

# SAN JOSE FIRE DEPARTMENT – CA – 2020 HIRING PROCESS


Compensation: Full-time with Benefits

- Paid Vacation and Sick Leave
- Insurance: Medical, Dental, Vision
- Uniform Allowance
- Tuition Reimbursement
- Retirement: [www.sjretirement.com](http://www.sjretirement.com). Retirement benefits for the Firefighter position are subject to change based upon ongoing contract negotiations between the City of San Jose and Local 230, IAFF.
- Competitive Salary
  - Firefighter Recruit: \$34.64 hourly, **\$2,771.20** bi-weekly
  - Upon successful completion of the Academy:
  - Firefighter, Step 1: \$2,911.20 bi-weekly base pay; **\$75,691.20** annually
  - Anti-terrorism training pay **2%** of base
  - Holiday-in-lieu pay: **5.623%** of base
  - EMT Pay: 3% of top step Firefighter (currently **\$117.07** bi-weekly)
  - Eligible employees would also receive additional premium pay (upon successful completion of the Academy):
  - Paramedic Pay: 12% of top step Firefighter (currently **\$468.28** bi-weekly)
  - Oral Bilingual Pay: 2.5% of top step Firefighter (currently **\$97.56** bi-weekly)
  - Education & Training Pay (AA/AS - BS, FS, Fire Technology, Fire Protection Technology): **\$35** bi-weekly

**You do the math – this could be a ton of money in their bank account not to speak about retirement.**

## **FIREFIGHTER RECRUIT EMT INFORMATION**

Recruits must meet the following minimum requirements:

- 18 years old (at the time of written examination)
- High school diploma, GED Certificate, or California Certificate of Proficiency
- Valid CA Driver's License (or ability to obtain one)
- Physical Ability Test (CPAT) Certificate, within six (6) months of application filing date and additionally, within one (1) year prior to date of hire. The CPAT must be renewed annually to remain valid.
-  Valid EMT Certificate or valid certification as a National Registered Emergency Medical Technician Basic, within one (1) year of application filing date (preferably at time of application).

- Federal law requires all employees to provide verification of their eligibility to work in this country (please be informed that the City of San José will not sponsor, represent or sign any documents related to visa applications or transfers for H1-B or any other type of visa which requires an employer application)

### **FIREFIGHTER RECRUIT PARAMEDIC INFORMATION**

Recruits must meet the following minimum requirements:

- 18 years old (at the time of written examination)
- High school diploma, GED Certificate, or California Certificate of Proficiency
- Valid CA Driver's License (or ability to obtain one)
- Physical Ability Test (CPAT) Certificate, within six (6) months of application filing date and additionally, within one (1) year prior to date of hire. The CPAT must be renewed annually to remain valid.
- ✚ Valid State of California Emergency Medical Services Authority Paramedic License
- Federal law requires all employees to provide verification of their eligibility to work in this country (please be informed that the City of San José will not sponsor, represent, or sign any documents related to visa applications or transfers for H1-B or any other type of visa which requires an employer application)

### **To be considered for hire\*, candidates must possess the following:**

- ✚ Valid State of California Emergency Medical Technician Certification or Certified by the National Registry of Emergency Medical Technicians, Emergency Medical Technician – Basic or valid State of California Emergency Medical Services Authority Paramedic License

AND

- Valid Candidate Physical Ability Test (CPAT) within one (1) year prior to date of hire. The CPAT must be renewed annually to remain valid.

\*Candidates will be invited to proceed in the hiring process once they meet the qualifications for hire.

### **Desirable Education & Skills**

- ✚ Possession of current and valid State of California Emergency Medical Services Authority Paramedic License.
- ✚ Possession of a Bachelors (BS or BA) degree or Associates (AS or AA) degree from an accredited college or university.
- ✚ Possession of a Fire Science/Fire Technology Certificate from an accredited college.
- ✚ Completion of 30 semester units (or equivalent) from an accredited college with at least 15 semester units (or equivalent) in Fire Science/Fire Technology.
- ✚ Possession of California State Fire Marshal Firefighter I Certification or equivalent.
- ✚ Possession of California State Fire Marshal Firefighter II Certification or equivalent.
- ✚ Bilingual (Arabic, Armenian, Assyrian, Cambodian, Cantonese, Croatian, French, German, Greek, Hmong, Japanese, Korean, Mandarin, Persian, Portuguese, Russian, Spanish, Tagalog, or Vietnamese).

## Vision

Please read the following information to ensure that you meet the minimum vision standards.

- Uncorrected Vision: (If you do not wear glasses or contact lenses, and have not had any vision-related surgery or medical procedures), the vision standard is: 20/100 binocular (both eyes open).
- Corrected Vision: Your vision, with glasses or soft contacts, must be 20/20 binocular (both eyes open); 20/40 in the worst eye.
- Soft Contacts: One year of successful use prior to the examination. Eyeglasses are to be used as back-up on an emergency basis and must be available at all times.
- Eyeglasses must be worn when using respirators.
- Surgery:
  - All post-op records must be submitted for review.
  - No significant difficulty with glare or night vision.
  - No indications that uncorrected far acuity will be significantly degraded within the next two to three years by progressive hyperopia.
  - No significant diurnal instability in visual testing or function
  - One-year minimum elapsed time between surgery and qualifying examination.
- Orthokeratology: This procedure is unacceptable, and must have been discontinued for at least 12 months prior to examination. Evaluations will be on a case-by-case basis.
- Other Invasive Eye-Altering Procedures: Candidates undergoing other procedures will be conditionally disqualified until a minimum of one year from the date of the last procedure.
- Color Vision: Candidates who fail the PIP test must pass the Farnsworth D-15 with no more than one major crossing error. Use of rose-colored lenses (e.g. "X-Chrom") is not permitted during testing.

## How to Apply

When the application process is open, visit [www.nationaltestingnetwork.com](http://www.nationaltestingnetwork.com) to apply online and begin the hiring process.

Note: The City of San José Fire Department assumes no responsibility for the notification of test dates. Final responsibility rests on the applicant.

**Becoming a member of the fire service is no joke!**

**🚒 Simply put if you look at the MQ's and the Desirable Education & Skills for San Jose Fire Department.**

**You can understand why many youth from "Diverse" backgrounds won't meet these and/or don't apply for these positions both for San Jose or nationwide.**

**Support and mentor your diverse youth and help them prepare early for these coveted positions nationwide.**

**One way to help them prepare is for them to join the Firefighter's ABC's Online Internship Program**

**It's 100% Free – Please [mentor](#) at least one male and one female to join and please forward this nationwide.**

**We target 9<sup>th</sup> through and post college youth.**

[www.FirefightersABCs.com](http://www.FirefightersABCs.com)