

## APPLICATION AND TESTING PROCESS

City of Benicia Volunteer Applications may be obtained from City of Benicia Human Resources ([www.ci.benicia.ca.us](http://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



# RESERVE Volunteer

## Final Filing Date: Open and Continuous



## THE POSITION

Reserve Firefighter Program's primary mission is to provide citizens and visitors in the community with an increase in trained personnel. Our program is intended to mentor, develop, and prepare candidates who wish to pursue a career in the fire service. This program can increase and improve the pool of potential candidates for future positions within the fire service. Benicia Fire Department Reserve Firefighters will participate in education, training, and experience that will assist them in pursuing careers as professional firefighters. 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 be 18 years of age at time of appointment

Possess and maintain:

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

## EDUCATION / EXPERIENCE GUIDELINES

### **Education:**

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

### **Experience:**

No specific work experience required

### **SPECIAL REQUIREMENTS:**

Must be 18 years of age at time of appointment

Possess and maintain:

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

Completion of a regional State Fire Marshal's Office Firefighter 1 Academy

Must be continually enrolled in at least one Fire Science or EMS related class at an accredited college, university, or other pre-approved courses.

Reserve Firefighters must work a minimum of two, 24hr shifts per month with their assigned officer/shift

Must successfully complete experience component of Firefighter-I Certification within eighteen (18) months of appointment.

Must possess a valid Emergency Medical Technician (EMT) certificate within two years of appointment. If the individual is already an EMT consideration should be given to pursuing Paramedic Certification within two years of appointment.

Must reside within 50 air miles of Fire Station-11

Must be in excellent physical condition having passed the California Candidate Physical Ability Test (CPAT) within the past twelve months prior to appointment. Must also pass a city provided medical exam and drug screening

Clean DMV record with no major violations for 36 months and no more than one minor violation during the last 12 months.

## 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.