



City of Torrance

## Fire Fighter

# Paramedics are Highly Desirable

Paramedic assignments are based on availability and may be assigned after two years of service through a competitive process.

### Position Overview

Torrance Fire Department (TFD) invites you to a rewarding and satisfying career in public service as a **FIREFIGHTER**. Join a public safety department that prides itself as an integral part of the Torrance community that is dedicated to protecting and providing for life safety, environmental protection, and property conservation through education, hazard reduction, and emergency response.

TFD is one of the few departments nationally to obtain the prestigious ISO Class 1 rating. The City takes great pride in the quality of its staff, stations, and equipment. The Department staffs 24 hour coverage resources for fighting fires in the City of Torrance of seven engine companies, two truck companies, five paramedic rescue units, and one battalion chief all with trained fire fighters. These resources are distributed geographically throughout the City in six fire stations. The same personnel and apparatus are available to respond to all the other types of emergency incidents the fire department handles. Cross discipline of these resources gives us a rapid response to all types of incidents throughout the city.

### Annual Base Salary Range

**\$56,604.00 - \$65,526.36**

#### Trainee

\$58,242.16 Salary with Certifications  
(\$4,076.95) 7% Employee Retirement Deduction (PERS)  
\$54,165.21 Annual Salary

#### Firefighter (after 1 year)

\$72,156.94 Salary with Certifications & Incentive Pay  
(\$6,494.12) 9% Employee Retirement Deduction (PERS)  
\$65,662.81 Annual Salary

#### Firefighter (after 2 years)

\$77,648.74 Salary with Certifications & Incentive Pay  
\$ 3,276.32 Paramedic Assignment (if assigned)  
(\$7,283.25) 9% Employee Retirement Deduction (PERS)  
\$73,641.80 Annual Salary

#### Premium Assignment Pay (by competitive process)

As you develop your skills and grow in your career in the Torrance Fire Department, you can earn additional premium pay by assignment. Our Department offers a variety of assignments as follows:

Paramedic	5% - 19%
Hazardous Materials Team	5% - 13%

#### Education/Training Incentives

The Department supports employee development through continuous education and a trained workforce that is current on techniques and skills to meet the needs of the fire science field. As such education incentive pay and training reimbursement programs are available to our Firefighters.

Education Incentive Pay (3% - 12%), Seminar Reimbursement, and Tuition Reimbursement Program. An additional 3% premium available upon completion of 8 years of service and BA/BS that includes 30 units in fire science for a maximum of 15%.

#### Work Schedule

The standard work hours require a 48/96 schedule.

#### **Benefits**

For more details on our benefits package, visit our website's benefit link: go to [www.TorranceCA.Gov](http://www.TorranceCA.Gov), click "Job Opportunities," then "Salary Resolutions", Torrance Fire Fighters Association.

- ★ Vacation, Sick, and Holiday Leave; Health, Dental, Vision, Life Insurance
- ★ Retirement benefits through the California Public Employees Retirement System (CalPERS). The City offers the 2.7%@ 57 plan which is funded through both employer and employee contribution. Employee contribution is 9% until 12/31/15; 12.5% thereafter (on a pre-tax basis)

### How Do I Apply?

Apply online at [www.TorranceCA.Gov](http://www.TorranceCA.Gov)

Interested candidates must submit an **online** City application and supplemental application between **October 29, 2014, 7:30 am to October 30, 2014, 5:30 pm or when 1000 applications have been received, whichever comes first.**

In addition to the 1000 applications received, past and present Torrance Auxiliary Firefighters application submissions will be accepted on October 29, 2014 at 7:30 am to October 30, 2014 at 5:30 pm.

**Important Information:** Please read Testing Process thoroughly regarding the written test requirements for the City of Torrance.





City of Torrance

# Fire Fighter

Job Code 14107112

## Candidate Profile\*\*

### Minimum Requirements

**Age:** Must be 21 years of age by final filing date of October 30, 2014.

**Smoking:** Must be a non-smoker; smoking on/off duty is prohibited.

**E.M.T.** Candidates must possess a current EMT-1 certification and obtain an Los Angeles County Emergency Medical Technician 1 Certificate prior to the completion of probation (within first year of employment following Academy training).

**Education:** Equivalent to graduation from high school.

**License:** Valid driver's license. Must obtain a Firefighter Restricted Class C license prior to the completion of probation.

