



FIRE & EMS NEWS

January 2006

Volume 4 – Issue 7

Happy New Year and welcome to the latest issue of the Fire & EMS News! I hope each and every one of you has had a wonderful Holiday Season over the last month or so! I wish you the best of luck in 2006 in your endeavors; I hope this year was even better than last year for you.

Please realize that I am not here to replace the services of companies that provide testing notifications to candidates nationwide; I am not here to be in the business of competing with companies such as:

www.firecareers.com
www.firerecruit.com

I am here to provide you with information that is available on the internet and information that I found by just hunting around or by having people provide me with the information. **I encourage you to subscribe to the both of the above services** (no, I don't receive any compensation from them) **so that you can be notified of the latest and most up-to-date fire service employment opportunities.** How do you expect to be hired if you don't know which fire departments are accepting applications???

Some of the highlights of this issue include:

- Chabot College Fire Technology Coordinator Position
- Volunteers needed around the Bay Area – EMS classes
- Seasonal Firefighter Employment opportunity - CDF
- Firefighter Employment opportunity – Richmond Fire Department
- Oral Interview Preparation Tips – Part 1
- FREE Firefighter Preparation Seminars at Chabot College!
- Firefighter Employment opportunities – Phoenix and Tucson Fire Departments
- Fire Service Employment opportunity – Los Angeles County Fire Department
- Firefighter Employment opportunity – Hayward Fire Department

To all readers, to ensure continued delivery of this monthly newsletter and with the other items I send out on my email mailing list, make sure that you add my name – Steve Prziborowski and the email address I use to send information out – sprziborowski@aol.com to your safe list, white list, address book, etc. Also, check your spam folder on a regular basis to ensure this didn't get sent in there by mistake. Since I mass mail emails out, these emails are sometimes considered to be spam (even though they are not).

CHABOT COLLEGE FIRE TECHNOLOGY COORDINATOR POSITION:

I wanted to keep you all aware of what is occurring with my position at Chabot College as the Fire Technology Coordinator/Instructor.

I have submitted my resignation as the Fire Technology Coordinator, effective May 26, 2006. I chose May 26 because that is the last day of the spring semester, and also because it will allow our Dean, Tom Clark, ample time to open up the position, do some recruitment, put some people through the selection process, and hopefully make a final decision prior to my date of resignation, so that we can make a smooth transition.

While I think I have been successful in performing the duties and responsibilities of my two full-time positions (this position at Chabot College, in addition to my position of Fire Captain with the Santa Clara County Fire Department), I have found myself increasingly being stretched too thin and not being able to do all of the things I would have liked to have done with the fire technology program. I find myself getting additional duties and responsibilities at my primary employer (The Santa Clara County Fire Department), which is causing me to spend less time performing my required duties and responsibilities at Chabot College.

While I have really enjoyed and appreciate the four years that I have spent as the Fire Technology Coordinator / Instructor, I am finding myself without the sufficient time to also pursue the other educational and career development goals I have set for myself.

To all the students, fire departments, firefighters, company officers, chief officers, and other key fire service personnel that I have worked with over the past years while doing my coordinator position – THANK YOU VERY MUCH for your support, patience and assistance! We are here for you, and without you, our program could not exist.

In a perfect world, we can have my replacement hired and on board for the summer 2006 semester. The summer semester is not required for full-time faculty members, and the only classes we typically offer are Fire Technology 95 and 96 (Work Experience and Work Experience Seminar). I elected to teach those over the past summers just to keep in the loop and maintain continuity with the program, and not to get backlogged when I came back in August to start the fall semester.

My desire is to assist you in getting a replacement for my position in whatever way I can. I am attempting to leave my replacement with a turn key operation and will be happy to assist them and guide them in the right direction, should they have any questions.

I encourage all of you that are eligible and have some fire service and instructional experience to consider applying for my position.

Particular Job Characteristics – Fire Technology Coordinator/Instructor

- Ability to communicate effectively in writing and orally, as well as excellent listening capability;

- Ability to establish a good working relationship with personnel in surrounding fire departments and other persons needed to operate the program successfully;
- Ability to establish a working relationship with the Fire Marshall's office and to obtain necessary approvals for the program;
- Familiarity with all aspects of fire service and duties performed by fire personnel;
- Ability to coordinate the program and keep a successful relationship with Firefighter I course personnel and a group of adjunct teachers sufficient to operate the program successfully;
- Teach late afternoon, evening, weekend, distance learning, and/or off-campus classes when scheduled as part of the regular teaching assignment;
- Participate in campus professional activities, which may include, but are not limited to, committee membership, staff development, collegial meetings and community outreach.

To download the job flyer, obtain an application, and find out more about the position and employment with the college district, go to: <http://clpweb.clpccd.cc.ca.us/hr/opppub.htm>

(At press time, the college website had not been updated as of December 2; hopefully it will be by the time you go there, should you be interested). If it is not there, email me and I'll send you the job flyer as a PDF attachment.

The primary requirements for my position are:

- AA/AS degree and 6 years of fire service experience **or**
- BA/BS degree and 2 years of fire service experience
- Fire Instructor 1A and 1B

On a shift schedule, this is very workable. On a 40-hour week, as I currently am working, it is not (unless you are close to retirement and the light is at the end of the tunnel). Please contact me if you have any questions or concerns and I'll be happy to answer any questions you might have.

Even though you may not qualify or want the position now, please keep in mind the above requirements for the future because you may qualify or have the desire to do such a position at some point in the future.

NOTE: Even if you desire to just be a part-time instructor teaching fire technology classes or at the academy (which I encourage all firefighters to do at some point in your career), you will still typically need the above requirements to apply.

I definitely plan to continue teaching part-time, and hope to continue teaching the Fire Technology 50 course on Monday mornings, continue teaching at the Firefighter 1 Academy, as well as stay involved with the Fire Technology/EMS Advisory Committee. I also plan to work very closely with my replacement to ensure they are brought up to speed with minimal effort and impact.

What does this mean for you, the future or current firefighter?

- I plan to continue to be a resource for the future and current firefighters.
- I plan to continue this monthly newsletter in some form or fashion.
- I plan to continue the email mailing list; if you are already on it, you should not see any noticeable difference.
- I plan to continue to update and maintain the website – www.chabotfire.com
- I plan to continue teaching at Chabot, only on a part-time basis.
- I plan to continue to answer emails and cell phone calls for assistance.
- I plan to not be invisible; I definitely plan to remain an active member of the fire service.

