



**Cosumnes Community Services District  
COSUMNES FIRE DEPARTMENT  
JOB ANNOUNCEMENT**

**FIREFIGHTER/PARAMEDIC  
ENTRY-LEVEL RECRUITMENT**

**Salary Range:**

**\$5325 - \$6474 monthly (effective 7/1/2007)** + up to 14% Educational Incentive, \$122 per month E.M.T. incentive, and a Paramedic stipend of \$400.00 per month (\$522 total for Firefighter/Paramedics)

**District pays employees' share of 9% to P.E.R.S. (3% at 50) and participates in the Employer Paid Member Contribution (EPMC).**

**Final Filing Date:**

**JANUARY 19, 2007 at 4:30 p.m. OR the first 200 qualified applicants.** *The District reserves the right to change the date of the deadline or re-open the application period, without notice to the applicants.*

**WHAT IS THE CCSD**

The Cosumnes Community Services District (CCSD) is an independent public agency that provides parks and recreation services to the Elk Grove community, and fire protection and emergency medical services to a 157-square mile area that includes the cities of Elk Grove and Galt, as well as unincorporated areas of south Sacramento County.

**WHERE TO APPLY**

Applications may be obtained in person from the Cosumnes Community Services District (CCSD) Human Resource Office **between the hours of 8:00am and 4:30pm**. Application must be received in the CCSD Human Resource Office by 4:30 P.M. on the final filing date (**No postmarks, faxes or e-mail applications accepted**).

Cosumnes Community Services District  
Human Resources  
8820 Elk Grove Boulevard  
Elk Grove, CA 95624  
(916)405-7190

**OR** may be downloaded from the Cosumnes Community Services District's website at [www.yourcsd.com](http://www.yourcsd.com)

**APPLICATION**

**Use only an official Cosumnes Community Services District application form. It must be completed fully, do not put "see resume" on application.** Incomplete applications will be grounds for rejection and cannot be revised after the final filing date. Resumes may be attached. Include copies of all certificates or licenses and diplomas required as minimum qualifications as indicated above. **All statements made on applications are subject to investigation and verification. False statements will be cause for disqualification, removal from the eligibility list, or discharge from employment.**

**Applications faxed and/or e-mailed will not be accepted. Applications mailed must be received in the Human Resource Office on or before the final filing date; postmarks will not be accepted. A maximum of 200 qualified applications will be accepted to the testing process.**

### **THE POSITION**

The Cosumnes Community Services District Fire Department is seeking qualified persons for the position of Firefighter/Paramedic. Under direct and general supervision, Firefighter/Paramedics respond to fires and emergency calls and take appropriate action in the protection of life, property, and the environment. In addition to these duties, firefighter/paramedics provide basic and/or advanced life support care to the sick and injured. They also perform other non-emergency public services. Firefighter/paramedics may be assigned to engines, trucks, ambulances, boats and other apparatus and/or other specialized equipment.

### **MINIMUM QUALIFICATIONS**

- Graduation from high school, possession of a G.E.D. Certificate, or equivalent;
- Must possess a valid Driver's License from a state or territory of the United States and must obtain a minimum of a class C California driver's license within 90 days of employment;
- Must obtain and maintain a California Class B Commercial Driver's License within one year of employment;
- Must be at least 18 years of age;
- The District is currently working with labor to develop a tobacco free workplace. Personnel hired through this process may be required to refrain from the use of tobacco products of any kind while on or off duty during entire length of employment;
- Must be willing to work shifts as structured by the Fire Department;
- Must possess strength and stamina to lift and carry equipment/patients and be able to wear self-contained breathing apparatus;
- Must possess a California State Paramedic License. Paramedic's outside of the State of California must possess National Registry Paramedic certification and be able to obtain California State license by completion of CCSD Fire Academy;
- All candidates must possess Sacramento County accreditation within 90 days of appointment;
- **CANDIDATE PHYSICAL ABILITY TEST (CPAT):** Prior to **FEBRUARY 26, 2007** candidates must submit and have on file at the CCSD Human Resource Office, a CPAT Card of Completion dated anytime between February 26, 2006 and February 26, 2007. Go to [www.CPATonline.org](http://www.CPATonline.org) or call (877) 648-CPAT for information and scheduling;
- Recruit applicants will undergo a five (5) month firefighter academy;
- Probationary period is to begin upon appointment to the position of Firefighter/Paramedic with Cosumnes Community Services District Fire Academy.

