

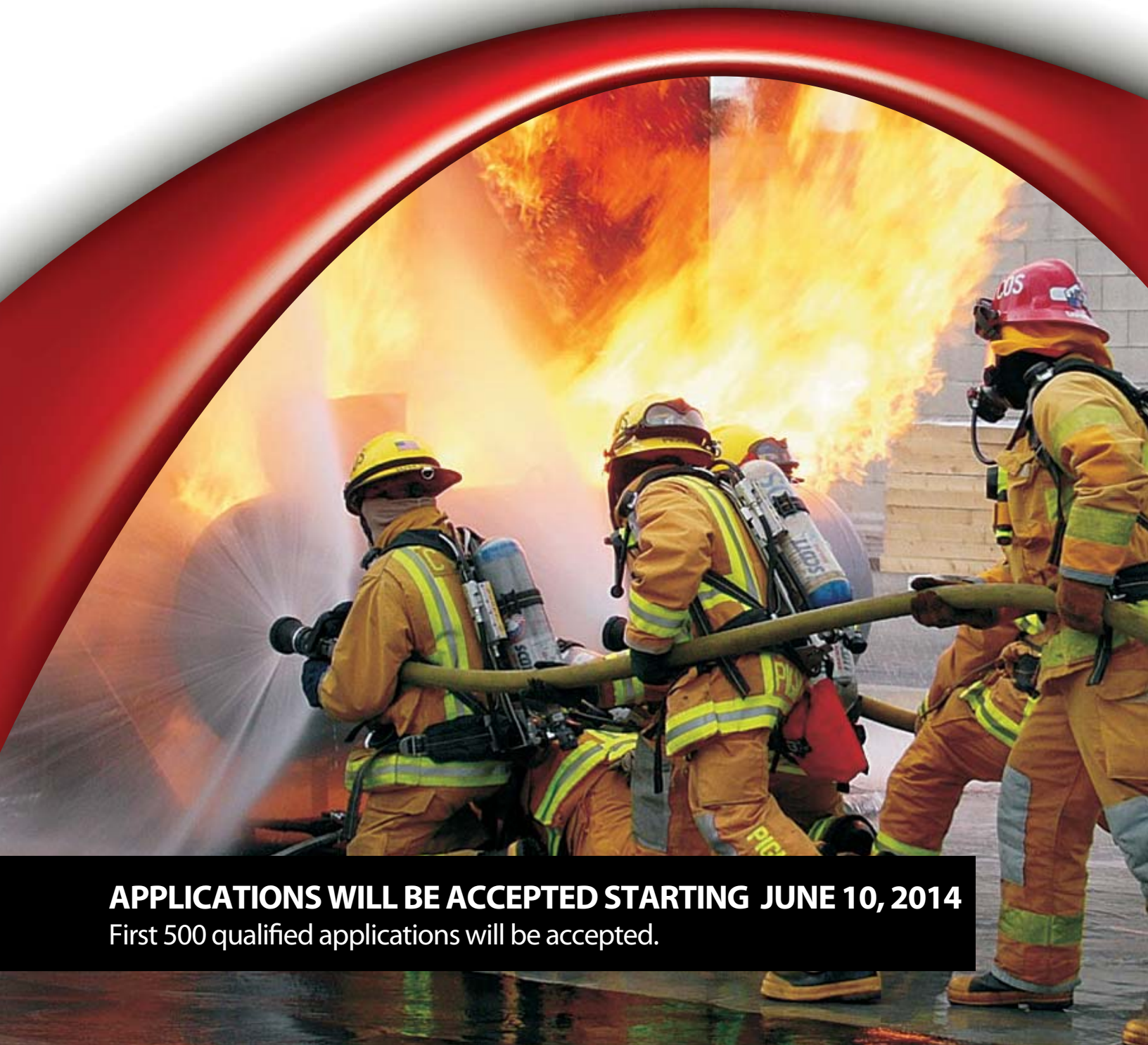


THE CITY OF COSTA MESA
INVITES APPLICATIONS FOR

FIREFIGHTER AND FIREFIGHTER/PARAMEDIC

FIREFIGHTER: \$5,318 - \$7,127

FIREFIGHTER/PARAMEDIC: \$5,850 - \$8,107



APPLICATIONS WILL BE ACCEPTED STARTING JUNE 10, 2014
First 500 qualified applications will be accepted.

"The Time is Now; Make it Happen!"



FIRE CHIEF'S MESSAGE

Welcome and thank you very much for your interest in becoming a member of the Costa Mesa Fire Department!

