



CITY OF REDDING

PERSONNEL DIVISION

PERSONNEL . VOLUNTEER SERVICES . RISK MANAGEMENT

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February 9, 2012

P-100-050-050

Ryan Nardo, President
International Association of Fire Fighters, Local 1934
P.O. Box 991118
Redding, CA 96099-1118

Subject: Side Letter of Agreement between the City of Redding and International Association of Fire Fighters AFL-CIO (IAFF) Regarding the Modification of Classification Specifications

Dear Ryan:

The purpose of this letter is to codify the modifications made to the classification specifications of Firefighter and Apprentice Firefighter with regard to the license requirements for the positions. Attached are both classification specifications and Exhibit B - Classification Specification with the modifications indicated by underline and strikeout.

If the Union concurs with the foregoing, please sign and date the enclosed copies of this letter, return one to me, and keep the other copy for your records.

Sincerely,

Sheri DeMaagd
Personnel Director

The Union concurs with the above:

Ryan Nardo, President
IAFF Local 1934

March 19, 2012
Date

Steve Allen, Labor Representative
Redding Fire Fighters, IAFF Local 1934

March 19, 2012
Date

c: Kevin Kreitman, Fire Chief
City Council

CITY OF REDDING CLASS SPECIFICATION "EXHIBIT B"

The following definitions apply to all classifications as listed in "Exhibit A" and are effective January 28, 2007:

Collateral Duties – Duties that can be assigned to an individual employee in addition to their regular or normal duties assigned. The duties can be assigned to the employee because they pertain to and are directly related to the employee's stated duties under the items as described in "Exhibit B" City of Redding Classification Specification: Definition. Because these duties are evaluated and documented on an Employee's performance evaluation, they cannot require additional education, experience, training, knowledge, or abilities other than those already required to perform the items described in "Exhibit B" of the Employee's job specifications." Examples include: nozzle repair, SCBA repair, fit testing.

Special Duties/Projects – Duties or projects that fall under this category shall be of a voluntary nature. These may require additional education, experience, training, knowledge, or abilities, other than those required to perform the items described in "Exhibit B" of the Employee's job specifications. Examples include: welding, woodworking, construction projects.

APPRENTICE FIREFIGHTER

DEFINITION: Under immediate supervision, performs all types of fire suppression, prevention, and emergency medical rescue work; promotes fire prevention and code enforcement.

DISTINGUISHING CHARACTERISTICS: Positions assigned to this class are a limited term (five (5) year term maximum) probationary firefighting position, and are considered at will. When initially employed, incumbents may not have prior practical firefighting experience. Employees in this position will have successfully completed an entry level firefighter training program as required/established by the City of Redding prior to appointment. Apprentice Firefighters are expected to perform the full range of fire suppression, safety and prevention duties assigned to the class and to work toward obtaining journey-level skills in all areas of work assigned. This classification is distinguished from the Fire Fighter classification in that the Fire Fighter position is a journey-level position.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Responds to reported emergencies with a company on a fire apparatus.
Measures - Conformance to training standards.
2. Rescues persons endangered by fire and other hazards.
Measures - Responsiveness to orders and procedures.
3. Operates hose streams; performs ventilation, salvage and overhaul to extinguish fires and minimize damage.

CITY OF REDDING CLASS SPECIFICATION "EXHIBIT B"

Measures - Responsiveness to orders and procedures.

4. Performs first aid, resuscitation, and defibrillation (if training is appropriate).

Measures - Application of accepted medical protocols.

5. Operates firefighting equipment and medical rescue equipment.

Measures - Safety record, knowledge of district and City streets, training record.

6. Inspects housing, industrial and commercial occupancies, writes notices of hazards and makes re-inspections; conducts home safety checks.

Measures - Application of appropriate fire code.

7. Presents fire and life safety education programs; conducts tours of the fire station.

Measures - Acceptance by public.