**Medical:** Must meet NFPA Standard 1582, "Medical Requirements for Fire Fighters."

In addition to the minimum requirements, the certification/training listed below is **highly desirable**.

- ★ Certificate of Completion of a Fire Fighter 1 Academy
- ★ Possession of a valid Paramedic License (Los Angeles County preferred)
- ★ Experience as a volunteer or auxiliary Fire Fighter
- ★ Certification such as Rescue Systems 1 & 2, CPR, Haz Mat First Responder, and other fire courses offered through the State Fire Marshalls Office.

\*\*After review of the application packets received, candidates whose training and experience best meet our needs as defined by the candidate profile will be invited to participate in the testing process.

### Testing Process

After review of the application packets received, candidates whose training and experience best meet our needs will be invited to participate in the testing process. The testing process will consist of a written test (60%) and an interview (40%).

**Written Test:** The written test is administered through **Ergometrics/National Testing Network** [www.nationaltestingnetwork.com](http://www.nationaltestingnetwork.com). Upon invitation to the examination process, the City of Torrance will contact the candidates requesting submission of scores through National Testing Network. FireTEAM Scores will **only** be accepted through National Testing Network.

**Panel Interview:** Anticipated to be scheduled for the week of December 8, 2014.

**Physical Ability Certification:** CPAT or Biddle standardized physical abilities certification is required of all candidates and must be dated within one calendar year of December 11, 2014. (Information regarding submission of PAT certification will be given at a later date.)

**More details regarding Firefighter recruitment and testing process can be found on the Firefighter FAQ page.**


### Special Notes



Successful candidates must qualify in a department interview(s), background investigation (including polygraph), psychological exam, and medical exam prior to selection.

Applicants with disabilities who require special testing arrangements must notify Human Resources by the final application filing date.

The provisions of this announcement do not constitute an expressed or implied contract and any provisions contained in this announcement may be modified or revoked without notice.

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 [www.facebook.com/Torrance-Fire-Department](http://www.facebook.com/Torrance-Fire-Department)

Human Resources · 3231 Torrance Blvd. · Torrance, CA 90503  
Phone: (310) 618-2915 · [www.TorranceCA.Gov](http://www.TorranceCA.Gov)  

10/29/14-ML

**CITY OF TORRANCE**  
**FIREFIGHTER (Job Code 14107112)**  
**SUPPLEMENTAL APPLICATION**

You **MUST COMPLETE** the standard City application **AND** the supplemental application.

The information provided in your responses will be used to determine who is **best qualified** to proceed to the next stage of the selection process.

- 1a. Have you completed a Fire Academy?  
Yes No
- 1b. If no and are currently in a Fire Academy, when will you complete the program?
- 1c. If yes, please provide the name of the Academy.
2. Do you have a Fire Fighter 1 Certification?  
Yes No
- 3a. Do you have a current EMT-1 certification?  
Yes No
- 3b. If yes, list the County/State that issued the EMT-1 Certification.
- 3c. Do you have experience as an EMT?  
Yes No
- 3d. If yes, List agency and dates of employment (month/year).
- 4a. Have you completed training as a Paramedic?  
Yes In Progress No
- 4b. If in progress, when will you complete the training?
- 4c. Do you have a Paramedic License?  
Yes No
- 4d. If yes, list the County/State that issued Paramedic License.
- 4e. Do you have experience as a paramedic?  
Yes No
- 4f. if yes, list agency and dates of employment (month/year).
- 5a. Do you have experience as a Torrance Fire Department auxiliary Fire Fighter?  
Yes No
- 5b. If yes, list dates of experience/employment (month/year)?
- 6a. Do you have experience as a volunteer, explorer, cadet or auxiliary Fire Fighter with another agency?  
Yes No
- 6b. If yes, list Title of Position, Agency & dates of experience/employment (include # of hours or shifts worked).

**City Of Torrance**  
**Firefighter (Job Code 14107112)**  
**Supplemental Application**  
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7. Have you obtained additional certification related to the position of Firefighter?

a. Rescue Systems      Yes    No

b. HazMat                Yes    No

c. CPR                    Yes    No

d. First Aid              Yes    No

e. Other                    \_\_\_\_\_

8. Do you have a valid Firefighter Restricted Class B or C license?

Yes    No

9. I certify that the information I have provided is true and accurate to the best of my knowledge. I understand that this information is subject to verification with my former employers, and that misrepresentation may cause me to forfeit all opportunities to be considered for employment with the City of Torrance.

Yes    No