### **DESIRABLE QUALIFICATIONS**

- Associate's or Bachelor's degree in a related field;
- Firefighter I and Firefighter II ( California State);
- Rescue Systems-1 and Rescue Systems-2 certifications;
- Confined Space Rescue- Operations certification;
- Hazardous Materials Specialist or Technician certification;
- Hazardous Materials First Responder- Operations certification;
- WMD Operations certification;

- Swift Water Rescue certification;
- ICS certification;
- No Tobacco Use.

### **THE PROCESS**

**REQUIRED EXAMINATIONS: (Anticipated Dates are listed but the District reserves the right to change these at any time)**

**WRITTEN EXAMINATION: (February 8<sup>th</sup>, 2007)**(Minimum Passing Score is 70%)  
Firefighter/Paramedic applicants will take a written test comprised of two categories:

- 1) General aptitude assessments in reading comprehension, writing, spelling, grammar, mathematics, and spatial displacement mechanics;
- 2) Emergency Medical Technician and Emergency Technician Paramedic National Registry Scope.

- **Applicants must present Invitation and Photo ID to enter testing facility;**
- **Applicants that successfully complete the written exam may be invited to the Assessment center.**

**ASSESSMENT CENTER: (February 26 through March 1, 2007)** Applicants must present Invitation and Photo ID to enter testing facility.

**EMS Skills Examination:** (Pass/Fail) Firefighter applicants must successfully complete a scored patient scenario, following National Registry guidelines. In addition to the BLS skills exam, paramedic applicants must successfully complete a scored ALS patient scenario, following National Registry skills exam guidelines. Treatment standards shall be in accordance with the County of Sacramento pre-hospital protocols and/or American Heart Association, A.C.L.S. guidelines.

**Ladder Climb:** (Pass/Fail) Firefighter applicants must successfully climb a 105' aerial ladder.

- **Applicants that successfully complete the assessment center may be invited to the oral interview process.**

**ORAL INTERVIEW: (March 5 through March 9, 2007)** Successful Applicants must present Invitation and Photo ID to enter testing facility.

Firefighter/Paramedic applicants will participate in an oral interview panel.

**CHIEF'S INTERVIEW: (March 26 through April 3, 2007)** Candidates who excel in the previous testing components may be invited to an interview with the Fire Chief and his senior staff.

**CANDIDATE PHYSICAL ABILITY TEST (CPAT):** Candidates must have on file with the Cosumnes Community Services District a **CPAT Card of Completion** completed between February 26, 2006 and February 26, 2007. Go to [www.CPATonline.org](http://www.CPATonline.org) or call (877) 648-CPAT for information and scheduling.

**POST CONDITIONAL OFFER OF EMPLOYMENT CONTINGENT UPON SUCCESSFUL COMPLETION OF THE FOLLOWING:**

- ❑ **MEDICAL EXAMINATION:** Must be able to pass a comprehensive medical examination, which includes a drug and alcohol screen, and other "Fitness for Duty" criteria;

## FIREFIGHTER/PARAMEDIC - ENTRY-LEVEL RECRUITMENT

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- ❑ **BACKGROUND INVESTIGATION:** A comprehensive professional background investigation shall be conducted on each candidate given a conditional offer of employment. Current and former employers/supervisors will be contacted during the background investigation;
- ❑ **PSYCHOLOGICAL EVALUATION:** A comprehensive psychological assessment shall be conducted by a licensed clinical forensic psychologist on each candidate given a conditional offer of employment;
- ❑ **PROBATIONARY PERIOD:** The probationary period of one (1) year/12 months begins at the appointment of candidate the position of Firefighter/Paramedic. Prior to assignment on the line, all probationary personnel must successfully complete all prescribed training as deemed necessary.