8. Participates in firefighting tactics and physical training.

Measures - Follows routine and orders as established.

9. Keeps records and prepares reports.

Measures - Follows accepted practices.

10. Participates in pre-fire planning with the company.

Measures - Number of pre-fire plans.

11. Maintains fire station.

Measures - Condition of station.

12. Performs related duties as assigned.

Measures - Quantity and quality of additional work.

QUALIFICATIONS:

Knowledge of: Modern fire prevention and suppression principles methods and equipment; principles of hydraulics as applied to firefighting equipment; construction and operation of private and public water supplies, standpipes, fire pumps, aerial ladders, elevating platforms; all City and outlying streets and the location of fire hydrants and fire department connections in the district; Federal, State and local vehicle safety regulations.

Ability to: Interact effectively with the public and employees; remain calm and safe during emergency conditions; pass the medical examination, including vision and hearing examinations, and perform the required physical fitness tests for the position; maintain effective working relationships with fellow employees and the public.

Education: Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; high school diploma or GED is required. A.A. Degree in Fire Technology, or 60 semester units from an accredited college is preferred, but not required as long as applicant is enrolled in an accredited college working towards those goals.

CITY OF REDDING CLASS SPECIFICATION "EXHIBIT B"

Experience: No prior experience required.

Special Requirements:

Meet the certification requirements for Firefighter I Certification as issued by California State Fire Marshal OR meet the certification requirements for Firefighter I from a State of California accredited college, and either California Emergency Medical Technician I or First Responder.

Possession of California B commercial driver's license, or the ability to acquire one within one year of appointment.

FIREFIGHTER

DEFINITION: Under immediate supervision, performs all types of fire suppression, prevention, and emergency medical rescue work; promotes fire prevention and code enforcement.

DISTINGUISHING CHARACTERISTICS: Positions assigned to this class perform both probationary and journey-level firefighting and fire prevention work. When initially employed, incumbents are expected to have prior practical firefighting experience and are expected to successfully complete a probationary firefighter training program as established by the City of Redding, with work toward the completion of California State Firefighter II certification. Firefighters are expected to perform the full range of fire suppression, safety and prevention duties assigned to the class and to obtain journey-level skills in all areas of work assigned. This classification is distinguished from the Fire Engineer classification in that the Fire Engineer is responsible for the operation and maintenance of fire apparatus and related equipment.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Responds to reported emergencies with a company on a fire apparatus.
Measures - Conformance to training standards.
2. Rescues persons endangered by fire and other hazards.
Measures - Responsiveness to orders and procedures.
3. Operates hose streams; performs ventilation, salvage and overhaul to extinguish fires and minimize damage.
Measures - Responsiveness to orders and procedures.
4. Performs first aid, resuscitation, and defibrillation (if training is appropriate).
Measures - Application of accepted medical protocols.

CITY OF REDDING CLASS SPECIFICATION "EXHIBIT B"

5. Operates firefighting equipment and medical rescue equipment.
Measures - Safety record, knowledge of district and City streets, training record.
6. Inspects housing, industrial and commercial occupancies, writes notices of hazards and makes re-inspections; conducts home safety checks.
Measures - Application of appropriate fire code.
7. Presents fire and life safety education programs; conducts tours of the fire station.
Measures - Acceptance by public.
8. Participates in firefighting tactics and physical training.
Measures - Follows routine and orders as established.
9. Keeps records and prepares reports.
Measures - Follows accepted practices.
10. Participates in pre-fire planning with the company.
Measures - Number of pre-fire plans.
11. Maintains fire station.
Measures - Condition of station.
12. Performs related duties as assigned.
Measures - Quantity and quality of additional work.

QUALIFICATIONS:

Knowledge of: Modern fire prevention and suppression principles methods and equipment; principles of hydraulics as applied to firefighting equipment; construction and operation of private and public water supplies, standpipes, fire pumps, aerial ladders, elevating platforms; all City and outlying streets and the location of fire hydrants and fire department connections in the district; Federal, State and local vehicle safety regulations.