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:	<ul style="list-style-type: none"> - Monday January 23 from 1230 to 1630 hours - Tuesday January 24 from 1000 to 1700 hours - Monday February 6 from 1230 to 1630 hours - Tuesday February 7 from 1000 to 1700 hours
You will receive:	<p>Both of the above classes will be held at the <u>San Francisco Paramedic Association Offices in San Francisco.</u></p>
Your role:	<p>Valuable experience watching paramedic level (or higher) students perform patient assessments. Learn from their pluses and minuses. You will also receive a free San Francisco Paramedic Association t-shirt and your choice of an SFPA rescue key chain or ALS field guide.</p>
Contact person(s):	<p>As a volunteer, you will be 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.</p>
Contact person(s):	<p>Call the San Francisco Paramedic Association for more information or to sign-up at (415) 543-1161 (tell them Steve at Chabot sent you) , register via email at director@sfparamedics.org or register and see more information on their website at www.sfparamedics.org/volunteer.htm</p>

Pre-Hospital Trauma Life Support Classes - Volunteers Needed

Dates / Locations / Times:	<ul style="list-style-type: none"> - Tuesday January 17 from 0730 to 0930 hours - Wednesday January 18 from 1230 to 1630 hours - Thursday February 16 from 0730 to 0930 hours - Friday February 17 from 1230 to 1630 hours - Tuesday March 14 from 0730 to 0930 hours - Wednesday March 15 from 1230 to 1630 hours - Thursday April 20 from 0730 to 0930 hours - Friday April 21 from 1230 to 1630 hours <p>NOTE: All of the above classes will be held at the Bay Model Visitor Center in Sausalito (2100 Bridgeway, Sausalito)</p>
You will receive:	Valuable experience watching paramedic level (or higher) students perform patient assessments. Learn from their pluses and minuses. You will also receive a free San Francisco Paramedic Association t-shirt and your choice of an SFPA rescue key chain or ALS field guide.
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/volunteer.htm

SEASONAL FIREFIGHTER EMPLOYMENT OPPORTUNITY – CDF

The [California Department of Forestry and Fire Protection \(CDF\)](http://www.cdf.ca.gov) is now accepting applications for Firefighter I. Applications will be accepted **November 1, 2005 through January 31, 2006** for the 2006 fire season, which generally starts in the end of May and generally goes through October. If you are interested in applying you must complete a [Firefighter I application \(CDF Form 215\)](#) and mail it or deliver it in person to the North Coast Region I and Cascade Region II units (see next page for locations). Applications will be accepted on a file in person basis only for the units in Southern California Region III and Central Sierra Region IV. Applications must be filed at each unit in which you wish to be considered for appointment.



There are 21 units through-out the state and they are divided between two regions, North Region, and South Region. In the Northern Region you can mail the completed application to

each unit that you are interested in applying for. In the Southern Region they must be hand delivered. A list of the units can be found at the end of this announcement.

What you can expect working as a firefighter for CDF:

A firefighter 1 is a temporary position. You work a 96-hour workweek, four days on and three days off. You work the same four days in a week. Your responsibilities will include responding to vegetation fires, vehicle fires, structure fires, vehicle accidents, medical aides, public assist calls, or any other emergency. You are responsible for maintaining equipment and tools, following oral and written directions, cooking and cleaning around the station and other duties as assigned. At some stations you may get only one call per shift and others may get as many as four or five calls on a busy day.

Because CDF is a statewide fire department, you can get sent to any area within the state on a strike team assignment. You may only be gone one or two days or as many as fourteen days depending on the needs throughout the state. You may be assigned to an incident, usually a large fire, or may be assigned to cover behind other engines on an out-of-county assignment.

In addition to being assigned to working on an engine, a firefighter 1 may be assigned to work at an Air Attack Base refueling aircraft, and reloading tankers with retardant. Another opportunity that is available to firefighter I is to work as a helitack firefighter assigned to one of nine helicopters throughout the state.

There is the opportunity to work as a fire fighter assigned to a Schedule A Contract. This is where a city, county, or fire protection district makes a contract with CDF to provide fire protection for the community. For example in the Santa Clara Unit, the South County Fire Protection District has contracted with CDF to provide the personnel to operate their fire department. As a result CDF personnel operate very much like any other municipal department with firefighter, engineers, captains, and chiefs, operating type I engines, and providing advanced life support medical care.

The hiring process:

After submitting an application, it is reviewed and given a preliminary score based on your education, training and experience. The more boxes you can check the more points you can get. By mid March you should receive a letter indicating weather you passed the preliminary evaluation. If a passing score is given you may then be invited to an interview. The interview is 100 percent of you score. Because each unit must follow the same guidelines for hiring you can expect to hear the same, or close to the same questions at each interview. This can be a big help when trying to improve your interviewing skills. So the more units that you apply to the better chance you have to interview and improve.

Typically an interview panel is made up of an engineer and a captain. In some cases at the completion of your interview you are given your score, in other cases it is mailed to you. Your score is based from 0 to 100 points. Typically you need to get a score in the upper 90's to be considered for employment. By mid May you should have received a letter indicating weather or

not you are being considered for employment. From here one of a number of things can happen, you could get a letter stating that you will not be considered for future employment, or you can be contacted and offered a job, or you could be contacted and offered a slot in an academy but not a job.

The presumption is that a position may open up in the future and you would already be trained to take it. Typically a new hire academy is scheduled for the first or second week in June and consists of learning basic skills needed to work as a fire fighter. The end result is that by attending the class you can obtain the CDF 67 hour Certification.

What generally happens around August or September is some firefighters quit and go back to school opening up position to hire more firefighters. So this provides some people second chance to get hired. If you stay in contact with the hiring coordinator in each unit and are willing to start later in the season you might get picked up as a late hire. After you get hired with CDF and work three months you have automatic rehire rights. Meaning you don't have to go through the same process to get hired the next season.

What CDF can offer you?

CDF is an all risk fire department. They respond to an average of 6,400 wildland fires annually and more than 275,000 non-wildfire emergencies each year. As a firefighter I you will gain experience in working on an engine as part of an engine company. You will get experience working at emergencies under stressful situation. You will learn what station life is like and how to work with people of different backgrounds in that environment.

You will have the opportunity to earn additional certifications including Incident Command Systems, Confined Space Rescue Awareness, Haz Mat Operations, Swift Water Rescue, Auto Extrication, and many other classes. You will gain experience working with the ICS system as part of an engine company at small and large incidents.

Just like anything else you can get out of CDF what you put in. Because of the number of people retiring you have a very good opportunity to gain a permanent position if you put the effort into it. It is now up to you to make the first step.