**ACADEMY: (July 9, 2007)** Successful candidates in the pre-employment testing process including medical, background and psychological evaluations will attend a five (5) month academy.

### **IMMIGRATION REFORM AND CONTROL ACT**

Documentation verifying candidate's legal right to work in the United States will be required and shall be presented after the decision is made to hire candidate.

### **BENEFITS**

The District provides excellent medical, dental, vision, cancer, and life insurance benefits. The District also has a comprehensive employee assistance program.

### **PAYROLL**

The Cosumnes Community Services District issues paychecks once a month. In addition to the salary educational incentive and stipends, the District offers longevity pay, tiered vacation scale and 24 hours per month sick leave.

### **THE DEPARTMENT**

The Cosumnes Fire Department is expected to increase in size from eight to eleven stations in the next three to five years. Its personnel are well trained and highly motivated and work with outstanding facilities, apparatus and equipment. The Department currently operates eight ALS engine companies, one ALS truck company and six ALS transport ambulances. The Department's safety personnel are encouraged to participate in a voluntary comprehensive Wellness Program, which includes medical exams, education and on-duty strength and cardiovascular exercise. The department enjoys a cooperative labor-management relationship.

NOTE: EMPLOYEE BENEFITS STATED HEREIN ARE SUBJECT TO CHANGE THROUGH THE COLLECTIVE BARGAINING PROCESS AND ARE NOT GUARANTEED.

THE PROVISIONS OF THIS ANNOUNCEMENT DO NOT CONSTITUTE A CONTRACT EXPRESSED OR IMPLIED, AND ANY PROVISION CONTAINED IN THIS ANNOUNCEMENT MAY BE MODIFIED OR REVOKED WITHOUT NOTICE.



# Application for Employment

Cosumnes Community Services District  
 Human Resources  
 8820 Elk Grove Blvd., Suite 1  
 Elk Grove, CA 95624

We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.

(Please Print)

Position(s) Applied for		Date of Application		
How did you learn about us?				
<input type="radio"/> Advertisement	<input type="radio"/> Friend	<input type="radio"/> Walk-In		
<input type="radio"/> Employment Agency	<input type="radio"/> Relative	<input type="radio"/> Other _____		
Last Name		First Name		Middle Name
Address Number	Street	City	State	Zip Code
Telephone Number(s)		Social Security Number <i>(Note: Providing your Social Security Number is voluntary in accordance with the Privacy Act of 1974.)</i>		

- Are you over 18 years of age?  Yes  No If under eighteen, can you, after an offer of employment, submit a work permit?  Yes  No
- Have you ever filed an application with us before? If Yes, give date \_\_\_\_\_  Yes  No
- Have you ever been employed with us before? If Yes, give date \_\_\_\_\_  Yes  No
- Are you currently employed?  Yes  No
- Would you prefer that we do or do not contact your present employer?  Do  Do Not  
*(Note: This does not preclude the District from doing so in the event of a background check. See Background Investigation waiver attached.)*
- Can you, after an offer of employment, submit verification of your legal right to work in the United States? *(Note: Proof of citizenship or immigration status will be required upon employment.)*  Yes  No
- On what date would you be available for work? \_\_\_\_\_
- Are you available to work:  Full Time  Part Time  Temporary  Weekends  Evenings
- Are you currently on "layoff" status and subject to recall?  Yes  No
- Have you ever been convicted of a crime? *(Note: You may answer "no" if the conviction is specified in Health and Safety Code (HSC) Section 11361.5 which pertains to various marijuana offenses, or, if the conviction was a violation under HSC Section 11557 or its successor Section 11336 when that conviction was stipulated or designated to be a lesser included offense of the offense of possession of marijuana.)*  Yes  No  
 Conviction will not necessarily disqualify an applicant from employment. If Yes, please explain

# Education

	Name and Address of School	Course of Study	Years Completed	Diploma Degree
High School				
Undergraduate College				
Graduate Professional				
Other				

If a language other than English is relevant to the job for which you are applying, indicate any foreign languages you can speak, read and/or write.