Ability to: Interact effectively with the public and employees; remain calm and safe during emergency conditions; pass the medical examination, including vision and hearing examinations, and perform the required physical fitness tests for the position; maintain effective working relationships with fellow employees and the public.

Education: Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma, equivalent of A.A. Degree in Fire Technology, or 60 semester units from an accredited college or equivalent.

Experience: No prior experience required.

Special Requirements:

CITY OF REDDING CLASS SPECIFICATION "EXHIBIT B"

State Certified Firefighter I, and Emergency Medical Technician I or greater certification.

Possession of California B commercial driver's license, or the ability to acquire one within ten days one year of appointment.

FIRE ENGINEER

DEFINITION: Under general supervision, performs all types of fire suppression, prevention, and emergency medical rescue work; promotes fire prevention and code enforcement.

DISTINGUISHING CHARACTERISTICS: Positions assigned to this class perform journey-level firefighting and fire prevention work. Incumbents are expected to have successfully completed the appropriate training programs as established by the City of Redding. Fire Engineers are expected to perform the full range of fire suppression, safety and prevention duties assigned to the class and to perform journey-level skills in all areas of work assigned. The Fire Engineer is responsible for the operation and maintenance of fire apparatus and related equipment. The Fire Engineer is the primary driver and pump operator of fire apparatus in the department.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Duties listed are not necessarily performed by each individual in the classification.

1. Responds to reported emergencies with a company on a fire apparatus.
Measures - Conformance to training standards.
2. Rescues persons endangered by fire and other hazards.
Measures - Responsiveness to orders and procedures.
3. Operates hose streams; performs ventilation, salvage and overhaul to extinguish fires and minimize damage.
Measures - Responsiveness to orders and procedures.
4. Performs first aid, resuscitation and defibrillation.
Measures - Application of accepted medical protocols.
5. Operates all firefighting vehicles, equipment, apparatus and medical rescue equipment.
Measures - Safety record, knowledge of district and City streets, training record.
6. Inspects housing, industrial and commercial occupancies, writes notices of hazards and makes re-inspections; conducts home safety checks.
Measures - Application of appropriate fire code.
7. Presents fire and life safety education programs; conducts tours of the fire station.

CITY OF REDDING CLASS SPECIFICATION "EXHIBIT B"

Measures - Acceptance by the public.

8. Participates in firefighting tactics, apparatus operation and physical training.

Measures - Follows routine and orders as established.

9. Calculates hydraulic calculations for fire ground operation.

Measures - Calculations are accurate.

10. Keeps records and prepares reports.

Measures - Follows accepted practices.

11. Participates in pre-fire planning with his/her company.

Measures - Number of pre-fire plans.

12. Maintains fire station.

Measures - Condition of station.

13. Performs related duties as assigned.

Measures - Quantity and quality of additional work.

QUALIFICATIONS:

Knowledge of: Modern fire prevention and suppression principles methods and equipment; principles of hydraulics as applied to firefighting equipment and apparatus; construction and operation of private and public water supplies, standpipes, fire pumps, aerial ladders, elevating platforms, and all equipment provided on fire apparatus; all City and outlying streets and the location of fire hydrants, and fire department connections in the district; Federal, State and local vehicle safety regulations applicable to the operation of fire apparatus.

Ability to: Interact effectively with the public and employees. Efficiently operate all apparatus, including pumping engines, aerial ladders, elevating platforms and other special motorized apparatus; accurately calculate hydraulics and develop effective hose streams during emergency conditions; drive and operate apparatus calmly and safely during emergency conditions; pass the medical examination, including vision and hearing examinations, and perform the required physical fitness tests for the position; perform tests and preventative maintenance required for apparatus; maintain effective working relationships with fellow employees and the public.

Education: Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma, Associate of Arts Degree in Fire Technology, or 60 semester units from an accredited college or equivalent, and certified as an Emergency Medical Technician I, or certified as a First Responder D.