To view the job flyer and download an application, go to the CDF Careers website at:

<http://www.fire.ca.gov/CDFCareers/SeasonalHiring.asp>

For a list of Contacts including units and stations with in units:

<http://www.fire.ca.gov/MiscDocuments/CDFContacts.asp>

Minimum Qualifications for Seasonal Firefighter positions:

- Must be 18 years of age by time of appointment to a firefighter 1 position

For additional information, contact:

North Coast Region I: (707) 576-2275
 Cascade Region II: (530) 224-2472
 Human Resources Office: (916) 445-7801
 Southern Region III: (951) 782-4140
 Sierra Region IV: (559) 222-3714
 Equal Employment Opportunity: (916) 653-7577

CDF – NORTH COAST REGION I

File-in-person OR mail-in applications accepted at the units listed below:

Humboldt-Del Norte Unit 118 S. Fortuna Blvd. Fortuna, CA 95540 (707) 725-4413	Mendocino Unit 17501 N. Highway 101 Willits, CA 95490 (707) 459-7414	San Mateo-Santa Cruz Unit 6059 Highway 9 Felton, CA 95018 (831) 335-5353
Santa Clara Unit 15670 Monterey Street Morgan Hill, CA 95037 (408) 779-2121	Sonoma-Lake-Napa Unit 1199 Big Tree Road St. Helena, CA 94574 (707) 967-1400	

CDF – CASCADE REGION II

File-in-person OR mail-in applications accepted at the units listed below:

Butte Unit 176 Nelson Avenue Oroville, CA 95965 (530) 538-7111	Nevada-Yuba-Placer Unit 13760 Lincoln Way Auburn, CA 95603 (530) 823-4904	Siskiyou Unit 1809 Fair Lane Road Yreka, CA 96097 (530) 842-3516
Lassen-Modoc Unit 697-345 Highway 36 Susanville, CA 96130 (530) 257-4171	Shasta-Trinity Unit 875 Cypress Avenue Redding, CA 96001 (530) 225-2418	Tehama-Glenn Unit 604 Antelope Blvd. Red Bluff, CA 96080 (530) 528-5199

CDF - SOUTHERN REGION III

**Applications accepted on a FILE-IN-PERSON basis ONLY at the units listed below.
 Each applicant must appear in person Monday through Friday, 8:00 a.m. to 5:00 p.m.**

Riverside Unit 210 W. San Jacinto Perris, CA 92570 (909) 940-6900	San Bernardino Unit 3800 Sierra Way San Bernardino, CA 92405 (909) 881-6900	San Diego Unit 2249 Jamacha Road El Cajon, CA 92019 (619) 590-3100
	San Luis Obispo Unit 635 N. Santa Rosa San Luis Obispo, CA 93405 (805) 543-4244	

CDF – CENTRAL SIERRA REGION IV

**Applications accepted on a FILE-IN-PERSON basis ONLY at the units listed below.
Each applicant must appear in person Monday through Friday, 8:00 a.m. to 5:00 p.m.**

Amador-El Dorado Unit

2840 Mt. Danaher Road
Camino, CA 95709
(530) 644-2345

Madera-Mariposa-Merced Unit

5366 Highway 49 North
Mariposa, CA 95338
(209) 966-3622

Tulare Unit

1968 S. Lovers Lane
Visalia, CA 93277
(559) 732-5954

Fresno-Kings Unit

210 S. Academy Avenue
Sanger, CA 93657
(559) 485-7500

San Benito-Monterey Unit

2221 Garden Road
Monterey, CA 93940-5385
(831) 647-6208

Tuolumne-Calaveras Unit

785 Mountain Ranch Road
San Andreas, CA 95249
(209) 754-3831

NOTE:

A special thank you to Andrew Hunter, former Chabot College Fire Technology student for providing me with this information. Andrew works as a firefighter for the Modesto Fire Department and used to be a Firefighter with CDF. I appreciate your time and assistance!

FIREFIGHTER EMPLOYMENT OPPORTUNITY – **Richmond Fire Department**

The City of [Richmond \(CA\) Fire Department](#) is accepting applications for the position of **FIREFIGHTER TRAINEE and is accepting applications **one day only**:**

- SATURDAY, JANUARY 7, 2006 – 8:00 A.M. TO 5:00 P.M.
- LOCATION: City Hall Lobby, 1401 Marina Way South, Richmond, CA 94804

WRITTEN TEST: January 25, 2006

QUALIFICATIONS APPRAISAL BOARD: Week of February 13, 2006

NOTE: candidates must bring a valid California driver's license (CDL) and social security card (S.S. card) (a military identification card or a united states passport will be accepted in lieu of the CDL and S.S. card) to the application filing. Candidates who fail to bring both the California driver's license and social security card (or military identification or United States passport and emergency medical technician certificate) will not be accepted.

THE POSITION

A Firefighter Trainee attends a City-sponsored Firefighter Training Academy and receives fire service training. Upon successful completion of the academy, trainees are eligible for immediate appointment to the position of Firefighter (current salary: \$5117 – 6200/per month).

MINIMUM REQUIREMENTS

To qualify to take the examination, you must apply in person on the ABOVE DATE ONLY and certify that you:

1. are 18 years of age or older;
2. possess a high school (or equivalency) diploma;
3. possess current certification as an Emergency Medical Technician;
4. are in good physical health, and possess the appropriate physical strengths and abilities to do the work;
5. have vision of at least 20/100 in each eye, correctable to 20/30 and normal color vision;
6. possess a valid California Driver's License;
7. and have proof of U.S. Citizenship or authorization to work in the United States.

EXAMINATION PROCEDURE

The examination will consist of a written test and a Qualifications Appraisal Board from which an employment list will be established.

1. THE WRITTEN TEST will measure a broad range of skills and abilities important for job success. These skills include Practical Skills such as sound judgment and problem-solving, Interpersonal Abilities required to deal effectively and positively with others, Emotional Skills including work ethic, and Basic Educational Skills related to reading, writing, and math abilities. The test includes situational judgment questions. The test does NOT require prior job knowledge or specific fire service knowledge or training. An adjusted score of 70 or more is required to pass the written test. (QUALIFYING ONLY)
2. THE QUALIFICATIONS APPRAISAL BOARD will interview those applicants who qualify on the written test. Candidates' final rating will be determined by the Board. (WEIGHTED 100%)

NOTE: Candidates participating in this phase of the process are required to complete the standard City of Richmond Employment Application Form and submit two copies of the completed application from.

