



APPLE VALLEY FIRE PROTECTION DISTRICT

22400 Headquarters Drive, Apple Valley, CA 92307
760-247-7618

POSITION ANNOUNCEMENT

POST UNTIL FILLED

FIREFIGHTER

\$5,043 - 6,847*

MONTHLY BASE SALARY RANGE

Salary Range Can Be Negotiated Dependent on Experience

*** INCLUDES 3% BOARD APPROVED MOU INCREASE DUE 07/01/2020**

THE POSITION

The Apple Valley Fire Protection District is currently recruiting for the position of Firefighter to establish an eligibility list to fill positions due to anticipated vacancies due to retirement. Under supervision, the Firefighter will respond to fires, medical emergencies, rescues and other situations, both emergency and non-emergency, as required. The Firefighter will be expected to participate in daily fire station activities, including maintenance of the station, grounds, and equipment; various training activities, and other duties as assigned.

HOURS

The Firefighter will typically be assigned to a 56-hour work week on a 48/96 schedule.

MINIMUM QUALIFICATIONS

- High school diploma or GED.
- Certified California State Firefighter I or completion of an accredited California State Firefighter I Academy.
- California State Fire Marshal Rescue Systems I certification preferred. *Certification must be obtained within first year of employment.*
- Current valid ICEMA EMT accreditation. ICEMA accreditation includes California State EMT-I license & CPR certification.
- **Applicant may receive ICEMA approval during the application process. Applicant must have received their ICEMA certification by the time of their appointment.**
- Valid California Class C Driver's License. Applicant must obtain Firefighter Endorsement for valid California driver's license within one year of hire.
- Successful completion of either a Biddle certification or CPAT (Candidate Physical Ability Test) certification within 12 months of application deadline (Certificate dated March 20, 2019 to March 20, 2020). Apple Valley Fire Protection District employees may provide proof of successful completion of the District approved in-house physical agility test.

APPLICATION PROCEDURE

District Application **and résumé** must be submitted **including proof of all of the applicant's credentials** for the position. You may apply in person or via email to jobs@avfpd.org. Applications are available from District Headquarters, 22400 Headquarters Drive, Apple Valley, CA 92307 and also on the District's website at <https://avfpd.org/employment>.

FILING DEADLINE

Complete application, résumé, and other required documents must be received at District Headquarters by **5:00 p.m. Monday, March, 20, 2020. Postmarks will not be accepted.**

SELECTION PROCEDURE

Applications, résumés, and related documents will be reviewed. The most qualified candidates will be invited to participate in the selection process, which may include a written examination, practical assessment, and interview process. The Fire Chief will make the appointments. Candidates will be notified of invitation to the written test which will be IFSTA based.

"A Commitment to Service Excellence"

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WAGE AND BENEFITS

- Monthly Base Salary Range is \$5,043-6,847 *includes 3% Board Approved MOU Increase Due 07/01/2020.
- Cafeteria Plan: Employees may select from a cafeteria plan of medical, dental, and vision insurance offered by the District. Along with the CalPERS required 2020 contribution of \$139 per month towards a CalPERS selected health plan, the District also provides a tiered supplemental benefit contribution of \$500 for a single person; \$750 for two people and \$1,000 for a family to use for health premium and/or selections of dental and/or vision coverage.
- Currently the Safety retirement is provided by Public Employees Retirement System. New enrollees will be under the new CalPERS (PEPRA) retirement plan and will contribute the employee portion of PERS at approximately 10.25%.
- Vacation: 144 hours per year.
- Sick Leave: 12 hours per month.
- Holidays: 12 paid holidays per year.
- Uniform Allowance: \$850 per year
- Life Insurance: The District provides life insurance for the employee equal to 100% of annual salary.
- Deferred Compensation: Is available to those employees who wish to supplement their retirement income. Additionally, for employees having a balance remaining of their supplemental benefit contribution, the District will deposit the remainder balance, in \$25 increments, into the employee's deferred compensation account. As of July 1, 2018 the District also offers a matching benefit for PEPRA employees of \$3,000 matching the employee's out of pocket contributions. Any remainder from the health benefit contribution is not included in the matching.

MEDICAL EXAMINATION:

Prior to appointment, candidates must pass a rigid medical examination, and drug screening test.

IMMIGRATION LAW:

Prior to appointment, candidates will be required to provide necessary documentation to verify proof of legal residence entitling them to work in the United States.

BACKGROUND:

Prior to appointment, candidates must undergo a comprehensive background investigation including, but not limited to, driving and criminal records.

PROBATIONARY PERIOD:

All employees must satisfactorily complete a one-year probationary period.

SAFETY EQUIPMENT:

All safety equipment is furnished by the District with the exception of black work boots, which must be purchased by the employee.

ALCOHOL, DRUG, AND TOBACCO FREE WORKPLACE:

The Apple Valley Fire Protection District is an alcohol, drug, and tobacco free workplace. The use of alcohol, illegal drugs, and tobacco in any form while on duty is prohibited.

TATTOO POLICY:

Individuals with tattoos that are indecent, racist, sexist, or show alliance with extreme organizations or criminal street gang or advocate violence will not be eligible for employment. Tattoos that are judged acceptable for employment purposes will not be visible while conducting District business.

INFORMATION ABOUT THE DISTRICT:

The Apple Valley Fire Protection District covers 206 square miles in the High Desert area of San Bernardino County. The current population of the District is approximately 90,000. The District currently employs 55 full-time and 5 part-time personnel. The personnel complement includes career, reserve and part-time positions. The District operates seven fire stations, five of which are staffed 24-hours. The approved budget for FY 18/19 is 12.4 million. In 2019, the District responded to over 12,000 incidents, including fires and medical emergencies. Additionally, the Community Risk Reduction Division found over 1,180 violations conducting inspections, processed 252 plan reviews and investigated the cause and origin of over 150 fires, as well as providing public education programs for 14,650 people at various events.

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