Experience: Typical experience would include two years of paid full-time experience as a City of Redding Fire Fighter.

CITY OF REDDING CLASS SPECIFICATION "EXHIBIT B"

Special Requirements:

Satisfactory completion of State Certified Firefighter II and State certified driver operation 1A and 1B or its equivalent.

Possession of the appropriate California driver's license, or the ability to acquire one within ten days of appointment.

FIRE PREVENTION INSPECTOR

DEFINITION: Under general supervision performs code enforcement; inspection of all business licenses that are issued in the City for initial and follow-up inspections to assure business compatibility with building occupancy; inspection of homes for the elderly and day care homes which require special licensing.

DISTINGUISHING CHARACTERISTICS: This is a journey level class within the Fire Department. Employees within this class perform the full range of fire prevention inspection duties with only occasional instruction or assistance and are fully aware of the operating procedures and policies of the department.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Inspection of premises for issuance of business licenses.
Measures - Number of licenses issued.
2. Investigation of all types of fires.
Measures - Number of investigations.
3. Code enforcement for building, plumbing, electric and related and appropriate fire codes.
Measures - Number of inspections.
4. Weed abatement.
Measures - Number of abatements.
5. Abatement of abandoned automobiles.
Measures - Number of automobiles.
6. Writing of related reports.
Measures - Number of reports written.
7. Performs related duties as assigned.
Measures - Quality and quantity of additional work.

CITY OF REDDING CLASS SPECIFICATION "EXHIBIT B"

QUALIFICATIONS:

Knowledge of: All appropriate Building Codes, Fire Codes, and City policies and regulations; investigation techniques; and instructor training procedures.

Ability to: Interact effectively with the public and employees. Carry out all assigned responsibilities with skill, efficiency, and accuracy.

Education: Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma, an Associate of Arts degree in Fire Science from an accredited college, or equivalent, and additional course work, or training in the Uniform Building and Fire Codes.

Experience: Typical experience would include three years full-time paid experience in fire suppression.

Special Requirements:

Possession of the appropriate California driver's license, or ability to acquire one within ten days of appointment.

Effective January 28, 2007, Fire Inspectors can be assigned and required to be "on-call" and be available to respond to incidents for fire investigation purposes.

FIRE CAPTAIN

DEFINITION: Under direction, serves as the officer in charge of a fire company with responsibilities for the control, direction, and disciplining of company personnel, and for the care, operation, and maintenance of all property assigned to the company; directs the activities of company personnel at scenes of fire, medical emergencies and rescues.

DISTINGUISHING CHARACTERISTICS: The Fire Captain is responsible for the supervision of an assigned fire company and coordination of activities of the Fire Engineers and Firefighters. The Fire Captain is distinguished from the Fire Battalion Chief in that the latter are directly responsible for the continuous supervision, management and the coordination of activities of an assigned shift of personnel.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Responds to fire, medical, and other emergency incidents.
Measures - Speed and responsiveness to the emergency.

CITY OF REDDING CLASS SPECIFICATION "EXHIBIT B"

2. Makes decisions as to methods of dealing with the emergency, including deployment of personnel and apparatus.
Measures - Decisions are based on fire department rules and regulations and professional standards.
3. Directs fire suppression, rescue, first aid, and salvage operations until relieved of command by a superior officer.
Measures - Direction is in conformance with department rules and regulations and proper safety precautions are utilized.
4. Plans, supervises and participates in inspections of building and installations for fire hazards, and fire safety systems as required by local, State and Federal laws.
Measures - Compliance to appropriate statutes.
5. Schedules and directs station, apparatus, hose and hydrant maintenance programs.
Measures - Working condition of equipment remains in working order and useful life is extended.
6. Inspects and evaluates station personnel and maintains discipline.
Measures - Employee morale and performance is maintained at a consistently high level.
7. Instructs and drills company personnel in fire fighting and fire prevention methods, techniques, and related areas.
Measures - Personnel are kept up to date on current trends and methods.
8. Plans and schedules work assignments of station, or battalion personnel.
Measures - Efficient and judicious use of personnel.
9. Prepares and maintains records and reports.
Measures - Records and reports are accurate and completed in a timely fashion.
10. Performs related fire service duties as assigned.

