

The City of
Costa Mesa
Invites applications for



FIREFIGHTER

(PARAMEDIC ASSIGNMENT)



Applications will be accepted from
May 19 - June 14, 2010



Costa Mesa is highly interested in diversity within its workforce



Fire Chief's Message

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

We are a dedicated team of fire service professionals, guided by strong organizational values centered on: Community attentiveness; Duty and integrity; Compassion and respect; Leadership and teamwork; Training and innovation; and the safety and well being of our members and their families.

Our Department slogan is "Excellence, Effort, and Expertise." We believe that using these standards as our philosophy of operations results in the provision of total quality service to all. Simply stated, "E3 = TQ," which represents that the combination of Performance Excellence, Team Effort, and Technical Expertise yields Total Quality in the services we provide.

Thank you again for your interest in becoming a member of the Costa Mesa Fire Department. We are resolved to recruit top-quality personnel that will serve as talented and caring professionals in the fulfilling life of a fire service career!

*Mike Morgan
Fire Chief*

The Position

Firefighters perform skilled work covering a full range of firefighter duties to include the prevention and suppression of fires and in-rescue and emergency medical services.

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 operation and maintenance; conducting fire prevention inspections; enforcing fire-related codes and ordinances; participating in public education programs; performing Advanced Life Support procedures and interventions when assigned as a Paramedic; and performing related duties as required.

Firefighters typically work 24-hour shifts (i.e., resulting in average workweeks of 56 hours); however, they may be temporarily assigned to 40-hour workweeks as the department's needs dictate.

Qualifications Guidelines:

- Minimum 18 years of age
- High school graduation or equivalent
- Candidates must meet one of the following requirements:
 - 1) Graduation (as of June 14, 2010) from a Fire Academy accredited by the California State Fire Marshal's Office,
 - or-
 - 2) Completion of a local academy (320 hours or longer) at a military, federal, state or municipal Fire agency with paid full-time firefighting experience
- Current California paramedic license, current National Registry paramedic certification, or other state issued Paramedic license.
- Current American Heart Association Basic Life Support for Healthcare Provider (CPR) card
- Valid California Driver's License (or ability to obtain a California Driver's License within three months of appointment, if from out of state)
- Weight: Proportional to height, age and frame
- Vision: 20/30 corrected (with soft contact lenses)
- Hearing: Normal audiometric hearing exam

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 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.ci.costa-mesa.ca.us 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), Interview Evaluation (weighted at 100% of final test score) and Paramedic Assessment (Pass/Fail).
- 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 and establish legal authorization to work in U.S.
- The City of Costa Mesa is an Equal Opportunity Employer. The city does not discriminate on the basis of race, religion, color, sex, sexual orientation, age, ancestry, national origin, marital status or disability. Women and minorities are strongly encouraged to apply.
- Please notify Human Resources 72 hours in advance of the test date if you have a disability that requires accommodation for the testing process.
- Please call our Fire Testing Hotline at (714) 754-4966 for updated testing information or visit the Fire Department Recruitment website for more information.

Compensation & Benefits

Salary Range:

Firefighter/Paramedic (1st assignment): \$5,850 - \$7,840
Firefighter/Paramedic (1st recertification): \$5,916 - \$7,929
Firefighter/Paramedic (2nd recertification): \$5,983 - \$8,018
Firefighter/Paramedic (3rd recertification): \$6,049 - \$8,107

**Salary information above includes base salary for Firefighter and Paramedic Assignment Pay. The City will pay a one time \$500 bonus for the fourth and subsequent license renewals. As a condition of employment, all new employees are required to participate in the direct deposit program.*

Benefits:

Retirement and Retiree Medical Program- All full-time employees are enrolled in the California Public Employee's Retirement System (CalPERS). Pending council approval, the City will be contracting for the 3%@50 benefit effective June 2010. The City pays 9% of the employee's contribution. The City does not participate in the Social Security system; however, federal mandate requires new employees to contribute 1.45% of wages to Medicare. Additionally, the City contributes 1% of base monthly salary to the full-time employee's retirement health savings plan (RHS), with a required matching 1% pre-tax contribution by the employee; however, the RHS plan has been temporarily suspended. Currently, the 1% RHS employee contribution is applied towards the enhanced 3%@50 CalPERS retirement formula.

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 and dismemberment insurance policy.

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.

Deferred Compensation- Voluntary contributions up to \$16,500 per year.

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

Community Profile



Located just 12 miles south of Anaheim in Orange County, the City of Costa Mesa encompasses 16.8 square miles and is approximately one mile from Southern California's incomparable coastline. The City is home to a diverse population of 113,955 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.

Costa Mesa offers 30 neighborhood and community parks, two 18-hole golf courses, 15 elementary schools, two intermediate schools, two high schools, and two County branch libraries. Orange Coast Community College, the Coastline Community College District headquarters, and Vanguard University are located in the City. Many other universities, colleges and trade schools are nearby.

The Orange County Performing Arts Center, Orange County Fairgrounds, Tony Award-winning South Coast Repertory Theater, South Coast Plaza and Metro Pointe are prominent centers of cultural and economic activity within the City. The community has established its identity in Southern California as "City of the Arts," unveiling the Renee and Henry Segerstrom Concert Hall in 2006. The volume of sales generated by South Coast Plaza, on the strength of 322 stores and annual sales in excess of \$1 billion, makes it 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.

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. Allan L. Roeder has served as Costa Mesa's City Manager for over 20 years. City services are delivered with the assistance of 611 full-time staff. Costa Mesa's General Fund budget for FY 2009-10 is \$118.8 million.

Fire Chief Mike Morgan began directing the Fire Department in July 2007. The department includes 99 total employees, including 91 sworn positions, with an annual budget of over \$20 million. Annual calls for the Department are approximately 9,500 of which 72% are emergency medical service in nature. The Fire Department accomplishes its functions through three divisions: Administration, Suppression/Mobile Intensive Care and Prevention. The Administration Division provides direction for planning programs, establishing policy and coordinating the functions of the other divisions. The Suppression/Mobile Intensive Care Division is responsible for the direction of eight 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 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.



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