EMPLOYMENT LIST

Candidates must achieve an "A" (Best Qualified), "B" (Well Qualified) or "C" (Qualified) rating to be placed on the eligibility list. The maximum time this will be in effect is two (2) years; however, the list can be canceled without notice after six (6) months.

Successful applicants will be subject to a background investigation, physical ability test and a medical examination, which may include a back x-ray, an eye test, a psychological evaluation and substance screening. NOTE: Certificates of completion of the Candidate Physical Ability Test (CPAT) issued within the last six (6) months will be accepted.

HOW TO APPLY

1. CANDIDATES MUST APPLY IN PERSON AT THE HUMAN RESOURCES MANAGEMENT DEPARTMENT LOBBY ON: SATURDAY, JANUARY 7, 2006 – FROM 8:00 A.M. UNTIL 5:00 P.M.
2. The Human Resources Management Department is located at 1401 Marina Way South (North End of Building), Richmond.
3. You MUST bring your valid California Driver's License and Social Security Card OR United States Passport or military identification in lieu of a Social Security Card and CDL and your Emergency Medical Technician certificate.

If your driver's license is not pictured (temporary license), you must bring an additional form of pictured identification such as a passport, California Identification Card or another state issued identification card.

4. Each candidate must complete a modified City of Richmond Employment Application Form AND certify that you:
 - A. Possess at least a high school (or equivalency) diploma;
 - B. Possess a current California Driver's License; and
 - C. Possess current certification as an Emergency Medical Technician
 - D. Possess proof of U.S. Citizenship or authorization to work in the United States. (Individuals offered employment will be required on their first day of employment to show proof of U.S. Citizenship or authorization to work in the United States.)
5. NO CITY OF RICHMOND EMPLOYMENT APPLICATION FORMS WILL BE ACCEPTED PRIOR TO 8:00 A.M. OR AFTER 5:00 P.M., SATURDAY, JANUARY 7, 2006.
6. NO APPLICATION MATERIAL WILL BE MAILED TO CANDIDATES.
7. Candidate preparation manual will be available to applicants on the day of application filing only (January 7, 2006).
8. Candidates who are unable to visit the Human Resources Management Department to pick up a JOB ANNOUNCEMENT may obtain one by providing a stamped, self-addressed envelope with first class postage. (Please Note: The City of Richmond will not accept responsibility for postage handling.)

For more information about **the position of firefighter trainee**, visit their website: www.ci.richmond.ca.us/~hrweb

For more information about the **Richmond Fire Department**, visit their website: www.ci.richmond.ca.us/fire/

For more information about the **City of Richmond**, visit their website: www.ci.richmond.ca.us

ORAL INTERVIEW TIPS – PART 1

NOTE: Part 2 will appear in next month's issue.

I recently had the opportunity to be a rater on our department oral interviews for entry-level Firefighter/Engineers assigned to paramedic duty. We had 96 candidates scheduled over an eight-day period. 12 candidates per day, starting at 0800 hours and ending at approximately 1700 hours each day. By the time of the oral interview, candidates were required to show proof of completion of the Candidate Physical Ability Test (CPAT). There were a few no shows and some that had called stating that they were not able to provide a CPAT card by their interview time.

Just some comments on the CPAT, before I go on to the oral interviews. Many candidates waited until the absolute last minute to locate and then attempt and pass the CPAT exam. This resulted in some candidates failing it the first time and not having ample time to actually retake it, and some candidates just not finding a time and place to take the CPAT that worked into their schedule. This dropped the numbers we interviewed into the high 80's if I remember correctly.

Moral of the story regarding the CPAT?

1. If you have never taken it before, do so a.s.a.p. so that you know you can pass it and so you can get the certificate that most departments accept for one year.
2. If you don't know where to take the CPAT, please visit the California Professional Firefighters (CPF) website section on the CPAT at www.cpatonline.org to view more information including locations to take the test.
3. Do attend the voluntary practice sessions, do review the informational material that is out there regarding each event, and do allow yourself ample time to retake it should you fail the first time (yes, I know we have to be positive, but we also have to have a plan b, just in case). I have heard that many of the candidates who failed it had not attended the practice sessions, something to consider.
4. Realize that just because you pass the CPAT, it doesn't mean you are in the best shape you could be in or that you could pass any physical ability test being currently offered (other than the CPAT). The CPAT is a baseline test that tells you that you are at an acceptable level of physical fitness to perform the job of a firefighter. There are some fire departments that do not use the CPAT and have tougher physical ability tests.

Now back to the oral interviews. We had two oral interview panels set up, one to interview people with EMT certifications and the other to interview people with paramedic licenses, or that had the ability to obtain a paramedic license by time of appointment (time of job offer). We interviewed twice as many paramedics as we did EMT's, since the majority of our vacancies will probably require paramedic licensure. Here is a reason why having your paramedic license can help reduce your competition: we interviewed almost every paramedic that had applied, had passed the written examination, and had passed the CPAT. However for positions require EMT certification, we randomly selected about 20% of the EMT's that had applied, had passed the written examination, and had passed the CPAT.

Now being a paramedic certainly reduces your competition and definitely allows you to apply for more firefighter positions, but contrary to what some may think, it does not guarantee you a job.

The oral interview panel I sat on consisted of me, one of our battalion chiefs, and one of our firefighter/engineers assigned to paramedic duty. The three of us had a very challenging and difficult task – to recommend to the fire chief the candidates that we felt would best represent the department and also fit into the department culture, based on a number of different things, most notably how well they performed in the oral interview.

We asked a total of six questions, provided the candidates 30 minutes to answer all of the questions, and then had to make a decision on whether we felt someone would make a successful firefighter for the next 30 years. Choose right and we have an excellent employee we can feel proud to have had a part in for the next 30 years. Choose wrong and there is the potential that we will be stuck with this person for the next 30 years (assuming they pass probation). Department members and we will either be proud or ashamed of the recommendations we make, all based on a 30 minute (or less) interview. Not an easy task.

While I am not able to provide specific feedback to each candidate for confidentiality reasons, I am able to provide general thoughts and comments that I think everyone who either took the interview or will be taking a fire department interview somewhere in the world in the near future will surely benefit from. The bottom line is that we make recommendations to the fire chief, but it is ultimately the fire chief's decision to hire someone in our department (in other departments, it can be a higher authority such as the city council, the city manager, the mayor, the board of supervisors, or the board of fire commissioners, just to name a few).