QUALIFICATIONS:

Knowledge of: Advanced methods and techniques of fire fighting, fire prevention and emergency medical services; the operation and maintenance of fire fighting equipment, apparatus, and specialized materials; Federal, State, and City laws pertaining to fire protection; mechanical, chemical and related characteristics of a wide variety of materials, such as flammable liquids, and explosives; department rules, regulations, and policies.

Ability to: Interact effectively with the public and employees. Evaluate emergency situations calmly, quickly, rationally and determine effective course(s) of action; organize and direct the work of others, and maintain discipline and morale; train personnel; operate fire apparatus and auxiliary equipment; keep records and make reports; maintain physical fitness requirements as prescribed by the Fire Department.

CITY OF REDDING CLASS SPECIFICATION "EXHIBIT B"

Education: Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma, Associate of Arts Degree in Fire Technology.

Experience: Typical experience would include a minimum of five years of full-time paid fire suppression experience in the Redding Fire Department; two of the five years must be as a full-time Fire Engineer.

Special Requirements:

Satisfactory completion of EMT ID or First Responder D.

Satisfactory completion of any 6 of the State of California Certified Fire Officer training program courses.

Possession of the appropriate California driver's license, or the ability to acquire one within ten days of appointment.

DEFINITION:

Under immediate supervision, performs all types of fire suppression, prevention, and emergency medical rescue work; promotes fire prevention and code enforcement.

DISTINGUISHING CHARACTERISTICS:

Positions assigned to this class are a limited duration (five (5) year term maximum) probationary firefighting position, and are considered at will. When initially employed, incumbents may not have prior practical firefighting experience. Employees in this position will have successfully completed an entry level firefighter training program as required/established by the City of Redding prior to appointment. Apprentice Firefighters are expected to perform the full range of fire suppression, safety and prevention duties assigned to the class and to work toward obtaining journey-level skills in all areas of work assigned. This classification is distinguished from the Fire Fighter classification in that the Fire Fighter position is a journey-level position.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Responds to reported emergencies with a company on a fire apparatus.
Measures: Conformance to training standards.
2. Rescues persons endangered by fire and other hazards.
Measures: Responsiveness to orders and procedures.
3. Operates hose streams; performs ventilation, salvage and overhaul to extinguish fires and minimize damage.
Measures: Responsiveness to orders and procedures.
4. Performs first aid, resuscitation, and defibrillation (if training is appropriate).
Measures: Application of accepted medical protocols.
5. Operates firefighting equipment and medical rescue equipment.

Measures: Safety record, knowledge of district and City streets, training record.

6. Inspects housing, industrial and commercial occupancies, writes notices of hazards and makes re-inspections; conducts home safety checks.

Measures: Application of appropriate fire code.

7. Presents fire and life safety education programs; conducts tours of the fire station.

Measures: Acceptance by public.

8. Participates in firefighting tactics and physical training.

Measures: Follows routine and orders as established.

9. Keeps records and prepares reports.

Measures: Follows accepted practices.

10. Participates in pre-fire planning with the company.

Measures: Number of pre-fire plans.

11. Maintains fire station.

Measures: Condition of station.

12. Performs related duties as assigned.

Measures: Quantity and quality of additional work.

QUALIFICATIONS:

Knowledge of:

Modern fire prevention and suppression principles methods and equipment; principles of hydraulics as applied to firefighting equipment; construction and operation of private and public water supplies, standpipes, fire pumps, aerial ladders, elevating platforms; all City and outlying streets and the location of fire hydrants and fire department connections in the district; Federal, State and local vehicle safety regulations.