Our organization has a storied history and tradition of excellence that helps define the strong core values and expectations of our incredible team of talented fire service professionals. The bottom line is that we are motivated and committed to providing the highest level of safety and service to the community, while being actively engaged and compassionate participants as well!

An evolving landscape is now well underway for fire and emergency services across the country, and the future for our organization is very bright. As such, we are actively seeking to recruit the highest caliber of individuals who are prepared and ready to serve as a member of the Costa Mesa Fire Department! Again, thank you for your interest - The Time is Now; Make it Happen!

Dan Stefano
Fire Chief



THE POSITION

Firefighters perform skilled work in combating, extinguishing and preventing fires; perform rescue activities; and provide hazardous materials response. Essential functions include: responding to alarms of fire or other emergencies; utilizing various tools, equipment and methods to fight fires; responding to requests for emergency medical care and performing rescue activities; participating in fire drills and training classes in firefighting, fire prevention, hazardous materials response, rescue, emergency medical care, and equipment operations and maintenance; conducting fire prevention inspections; enforcing fire-related codes and ordinances; participating in public education programs; performing paramedic duties (for those in paramedic assignments); and performing related duties as required. Firefighters typically work 24-hour shifts (i.e. resulting in average work-weeks of 56 hours).

QUALIFICATIONS

- High school graduation or equivalent. Associates degree or higher is desirable.
- Candidates must meet one of the following requirements:
 - 1) Graduation from a Fire Academy accredited by the California State Fire Marshal's Office as of June 24, 2014,
 - OR**
 - 2) Completion of a California local academy (320 hours or longer) or out-of-state nationally recognized academy (ex. accredited by IFSAC or Pro Board) **with** current paid full-time firefighter experience with a military, federal, state or local Fire agency.
- Completion of the Biddle Physical Ability Examination or Candidate Physical Ability Test (CPAT) within the last six months.
- Valid CA Class "C" Driver's License at the time of appointment with a CA Class "C" Driver's License with "F" endorsement at the end of the probationary period.
- State of California certification as an Emergency Medical Technician or higher*
- Possession of a valid American Heart Association Basic Life Support for Healthcare Provider card*
- Current CA State Paramedic License is highly desirable*
- Weight: Proportional to height, age and frame
- Vision: 20/30 corrected (with soft contact lenses)
- Hearing: Normal audiometric hearing exam

*Equivalent certifications may be accepted on a case-by-case basis

PHYSICAL TASKS AND ENVIRONMENTAL CONDITIONS

- Candidates must be able to: climb ladders and stairs and work at considerable heights; lift, carry, drag, pull and push very heavy weights; perform work in physically demanding and adverse conditions, including heat, smoke, fire, high temperatures, humidity and cramped spaces; exposure to allergenic and potentially harmful substances and dust exist.



SELECTION PROCEDURE

Interested applicants must submit an official City application along with a supplemental application on-line. Applicants are requested to provide thorough and specific information to ensure the correct evaluation of their qualifications. Additionally, applicants are required to submit proof of the required certificates in order to be considered for the application screening.

Application information, testing dates and instructions are available for viewing on the City's website at www.costamesa.gov under "Employment Opportunities". **Please make sure to read the Application and Test Information sheet before submitting an application.** All applicants will be notified of their status by e-mail only (regardless of the preference selected on the application).

Based upon an evaluation of the application materials, only the most qualified candidates may be referred to continue in the selection process. Candidates must pass the following components to be placed on a formal eligibility list: Written Examination (Referral/Non-Referral) and Interview Evaluation (weighted at 100% of final test score).

Prior to appointment, candidates must pass a comprehensive background investigation (including employment, neighborhood, credit checks, etc.); a post offer, pre-appointment psychological and medical examination.

The City of Costa Mesa is an Equal Opportunity Employer. Women and minorities are strongly encouraged to apply. Please call our Fire Testing Hotline at (714) 754-4966 for updated testing information.

Please notify Human Resources 72 hours in advance of the test date if you have a disability that requires accommodation for the testing process.

COMPENSATION AND BENEFITS

SALARY RANGE

\$5,318 - \$7,127 per month, depending on qualifications. Salary range for Firefighter in a Paramedic assignment is \$5,850 - \$8,107, depending on qualifications. As a condition of employment, all new employees are required to participate in the direct deposit program.

BENEFITS

Retirement – Employees contribute 9% of their salary on a pre-tax basis towards the 2@50 CalPERS retirement formula. An employee who has never been a member of CalPERS or who have had a break in service of 6 months or more from a CalPERS/reciprocal agency will contribute 11.50% on a pre-tax basis towards the 2.7%@57 CalPERS retirement formula in accordance with new PEPR legislation. The City does not participate in the Social Security system; however, federal mandate requires new employees to contribute 1.45% of wages to Medicare.

