

APPLICATION AND TESTING PROCESS

City of Benicia Volunteer Applications may be obtained from City of Benicia Human Resources (www.ci.benicia.ca.us), and must be returned to the Benicia Fire Department Administrative Office.

All applications will be screened and reviewed for conformance with requirements listed in this job announcement and the position's job description. Candidates who meet the minimum qualifications will be invited to participate in the selection interview process.

TENTATIVE DATES (subject to change)

Final Filing Date:

Open and Continuous

Application Screening:

Applications are screened regularly

Selection Interviews:

Tentatively scheduled during the months of April and October

FIRE DEPARTMENT'S MISSION

Through prevention, innovation, and community leadership, the Benicia Fire Department is committed to protecting the lives, property, and environment of our citizens and visitors. We affirm to safely perform our duties with honor, integrity, courage and compassion.

FIRE DEPARTMENT'S GUIDING PRINCIPLES

- **Treat each other with courtesy and respect**

Treat others the way you want to be treated

Be Nice

- **Foster and protect the outstanding reputation of the fire department**

Be Responsible

- **Base all decisions and actions on the following:**

First - What is best for the community

Second - What is best for the City of Benicia and the Fire Department

Third - What is best for the members

Fourth - Be Accountable

- **Relationships take precedent over conflicting perspectives**

Value Relationships

THE CITY OF BENICIA IS AN EQUAL OPPORTUNITY EMPLOYER. IT IS THE POLICY OF THE CITY OF BENICIA NOT TO DISCRIMINATE BECAUSE OF RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, MARITAL STATUS, POLITICAL AFFILIATION, AGE OR DISABILITY, OR ANY OTHER PROTECTED CLASS.

The City of Benicia Invites Applications for



PHOENIX Volunteer

Final Filing Date: Open and Continuous



THE POSITION

Phoenix Volunteer's provide support to the fire department both at emergency incidents and during routine activities. Having achieved certain levels of training, members of the Phoenix Group may render firefighting or other emergency duties upon occasions. This support is in the form of emergency operations consistent with the Volunteer Firefighter's position, as well as other duties as assigned. Participation in Benicia Volunteer Firemen, Inc. is required.

OVERVIEW

The Benicia Fire Department has many active volunteer programs. We are always in the pursuit of individuals who can dedicate the time required to train to be effective, and respond to city emergencies. Volunteers/Applicants should be aware that the value which they are able to contribute to an emergency event is directly proportional to the effort and time invested in training and learning skills. To accomplish this, Volunteers/applicants must be prepared for a long term commitment to training and service. The training given also represents an investment by the Fire Department therefore this commitment should not be taken lightly. We thank you in advance for considering this service to your community.

QUALIFICATIONS

Must possess and maintain:

- a valid CPR card
- CA State Department of Motor Vehicle Class C License

Must reside within the city limits of Benicia or the adjoining areas in Vallejo, East of I-80 and South of Springs Road

EDUCATION / EXPERIENCE GUIDELINES

Education:

Graduation from high school or the equivalent (i.e., GED).

Experience:

No specific work experience required

SPECIAL REQUIREMENTS

Possess and maintain:

- a valid CPR card
- CA State Department of Motor Vehicle Class C License

Must reside within the city limits of Benicia or the adjoining areas in Vallejo, East of I-80 and South of Springs Road.

Successfully complete the Candidate Physical Ability Test (CPAT). This test must be taken and passed within 12-months prior to appointment. The candidate is responsible for any test fees.

Successfully pass a background investigation.

Successfully complete the Fire Department's Firefighter medical evaluation.

Upon meeting the above criteria members must commit to the following criteria:

12-hours per month of participation assigned to a crew for the purposes of training and delivery of services to the community.

- These hours may be broken down into 6-hour blocks
- The majority of time should be scheduled between 0800-1800, any day of the week
- Members should complete and document 8-hours per month of training
- Training may consist of practical skills with crews, independent/self-directed skill development, or computer based training (i.e., Target Solutions)
- Training hours may include or be supplemented by participation in additional training that occurs on the 2nd and 4th Wednesday of each month for the Logistical Support Unit (LSU)

- Special skills session may also be scheduled as needed to meet the needs of multiple members
- Meet the criteria related to callback standards
- Respond to 25% of quarterly incident response requests

ASSESSMENT AND TESTING COMPONENTS

SELECTION INTERVIEW:

Designed to assess the candidates understanding of various elements of the fire service and the delivery of emergency services to the community

Summary of Assessment Dimensions:

TECHNICAL KNOWLEDGE – GENERAL

Principles, practices and procedures of modern firefighting and the protection of lives and property

TECHNICAL KNOWLEDGE - DEPARTMENT

Operation of departmental equipment

MECHANICAL/TECHNICAL ABILITY

Ability to operate firefighting equipment

PROBLEM SOLVING/DECISION MAKING

Ability to analyze problems; think and act quickly in emergency situations

ORAL COMMUNICATION

Conveys information in a clear, concise and understandable manner; listens attentively, with comprehension.