The last thing we want to do is to tell a specific candidate that they did an awesome job and then have the fire chief not decide to hire them for some reason. That would potentially open us up to lawsuits and inquiries that we do not need to go through. **I know this sounds harsh, but the fire department you are testing for does not owe you a job;** you are not entitled to a position, just because you tested and either you felt you did well, you feel you would be a good fit, or because someone said you had a great interview.

I tell all candidates the same thing – do your best in the testing process for each department and what is meant to be is meant to be. When the stars line up and your time is right, you will be offered the job. The job offer may not come from the department that you most want to work for or think you did the best at during the testing process; it may come when you least expect it. Also, just because you weren't selected for our department (or any department), don't take it personal. It wasn't meant to be. Should you take our test again, then it may be the right time. Or, I hate to say it, but it may never be the right time with our department. But don't despair, it doesn't mean that you aren't meant for another department somewhere else.

I truly believe there is a department out there for everybody. The key is to not give up and continue trying your best until you find that department.

Here are some general / specific thoughts that I wanted to share with you, based on my observations and experiences of ALL of the candidates. Think of this list as the good, the bad, and the ugly, so to speak. Try to learn from the good and the not so good of others, and realize that most of the things I mentioned were done by at least one person, some by many.

RESUMES:

- **Before we go any further, realize that the main difference between the resume and the job application is that the department tells you what to put on the application (usually everything) and you put what you want on the resume.** The resume is a short and sweet, to the point snapshot of who you are and what you have to offer.
- **Don't put your picture on it.** One, it can potentially go against you negatively (that dreaded d-word, discrimination); two, it just isn't cool.
- **Keep it short and sweet, easy to read, easy to follow.** We have less than a minute or so to even look at it. If things are very wordy and do not jump out at us, we're probably going to miss them.
- **Keep it to one page.** I saw two page resumes, and even one five pager. Hello, we don't have time to read all that info and it takes up space. If you're having trouble getting it down to one page, here are my suggestions:
 - o **You don't have to list EVERY job you've held, like you do on the application.** Include two or three of the most relevant ones, including your current one. Also, nothing says you have to list your duties on the resume; they can take up four or more lines per job. Each job should have no more than two lines each – enough room for the employer name, city/state of the employer, dates employed, and the job titles you've held.
 - o **Leave off your hobbies.** You're not getting hired for your hobbies, and depending on what they are, they can be looked at negatively and as a liability (i.e., drag car racer, motorcycle racer, bungee jumper, you know what I'm getting at). You're getting hired for your knowledge, skills and abilities – in a nutshell, your education, experience, training, and community service for the most part. Nothing says you can't talk about your hobbies during the interview; just don't waste valuable space on the resume.
 - o **Leave off any trace of high school related information.** That goes on the application and it can lead to potential discrimination depending on how senior or junior you are.
 - o **Education.** This section is for formal education and should be no more than two lines per school. Just list the name of the school, city/state of the school, dates attended, expected completion of your degree date or date you completed your degree, and major/minor as appropriate. Don't list units completed. That will go on the application and you don't have the room to spare on the resume. Additionally, if you have attended more than three educational institutions, just put the most appropriate two or three. They will all go on your application; you put what you want on the resume.
 - o **Shorten your margins, having them at 1 inch on all four sides will provide more space.** As needed, slightly decrease that number, adjust as needed.
- **Objective.** First of all, do have one at the top. Second, cater it to the department you're testing for (I hate generic resumes that look like you never change them. Personalize them to the department you're interviewing for, make us feel important and that we're your number one

(at least for now). Third, when you put the job title you are applying for on the resume, take it directly off of the job flyer and don't put what you think it is. *We were hiring for Firefighter/Engineer assigned to paramedic duty.* I saw titles such as:

- Firefighter/Paramedic
 - Paramedic/Firefighter
 - Firefighter/Engineer/Paramedic
 - Firefighter/Engineer
 - FF/P
 - Firefighter/EMT-P
 - Firefighter
 - I know this may sound petty, but my not putting the exact job title on the application, it shows the department that you cannot follow written instructions and that you do not pay attention. These are both critical functions we expect of a firefighter. Additionally, by not putting the exact title, you run the risk of having your application discarded because of a department not currently testing for the position you applied for or not having a said position.
- **Don't assume that just because it is on your resume that we have seen and more importantly, will give you credit for it.** In an interview, remember the phrase "If you didn't say it, you didn't do it and don't get credit for it." If you're expecting us to give you credit for having something on the resume, what happens when the panel does not allow resumes? You're screwed. Treat every interview the same; make sure you cover everything (you feel are your key selling points) from your resume and application orally during the course of your interview.
- **Don't put your birthdate on it.** Legally we cannot discriminate you, don't give us any ammunition to load our gun with. Some departments like young candidates so they can mold them, some like older ones with more life experience and perceived maturity and some just don't care. My department doesn't even ask for your date of birth on the application. Yes, we can somewhat figure it out based on your high school graduation date, but don't put something on there that has the potential to work against you.
- **Spell check and grammar check.** What more do I need to say on this? Have someone that actually is very versed at the English language review it for you for errors and omissions.
- **Leave off the words "references available upon request."** We're not going to request them, we don't have time to look at them, and I bet many of you don't even bring them with you to offer if we did ask you for them. Rest assured, when it comes time for the background investigation, we'll ask you to write down the contact information for those references in the background investigation packet. Also, by offering them, you run the risk of having those names go against you. If you list people that are known by the board members as being not-so-stellar individuals (ones we wouldn't associate with), then you run the risk of having it go against you.
- **Names/addresses/phone numbers on the resume.** The only name on a resume should be your own. Not a place to put names of references or supervisors. The only address info should be your own; for employers, educational institutions, volunteer organizations, you should only put the city/state of that place (leave the street address off). The only phone number on the resume should be your own. Remember, all that information that I'm asking you to not put on there

will go on the application. The resume is a shortened version of the application and you put on it what you want; versus we tell you what to put on the application.

- **Pronouns versus action verbs.** Keep the pronouns such as I off your resume. Instead, use action verbs to start off sentences. Looks more professional.
- **Leave off anything to do with high school.** It shows your age and you have more things to sell the oral board.
- **Pass it out at the beginning of the interview, not at the end.** At the end, we have typically finished grading you and all we can do is put it in your file and let it collect dust. Having it at the beginning of the interview allows us to review it while you are talking and possibly even ask you questions off of it.
- **At least offer one.** I bet almost 50% of the candidates did not even offer us a resume. Don't assume that we have a copy of it. Our panel only had copies of your application to review.
- **Bring at least five copies.** One candidate passed out two resumes and asked if we could share them. Tacky, and unprofessional. If you don't have enough, don't even offer them.
- **Offer them to the panel; don't drop them in front of us.** Nobody likes anything forced down their throat, and some oral boards might not allow them at all. At least find a moment after being introduced to the panel to offer them. I found some candidates just dropping them in front of me while I started asking the first question, and I felt that to be rude.
- **Leaving it next to you to view during the interview.** The verdict is out on this one, and I'm not sure what I think. Numerous candidates actually passed out resumes to us, and then left one for themselves to view in front of them. On one hand, I think this is pretty ingenious so that you don't forget what to tell the board. On the other hand, I almost look at it as cheating. Just not sure what to make of this yet.