Ability to:

Interact effectively with the public and employees; remain composed during emergency conditions; pass the medical examination, including vision and hearing examinations, and perform the required physical fitness tests for the position; maintain effective working relationships with

fellow employees and the public.

Education:

Education: Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; high school diploma or GED is required. A.A. Degree in Fire Technology, or 60 semester units from an accredited college is preferred, but not required as long as applicant is enrolled in an accredited college working towards those goals.

Experience:

No prior experience required.

Special Requirements:

Meet the certification requirements for State Certified Firefighter I, and either Emergency Medical Technician I or First Responder.

Possession of California B commercial driver's license, or the ability to acquire one within ten days one year of appointment.

Working Conditions:

Date of study: January 1991. The following duties have been identified as the critical job elements for the **FIREFIGHTER** classification. The Med-Tox Physical Standards Study established several task statements for each physical ability; the task statements selected below are based on the (1) Significant level of physical ability required to perform the task, (2) the high level of rater agreement - reliability, (3) the frequency with which the task is performed and (4) the high degree of criticality and importance raters assigned to the task.

Incumbents in this classification are required to work on a shift schedule, including weekends and holidays, and outdoors in a variety of extreme weather conditions.

STATIC STRENGTH: While wearing full turnout gear and SCBA, perform a long axis drag of an unconscious victim from a burning building.

EXPLOSIVE STRENGTH: Break down a door with a ram bar.

DYNAMIC STRENGTH: While wearing full turnout gear and SCBA, maneuver a 1-3/4 inch charged, flowing hose line for 15-minutes.

TRUNK STRENGTH: Crawl through an attic and perform tasks in a crouched position while wearing full turnout gear and SCBA.

STAMINA: While engaged in a wild land fire, perform a progressive hose lay over rough and uneven terrain for 1000 feet.

EXTENT FLEXIBILITY: While at a hose drying tower, reach, twist and stretch to place a wet hose on a hanging rack.

DYNAMIC FLEXIBILITY: Continuously bend, twist and reach while using a hydraulic rescue tool.

SPEED OF LIMB MOVEMENT: Block the punch of a combative patient who is trying to hit you.

WHOLE BODY COORDINATION: Walk on steep and slippery surfaces during fire suppression activities.

WHOLE BODY EQUILIBRIUM: Maintain your body balance while working off a ladder with a hose.

ARM-HAND STEADINESS: Carefully operate hydraulic rescue tools in close proximity to a victim.

MULTI-LIMB COORDINATION: Drive a fire apparatus during Code 3 operation.

MANUAL DEXTERITY: Maintain the proper air way and seal while performing resuscitation when using the bag valve mask.

FINGER DEXTERITY: Operate the demand valve and bag on resuscitator.

NEAR VISUAL ACUITY: Read a city map.

FAR VISUAL ACUITY: Identify people who may be on the sixth floor of a building.

VISUAL COLOR DISCRIMINATION: Check skin color for patient assessment.

HEARING QUIET: Discern conversation over a 2-way radio.

HEARING NOISY: Hear radio conversation over the sounds of the truck and siren.

HEARING LOCATION: Locate a fallen Firefighter by the sounds of the personal alarm device.

HEARING DISCRIMINATION: Hear the whistle on SCBA which indicates low air.

NOTE: See class spec history file for Job Analysis prepared by Intracorp, dated January 18, 1994.

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DEFINITION:

Under immediate supervision, performs all types of fire suppression, prevention, and emergency medical rescue work; promotes fire prevention and code enforcement.

DISTINGUISHING CHARACTERISTICS:

Positions assigned to this class perform both probationary and journey-level firefighting and fire prevention work. When initially employed, incumbents are expected to have prior practical firefighting experience and are expected to successfully complete a probationary firefighter training program as established by the City of Redding, with work toward the completion of Firefighter II certification. Firefighters are expected to perform the full range of fire suppression, safety and prevention duties assigned to the class and to obtain journey-level skills in all areas of work assigned. This classification is distinguished from the Fire Engineer classification in that the Fire Engineer is responsible for the operation and maintenance of fire apparatus and related equipment.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Responds to reported emergencies with a company on a fire apparatus.

