



1/8/2024

**FIREFIGHTER (Shift Assigned)
ESTIMATED START DATE: MARCH 2025**

SALARY: \$83,520.84 annually

THE POSITION:

The Firefighter responds to fires, medical emergencies, and other emergency and non-emergency situations and, takes appropriate actions to protect life and property; performs various staff support assignments in addition to normal emergency response. The Firefighter will be assigned to an engine company. An Engineer or Captain provides general supervision, and responsibilities may include indirect supervision of support staff.

DUTIES:

These examples are intended only to illustrate the various types of work performed. The examples of work performed are neither restricted to nor all-encompassing of the duties to be performed under this job title.

- Respond to calls such as medical aids, including traffic collisions and rescue situations.
- Provide pre-hospital care, including patient assessment and treatment. Inspection and restocking of equipment and supplies.
- Respond to fire emergencies and deploy hose lines to control and extinguish fires utilizing various sizes of hand lines and master streams with appropriate nozzles such as foam eductors and nozzles.
- Deploy ladders to access areas for search and rescue or ventilation.
- Deploy and use various power, hand, and hydraulic tools to obtain access to buildings, extricate victims from entrapment, and provide ventilation.
- Participate in specialized operations, water rescue, underground, and confined space situations, including rope rescue equipment and shoring.
- Participate in mitigating hazardous materials incidents by assisting with containment, control of leaks, and decontaminating.
- Participate in clean up, salvage, and overhaul operations; clean and inspect equipment to ensure the readiness of apparatus and equipment.
- Assist with cleaning and maintenance of stations and facilities.
- Work with the community in public education, relations, and service programs.
- Participate in staff assignments, including fire prevention and inspection, documentation of inspections, inventory, and other records as assigned.
- Provide coverage for additional shifts as required by the policies and procedures.
- Perform related duties as assigned.

KNOWLEDGE OF:

Demonstrate a strong foundational knowledge base in the areas of fire suppression and prevention, operation of fire equipment, department operations and emergency medical care. Establish and maintain effective working relationships with coworkers and a high level of customer service with the public. English usage, grammar, spelling, vocabulary and punctuation. Maintain adequate physical fitness. Perform professionally in a non-traditional work schedule including weekends and holidays. Apply the mechanics of firefighting and emergency medical care at an emergency medical responder or higher level. Make sound, independent decisions in emergency situations. Safety practices and precautions pertaining to the work. Basic computer skills with ability to complete reports. Ability to apply time management to assigned projects and personal schedule.

QUALIFICATIONS:

- 1) 18 years of age or older
- 2) High school diploma or equivalent
- 3) California Driver's License
- 4) Graton Trainee Academy, Firefighter I Academy, or certification
- 5) HazMat First Responder Operations (FRO)
- 6) Incident command 100, 200, 700, 800
- 7) Wildland S130, S131, S190
- 8) Current CPR card from a recognized provider
- 9) Current Emergency Medical Technician (EMT) certification and ability to work in Sonoma County
- 10) Competent computer skills (e.g., email, MS Word & Excel)
- 11) Candidate physical abilities test (CPAT) within last 18 months
- 12) Clean driving record and criminal background as determined by fingerprinting through California Department of Justice (performed by the District)
- 13) Reside within Sonoma County

DESIRABLE ATTRIBUTES:

- 1) California State Fire Marshal Firefighter I Certification
- 2) Driver/Operator 1A & 1B
- 3) CA Driver's License Class C with firefighter endorsement (requires Driver/Operator 1A) or Class A/B
- 4) Volunteer firefighter experience with Graton Fire Protection District

SCHEDULE:

48 hours on, 96 hours off

PROBATION:

The Probation term will be 18 months from time of hire.

BENEFITS:

Retirement

- California Public Employees Retirement System (CalPERS, 2.7%@57)
- For “Classic” CalPERS members (i.e., prior to 1/1/2013), we offer 1-for-1 matching contributions to a 457 retirement fund, up to 3%

Health Insurance

- Health: 85% employer paid for employees and dependents. Two insurance options are available.
- Dental: 90% employer payment by the District for employee and dependents.
- Vision: 100% payment by the District for employee and dependents.
- Uniforms/Boots: Provided by the Fire District.

Paid Time Off (PTO)

Employees receive sick, bereavement, vacation leave as well as compensatory time off (CTO).

PTO	
Years	Hours/Month
0-1	6
1-5	12
5-10	18
10-15	21
15-20	24
20+	30

Holidays

Time and a half paid for working a holiday.

1. New Year’s Day
2. Martin Luther King’s Birthday
3. President’s Birthday
4. Easter
5. Memorial Day
6. July 4th
7. Labor Day
8. Thanksgiving
9. Veteran’s Day
10. Christmas

APPLICATIONS:

- Applications are available at the Graton Fire station
- Resumes are encouraged but cannot be accepted in place of an official application.
- All applications must include proof of minimum qualifications.
- Applications shall be delivered in person to Graton Fire, 3750 Gravenstein Hwy N, Sebastopol on or before January 31st, 5pm.

SELECTION PROCESS:

- Application and resume review.
- Those qualified candidates that are considered most desirable after a review of their application will be invited to participate in further evaluation. This may include but is not limited to, an oral interview, a skills assessment, and chief interview.
- Completion of a workers' compensation physical including drug testing before employment
- Not all candidates will be invited to proceed through each step of the testing process.
- Successful candidates will be placed on an eligibility list for future openings.