyone succeed, and I also really enjoy doing what I do. This program is your program. It can only get better with your assistance. There is an old saying, don't just give me problems – give me solutions! I can't read your minds, so please provide me with feedback. Feel free to contact me if you have any questions or want me to clarify any rumors you might have heard. Thank you very much!

Steve Prziborowski, Fire Technology Coordinator (interim) - Chabot College

Office: 510-723-6851
Cellular: 408-205-9006 (Best number to contact me)
Fax: 510-782-9315
Email: sprziborowski@chabotcollege.edu

Chabot College Fire Technology & EMS web site: www.chabotfire.com
Chabot College website: 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@chabotcollege.edu 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 over 1000 people, some email providers may think these items are spam or junk mail, even though they are not. I typically send a couple of things out per week; 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.
- Thank you very much for your assistance and cooperation!