Measures: Conformance to training standards.

2. Rescues persons endangered by fire and other hazards.

Measures: Responsiveness to orders and procedures.

3. Operates hose streams; performs ventilation, salvage and overhaul to extinguish fires and minimize damage.

Measures: Responsiveness to orders and procedures.

4. Performs first aid, resuscitation, and de-fibrillation (if training is appropriate).

Measures: Application of accepted medical protocols.

5. Operates firefighting equipment and medical rescue equipment.

Measures: Safety record, knowledge of district and City streets, training record.

6. Inspects housing, industrial and commercial occupancies, writes notices of hazards and makes re-inspections; conducts home safety checks.

Measures: Application of appropriate fire code.

7. Presents fire and life safety education programs; conducts tours of the fire station.

Measures: Acceptance by public.

8. Participates in firefighting tactics and physical training.

Measures: Follows routine and orders as established.

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Measures: Number of pre-fire plans.

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Measures: Condition of station.

12. Performs related duties as assigned.

Measures: Quantity and quality of additional work.

QUALIFICATIONS:

Knowledge of:

Modern fire prevention and suppression principles methods and equipment; principles of hydraulics as applied to firefighting equipment; construction and operation of private and public water supplies, stand pipes, fire pumps, aerial ladders, elevating platforms; all City and outlying streets and the location of fire hydrants and fire department connections in the district; Federal, State and local vehicle safety regulations.

Ability to:

Interact effectively with the public and employees; remain composed during emergency conditions; pass the medical examination, including vision and hearing examinations, and perform the required physical fitness tests for the position; maintain effective working relationships with fellow employees and the public.

Education:

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a high school diploma, equivalent of A.A. Degree in Fire Technology, or 60 semester units from an accredited college or equivalent.

Experience:

No prior experience required.

Special Requirements:

State Certified Firefighter I, and Emergency Medical Technician I or greater certification.

Possession of California B commercial driver's license, or the ability to acquire one within ~~ten days~~ one year of appointment.

Working Conditions:

Date of study: January 1991. The following duties have been identified as the critical job elements for the **FIREFIGHTER** classification. The Med-Tox Physical Standards Study established several task statements for each physical ability; the task statements selected below are based on the (1) Significant level of physical ability required to perform the task, (2) the high level of rater agreement - reliability, (3) the frequency with which the task is performed and (4) the high degree of criticality and importance raters assigned to the task.

Incumbents in this classification are required to work on a shift schedule, including weekends and holidays, and outdoors in a variety of extreme weather conditions.

STATIC STRENGTH: While wearing full turnout gear and SCBA, perform a long axis drag of an unconscious victim from a burning building.

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DYNAMIC STRENGTH: While wearing full turnout gear and SCBA, maneuver a 1-3/4 inch charged, flowing hose line for 15-minutes.

TRUNK STRENGTH: Crawl through an attic and perform tasks in a crouched position while wearing full turnout gear and SCBA.

STAMINA: While engaged in a wild land fire, perform a progressive hose lay over rough and uneven terrain for 1000 feet.

EXTENT FLEXIBILITY: While at a hose drying tower, reach, twist and stretch to place a wet hose on a hanging rack.

DYNAMIC FLEXIBILITY: Continuously bend, twist and reach while using a hydraulic rescue tool.

SPEED OF LIMB MOVEMENT: Block the punch of a combative patient who is trying to hit you.

WHOLE BODY COORDINATION: Walk on steep and slippery surfaces during fire suppression activities.

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ARM-HAND STEADINESS: Carefully operate hydraulic rescue tools in close proximity to a victim.

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