APPLICATIONS:

- **Do spell check.** I saw a candidate misspell the name of his current fire department (that's bad) and almost one out of two applications had spelling errors.
- **If you can, type it out.** It looks more professional, especially since most people don't write neatly. Plus, having your wife write it out doesn't impress me either – we're trying to hire you, not your wife.
- **Fill in all the blanks.** I was amazed at how many candidates left blanks or even worse, put N/A in areas that were applicable. Some common areas where candidates did not complete the information required:
 - **Salary**
 - **Reason for leaving your employer**
 - **Supervisors name/contact information**
 - **Dating the application after they signed it**

- **Education (yes, a couple of candidates put nothing in the box for all educational institutions attended).**
- **Job duties/Job title. Some candidates filled one out, but not the other.**
- **Read all the questions.** Yes, there were some that only provided some of the information requested or provided information differing from what we requested.
- **Read everything carefully.**

GENERAL THINGS TO NOT TELL THE ORAL BOARD:

- **Don't apologize for things, focus on the positive.** Some of the apologies I heard are:
 - I'm probably the youngest one you'll see; please don't hold that against me. Why even say this?
 - I don't have any education in fire science, but I'm willing to learn. I know that sounds sincere, but maybe just use the last half of the sentence (I'm willing to learn...).
 - I really didn't have any time to research the department. Don't even bother.
 - I'm not that experienced.
 - I only had the chance to visit one fire station. Just say I visited a fire station and this is what I found out....
 - The list goes on; I would venture over half of the candidates apologized about something.
- **Don't state that you have learning disabilities or other major issues in life because it's going to make us look differently at you** (yes, I know legally we cannot, but it's hard not to). One person said he reads at the seventh grade level and is dyslexic. I'm just not convinced that is something you need to tell the oral boards. I think I know why he told us that, I'm assuming because he was trying to show an example of how he overcame something and is trying to get better. However, if you were an employer, do you want that person trying to get better on your dime?
- **Don't mention your age.** Once again, we're not supposed to discriminate based on age. Don't give us more ammunition to sink you. Many candidates in their opening statement started out something to the effect of "my name is Steve and I am 39 years old, blah, blah, blah." Just don't go there.
- **Don't start crying, or getting teary eyed.** You might think that you're touching our sympathetic side, but we just don't find it professional. Many candidates had very tear-jerking stories to share with us. Yes, I felt sorry for them and sympathetic, but it didn't help their score in any way because I almost felt that they were trying to use that to have us gain sympathy for them (I was probably way off base, but it is what it is).

OUR FIRE DEPARTMENT:

- **At least know the name of the department.** One incorrectly called us by the wrong name eight separate times. One time is understandable; eight times shows me you either don't care, you didn't do your research, or you just didn't properly prepare. If you can't get the name right now, how are you going to be when you're representing us in the public eye? We have enough problems as it is having people confuse us with the City Fire Department that has the same

name as the county. They are a great department, but they are not our department – two separate departments.

- **Name dropping.** If you really feel compelled to name people in the department, at least ensure you are pronouncing them correctly. One candidate pronounced our fire chief's name wrong, and it is not that difficult of a name. My name, I understand; but even then, unless you can get it right, don't bother. Also on this subject, be careful of name-dropping. The names you think that might be stellar individuals might not be so stellar in the eye of the receiver. You might think that person helped you get the job, but in my eyes, I'm thinking otherwise because they incorrectly prepared you in some way.
- **Do better research.** Don't state facts that are incorrect (wrong number of stations, wrong number of apparatus – trucks, engines, etc.). One person said "you have a great budget." I don't know of any fire department that has a great budget. If it so great, why don't we have 4 person engine companies and more stations, newer apparatus, etc.? Don't get me wrong, we have an adequate budget, but nothing great. We don't transport patients; we provide ALS first responder services on our first out apparatus (engines, trucks, rescues and haz mat). Many candidates were answering questions like they were still a transport paramedic or that we were a transporting agency.
- **Be careful what you say.** Some examples "I know the streets really well." Yeah right, I bet if I gave you a street and told me to tell the board where it was located, which direction it ran, where it stopped and started, you probably wouldn't be able to. Don't open yourself up to failure. Plus, do you really know them that well? I doubt it. I bet you know the major streets, but we can teach anyone major streets.
- **Use appropriate terminology.** Many departments call their Truck Companies "Ladder Companies," their Ambulances "Rescues," and so on. Not using proper terminology shows me you didn't do your research.

WHAT IS KEEPING YOU FROM GETTING YOUR FIREFIGHTER BADGE?

It's Your Turn in the Hot Seat!

Get a Badge. Beat the Odds!

Are you?

- A firefighter candidate that wants to shorten the learning curve between you and that badge?
- Finding out what skills you may be missing?
- Hitting a wall in your orals and you don't know what to do next?
- Figuring out that you just can't wing the oral board?

- Wanting to discover the inside secrets of interviews--ideas that have been tested, proven, and have worked for thousands of individuals who are now firefighters?

If you answered "YES" to any of these questions, then you will want to join a small group of people for an exclusive, "Oral Board Intensive Seminar" with Fire "Captain Bob"; speaker/author of the CD/DVD programs "Conquer Fire Department Oral Boards", "It's Your Turn in the Hot Seat" and the book "Fire Up Your Communication Skills" that have helped countless individuals to get the job and promotions of their dreams.

Here is just some of the powerful information others have said after a seminar:

- There were so many critical points that I was not aware of. Pat
- The interactive format getting information from many people was amazing. Jim
- The grilling of everybody was a great learning experience. Nathan
- I could have listened to this engaging format for hours. Steve

What are you missing that's keeping you from gaining a badge? Wouldn't you like to find out how ready you are?

Want proof that this seminar will do the trick for you? "Captain Bob" has been coaching thousands of firefighter candidates for over 30-years. This is where you can find your uniqueness that could immediately be the tilting point for your badge!