	FLUENT	GOOD	FAIR
SPEAK			
READ			
WRITE			

Describe any specialized training, apprenticeship, skills and extracurricular activities.

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Describe any job-related training received in the United States military.

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# Employment Experience

Start with your present or last job. Include any job-related military service assignments and volunteer activities. You may exclude organizations which indicate race, color, religion, gender, national origin, disabilities or other protected status. You may attach a resume as long as it includes all information listed below.

1.

Employer		Dates Employed		Work Performed
		From	To	
Address				
Telephone Number(s)		Hourly Rate/Salary		
		Starting	Final	
Job Title	Supervisor			
Reason for Leaving				

2.

Employer		Dates Employed		Work Performed
		From	To	
Address				
Telephone Number(s)		Hourly Rate/Salary		
		Starting	Final	
Job Title	Supervisor			
Reason for Leaving				

3.

Employer		Dates Employed		Work Performed
		From	To	
Address				
Telephone Number(s)		Hourly Rate/Salary		
		Starting	Final	
Job Title	Supervisor			
Reason for Leaving				

4.

Employer		Dates Employed		Work Performed
		From	To	
Address				
Telephone Number(s)		Hourly Rate/Salary		
		Starting	Final	
Job Title	Supervisor			
Reason for Leaving				

If you need additional space, please continue on a separate sheet of paper.



**Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE BEEN INFORMED ABOUT THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING**

Are you capable of performing in a reasonable manner, with or without a reasonable accommodation, the activities involved in the job or occupation for which you have applied?

A description of the activities involved in such a job or occupation is attached.

YES       NO

**References**

**1.**

Name	Phone #
Address	

**2.**

Name	Phone #
Address	

**3.**

Name	Phone #
Address	

**Applicant's Statement**

I certify that answers given herein are true and complete to the best of my knowledge.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.

This application for employment shall be considered active for a period of time not to exceed 90 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will " nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is further understood that this "at will " employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization. This provision does not apply to prospective bargaining union members.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the employer.

Signature of Applicant

Date

# Confidential Demographic Survey

■ As an affirmative action/equal opportunity employer, we are required to compile summary data on applicants for employment. We are requesting your assistance in providing the information below. Please return this form with your application. **The completion of this questionnaire is voluntary on your part. It will be kept confidential and separate from all hiring documents and will not be forwarded to departments making employment decisions.**

Name	Male	Female
Position Applied For	Date	

## ■ Ethnicity *(Please check one only)*

- Asian - Chinese, Korean, Japanese, Laotian, Cambodian, Vietnamese,
- Pacific Islander - Guamanian, Hawaiian, Samoan
- Filipino                       East Indian                       Black (African-American)
- Hispanic - Mexican, Mexican-American, Chicano, Latino, Central American, South American
- American Indian/Alaskan Native                       White/Caucasian (Including the Middle East)
- Other (Please Specify) \_\_\_\_\_

## ■ Disabled and Veteran Status *(Check all that apply)*

- Disabled/Handicapped: A person who has physical or mental impairment which substantially limits one or more of such person's major life activities.
- Vietnam Era Veteran: A person who:
  - 1) served on active duty for more than 180 days, any part of which occurred between 8/5/64 & 5/7/75 and was not dishonorably discharged or
  - 2) was discharged from active duty for a service connected disability if any part of such active duty was performed between 8/5/64 & 5/7/75.
- Special Disabled Veteran: A veteran who:
  - 1) received disability compensation from the Veteran's Administration for a disability of 30% or more or
  - 2) was discharged or released from active duty for a disability incurred or aggravated in the line of duty or
  - 3) has a disability rating of 10-20% who has been determined by the Veteran's Administration to have a serious employment handicap.

Thank you for your assistance in improving our recruitment.

I decline to complete this form.

\_\_\_\_\_  
Signature