Health Insurance – \$556 per month flexible benefit contribution towards payment of medical, dental and long-term disability (LTD) insurance within a flexible benefits plan. Dependent care and medical reimbursement programs are also available.

Life Insurance – The City provides a \$50,000 term life insurance policy. Supplemental life is available at the employee's option.

AD & D Insurance – The City provides a \$50,000 accidental death & dismemberment insurance policy.

Retiree Medical Program – The City provides a tax protected Retirement Health Savings Plan for the payment of health insurance premiums and other out-of-pocket medical expenses upon retirement. The City contributes 1% of base monthly salary to the employee's account, with required matching 1% of base salary contribution by the employee. The RHS plan has been temporarily suspended including the 1% employee contribution.

Holidays – 134.4 hours per year.

Vacation – Initially, 128.8 hours per year. This amount increases to a maximum of 296.8 hours per year after twenty years of service based on a 56 hour work schedule.

Sick Leave – 174.72 hours per year based on a 56 hour work schedule.

Certification Pay – The City currently provides monthly awards up to \$700 per month for educational degrees or successful completion of specific State Fire Marshal accredited courses after five years of service.

Bilingual Pay – The City compensates 2.5% or 5% above monthly salary after qualifying after qualifying upon management approval.

Deferred Compensation – Voluntary contributions up to \$17,500 per year.

Tuition Reimbursement – A tuition reimbursement program is available after completion of a 12 month probation period.

EXCELLENCE • EFFORT • EXPERTISE



THE ORGANIZATION

A general law city, Costa Mesa has a council-manager form of government. Voters elect a five-member City Council at-large. The Mayor and Mayor Pro-tem are selected by their peers. City services are delivered with the assistance of 466 full-time staff. Costa Mesa's General Fund budget for FY 2013-2014 is \$103.2 million.

Fire Chief Dan Stefano began directing the Fire Department in December 2013. The department includes 82 total employees including 77 sworn positions with an annual budget of over \$21.5 million. Annual calls for the Department are approximately 11,000 with medical aid calls being approximately 7,250. The Fire Department accomplishes its functions through three divisions: Administration, Fire/Rescue/EMS Operations, and Fire Prevention. The Administration Division provides direction for planning programs, establishing policy and coordinating the functions of the other divisions. The Fire/Rescue/EMS Operations Division is responsible for the direction of fire companies staffed on a 24-hour basis by three shifts of firefighting personnel and for the delivery of advanced life support emergency medical care at the scene of an emergency incident. The Fire Prevention Division is responsible for the development of life safety standards, enforcement of fire codes, delivery of public education to the community, and the Weed Abatement and Hazardous Materials Programs. Services are provided from six stations strategically located throughout the City.



"With an ideal location and superior amenities, Costa Mesa represents the best Southern California has to offer."

COMMUNITY PROFILE

The City of Costa Mesa encompasses 16 square miles and is approximately one mile from Southern California's incomparable coastline. The City is home to a diverse population of 110,000 residents. Predominant industries include retail trade, light manufacturing, services, finance/insurance and real estate. The community is slated for substantial vertical growth over the next ten years to include the development of five high-rise residential condominiums.

Costa Mesa offers 28 neighborhood and community parks, two municipal golf courses, 20 public schools, and three libraries. Orange Coast Community College, Coastline Community College, Vanguard University, and Whittier Law School are located in the City. Many other universities, colleges and trade schools are nearby.

The Orange County Performing Arts Center, Tony Award Winning South Coast Repertory Theater, Orange County Fairgrounds, South Coast Plaza, Anti-Mall, and Metro Pointe are prominent centers of cultural and economic activity within the City. The community has established its identity in Southern California as the "City of the Arts," with the Renee and Henry Segerstrom Concert Hall. The volume of sales generated by South Coast Plaza, on the strength of 322 stores and annual sales in excess of \$1.5 billion is one of the most successful retail destinations in the United States. The City is also a center for cutting edge youth apparel and sporting goods manufacturers.

Residents enjoy an ideally mild Southern California climate. Costa Mesa's location provides easy access to many of the area's major attractions such as beaches, mountain regions, high and low deserts, Disneyland, Knott's Berry Farm, The Honda Center, Angel Stadium, San Diego, Palm Springs, and Los Angeles with its sports arenas and major league teams. With an ideal location and superior amenities, Costa Mesa represents the best Southern California has to offer.