Ask yourself this question: If you could gain just one "Nugget" idea that can make a difference between where you are at now and a real shot at a badge, would you go?

Then, don't miss out on this opportunity, the only risk is you might get a badge. Register early!

During previous seminars the candidates volunteered to sit in the "hot seat" not knowing in advance what the next oral board question would be. Everyone quickly learned what they thought was prepared and unique fell short of getting top scores, especially those candidates who volunteered to give it their best shot. You won't believe what these, I thought I was ready, candidates said! This also applied to many in the packed room who gave their .02 cents as the questions were opened up to the attendees.

It proves that still many haven't learned how to take a firefighter interview, which will be the deciding factor in whether you will gain a badge, or not. You've spent time, money and put your life on hold to gain the necessary education and experience to become a firefighter. Your oral board will determine the future. It's game day. You have around 20 minutes to stun the oral board into giving you the opportunity to ride big red. Are you ready to sit in the hot seat and see what you've got? Wouldn't you like to find out how ready you are?

Here are some of the comments from the "It's Your Turn in the Hot Seat" seminars:

- There were so many critical points that I was not aware of. Pat
- The interactive format getting information from many people was amazing. Jim
- The grilling of everybody was a great learning experience. Nathan
- I could have listened to this engaging format for hours. Steve
- The information from this seminar could be the tilting point that could turn things around in your oral boards.

You've spent time, money and put your life on hold to gain the necessary education and experience to become a firefighter. Your oral board will determine the future. It's game day. You have around 20 minutes to stun the oral board into giving you the opportunity to ride big red. Are you ready to sit in the hot seat and see what you've got?

At the Chabot College Seminar on Wednesday March 1, 2006, with Captain Bob, you can gain the time-tested strategies of oral boards you might be missing. In a no-nonsense, straight-from-the-hip -- in a total of 2+ hours! --you will gain more information and insights than most candidates learn in an entire lifetime.

Please send Captain Bob your questions on what you want to make sure that is covered at the seminar: Email Captain Bob at captbob@eatstress.com

Captain Bob will give a FREE presentation; It's Your Turn in the Hot Seat - Get a Badge, Beat the odds! at Chabot College in Hayward (CA).

DATE: Wednesday March 1, 2006

TIME: 6 pm to 8 pm

LOCATION: Room 1904 (in building 1900)



Why should you attend? To learn step by step, everything you need to know in the process, starting with the application, written, physical, oral interview, psych interview, background, polygraph, and medical to gain a badge. You will find the inside "Nuggets", tips and resources you can't get anywhere else to shorten the learning curve and the distance between you and that badge. This is information that has helped over 2100 candidates nail their badges!

For more information about Captain Bob, visit his website: [CLICK HERE](#). He has numerous free tips and suggestions to score better on the oral interview. To register for this unique and excellent opportunity, email me at sprziborowski@chabotcollege.edu and let me know how many people plan to attend. Hurry, seats are limited!

Oral interviews are the toughest thing for most people (going for jobs in any line of work, not just the fire department). Why not take this free opportunity to learn at least one new thing? If you learn something that even just raises your score by 1%, it was worth your time to attend!

Register early – seats will fill up fast!

MORE FREE FIREFIGHTER PREPARATION SEMINARS!

Become a better firefighter candidate!

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

DATES: Wednesday March 29, 2006
 Wednesday April 26, 2006
 Wednesday May 24, 2006

TOPICS: **March 29:**

Guest Speaker: Jennifer Reed from Northern California Training Institute; (AMR's EMS educational arm) to discuss their paramedic program and opportunities within the EMS field.

General Firefighter Preparation Seminar:

April 26 and May 24: (Both sessions will provide slightly different material; even if you go to one, you're bound to learn something new at the second one)

Oral Board Preparation – overview of the oral board process, tips on how to increase your oral board score, and also the chance to perform a mock oral interview!

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 9:00 p.m. each night
LOCATION: Chabot College
 25555 Hesperian Boulevard, Hayward, CA 94545
 Room 1904 (in Building 1900)

REGISTRATION / MORE INFO: **Just show up, no reservation needed.** If you have any questions, feel free to email me at sprziborowski@chabotcollege.edu or call me at 408-205-9006.

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 EMPLOYMENT OPPORTUNITY –
Tucson Fire Department



2006 Recruitment Information and Dates

Application Period:

Starting January 1–9, 2006 closing at 5 p.m.

Open Houses:

January 5, 2006 (Thursday) 1800 – 2000 hours

January 7, 2006 (Saturday) 1000 – 1200 hours

January 12, 2006 (Thursday) 1800 – 2000 hours

Written Test:

January 23, 2006

CPAT Orientation:

February 3 – 5, 2006

CPAT:

April 3 – 7, 2006

Training Chief Oral Boards:

April 24 – May 5, 2006

Recruit class to begin July 2006. Second class expected January 2007.

Applications will be available January 1, 2006 through January 9, 2006 on line at www.tucsonaz.gov, and then click on the 'JOBS' link in the upper right hand corner. This is where all open jobs can be accessed.

Applications will be accepted until 5 p.m. on January 9, 2006.

The Human Resources Department administers the first step in the process, the written exam.

Many changes have taken place in the testing process for this upcoming year. The written exam is a general aptitude test including video-based human relations, animated mechanical aptitude and a reading test. For more detailed information and 30+ practice items with discussion, visit the Fire TEAM website at www.fireteamtest.com.

The second step in the application process is the Candidate Physical Ability Test (CPAT). Those candidates who score high enough on the written exam will proceed to this step in the hiring process. The CPAT will be pass/fail.

The third step in the application process is the Training Chief Oral Board.

OPEN HOUSES

Tucson Fire will offer Open Houses to prospective applicants. The Public Safety Academy doors at 10001 S. Wilmot Rd. will be open to the public and provide more information about TFD and Academy life. The dates and times are as follows:

- **January 5, 2006 (Thursday) 1800 – 2000 hours**
- **January 7, 2006 (Saturday) 1000 – 1200 hours**
- **January 12, 2006 (Thursday) 1800 – 2000 hours**

Speakers will be members of the Tucson Fire Department.

CPAT ORIENTATIONS

February 3 – February 5, 2006

Tucson Fire will provide applicants an opportunity to learn more about the CPAT. Only those candidates who score high enough on the written exam will be invited to take the CPAT. Candidates will watch a video on what CPAT entails, how to successfully pass the exam, failure points, preparation tips, etc. Candidates will then be allowed to either handle some of the equipment, see the test demonstrated, or go through the events (not in the correct order) themselves. The exact content of the Orientations has yet to be determined, but all candidates will have exactly the same opportunities during the Orientations. These Orientations are not required, but are strongly encouraged.

[CPAT Preparation Guide](#)

[CPAT Orientation Guide](#)

These three portions constitute the majority of the Civil Service testing process. Once a candidate has completed these three steps, they are given a total weighted score and ranked (according to their score) on an Eligibility List. Those applicants selected from these interviews are offered a position with the Tucson Fire Department as a Firefighter Recruit. Pending a successful background check and physical examination from the City Physician, the Recruit will start our 22-week training Academy in July.

For information regarding the testing process, please call the City of Tucson Human Resources Department at (520) 791-4241 or the TFD Recruitment Hotline at (520) 791-5211 ext. 1202.

Call the Recruitment Hot Line at (520) 791-5211 x1202 at any time if your questions have not been addressed or answered.

For more information about the Tucson Fire Department, including recruitment information and employment information, visit their website: www.tucsonaz.gov/fire/

FIREFIGHTER EMPLOYMENT OPPORTUNITY – San Diego Fire & Life Safety Services Department

The [San Diego Fire & Life Safety Services Department](http://www.sandiego.gov/fireandems/) is accepting applications for the following positions until **January 18, 2006**:

- Firefighter Recruit
- EMT
- Paramedic

To view more information about each of the above positions and to navigate to the section where you can download the job flyers and obtain applications, go to: www.sandiego.gov/fireandems/careers/sdflssops.shtml

For more information about the San Diego Fire & Life Safety Services Department, visit their website: www.sandiego.gov/fireandems/

For more information about the City of San Diego, visit their website: www.sandiego.gov/index.shtml

FIRE SERVICE EMPLOYMENT OPPORTUNITY – Los Angeles County Fire Department

The [Los Angeles County Fire Department](http://www.lacountyfire.com/) will be accepting applications for **Fire Dispatcher 1** until **January 7, 2006**. While this may not be a “firefighter position” it will provide you with valuable experience and insight into the fire service and if you do a good job, might even increase your chances at getting hired with the Los Angeles County Fire Department. [CLICK HERE](#) to view the job flyer and find out how to apply.

FIREFIGHTER EMPLOYMENT OPPORTUNITY –
Phoenix Fire Department

In February of 2006, the [Phoenix Fire Department](#) will open up their recruitment for the position of Firefighter. [CLICK HERE](#) for more details (realize the website might not yet be updated to include the February 2006 process, but it will provide you with information about the process).

FIREFIGHTER EMPLOYMENT OPPORTUNITY – Hayward Fire
Department

The City of Hayward is accepting applications for the position of: ***FIREFIGHTER TRAINEE***
(Paramedic Certified)

Salary:

Firefighter Trainee Monthly Salary: \$4,251
Firefighter Monthly Salary Range: \$5,479 - \$6,638

Applications will be taken through: Friday, January 27, 2006 5:00 PM in the Human Resources department. No faxed applications will be accepted.

Job Description:

The Firefighter Trainee position transitions into the position of Firefighter. The Firefighter Trainee is hired into a civilian position for the period during the time they are assigned to the fire academy. Upon successful completion of training at the academy Trainees will then be sworn in and appointed to the classification of Firefighter. Firefighter Trainee benefits are limited to those of a civilian employee.

The position of Firefighter responds to emergency alarms, lays lines, directs streams of water and other extinguishers. Carries and sets up ladders, ventilate buildings, rescues persons and animals. The Firefighter attends to victims in emergency situations using prescribed paramedic techniques; provides medical aid; administers drugs; gives injections; starts intravenous solutions; takes and monitors vital signs; takes appropriate action to preserve life as prescribed by Alameda County protocols, the Base Hospital, via direct radio or telephone contact or physician on scene. In addition a firefighter may be required to drive department ambulance and transport emergency patients.

Requirements:

1. **18 years of age at time of initial interview.**

2. **Education equivalent to completion of the 12th grade (High School diploma or GED)**
3. **Vision correctable to at least 20/30 in each eye.**
4. **Possession of a valid Class C California driver's license at time of appointment.**
5. **Possession of and the ability to maintain local accreditation certificate from Alameda County as a paramedic upon completion of the 16-week Recruit Academy.**
6. **Possession of and the ability to maintain a valid Basic Life Support (BLS) and Advanced Cardiac Life Support (ACLS) certification. (COPY of certificate must be attached to application for consideration.)**
7. **Possession of and the ability to maintain a valid Pre-Hospital Trauma Life Support (PHTLS) or Basic Trauma Life Support Certificate (BTLS). (COPY of certificate must be attached to application for consideration.)**
8. **Possession of and the ability to maintain a valid Pediatric Advanced Life Support (PALS) certificate or a valid Pediatric Education for Pre-hospital Professional (PEPP) certification. (COPY of certificate must be attached to application for consideration.)**

NOTE: Candidates currently in Paramedic Programs may apply and compete for placement on Eligibility List. However, before candidate can be considered for the position, candidate must possess a valid California Paramedic License.

Selection Procedure

1. **Written Exam:** (Pass/Fail) tentatively scheduled for 9 AM, February 28, 2006. Candidates must pass written to qualify for the physical performance test.
2. **Physical Performance Test:** (Pass/Fail) tentatively scheduled for April 4 & 6, 2006, (alternate date in case of inclement weather April 11 & 13), at the Training Center at 1401 West Winton, Hayward. All parts of this event must be passed.
3. **Oral Interview:** Interview before a qualifications appraisal panel to determine ranking on the Firefighter eligible list. Candidates must achieve a score of 70% or better to be placed on the list. Tentatively scheduled for May 9, 10 & 11, 2006.
4. **Selection Interview:** Interview before a qualifications appraisal panel comprised of chief officers. Candidates will be required to successfully climb an aerial ladder.
5. **Comprehensive Background Investigation:** Includes personal history, prior job performance and activities that may negatively affect job performance.
6. **Medical Examination.**

For more information about this position please contact the City of Hayward at: (510) 583-4500

Or – visit them in person at:

Hayward City Hall
777 B Street, Third Floor
Hayward, CA 94541

Or – visit the City of Hayward website at www.ci.hayward.ca.us

For more information about the Hayward Fire Department, visit their website at: www.ci.hayward.ca.us/departments/fire/fire.shtm

The Fine Print:

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 - Chabot College

Office: 510-723-6851, Building 1500, Room 1556

Cellular: 408-205-9006

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*****

- 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!