



**FIRE CAPTAIN 5PB35
Recruitment # 7799-1095-5PB35– FIRE CAPTAIN**

Department(s):	Department of Forestry & Fire Protection
Opening Date:	09/15/15 9:00:00 AM
Closing Date:	10/12/15 5:00:00 PM
Type of Recruitment:	Departmental Open – Departmental Promotional
Salary:	MONTHLY-RANGED-SALARY Fire Captain Range A \$3794.00 to \$4793.00 Range B \$4164.00 to \$5284.00
Employment Type:	Permanent Full-time Limited Term Full-time
Exam Type:	Statewide

INTRODUCTION

The examination will be open from 9:00 AM, September 15, 2015 through 5:00 PM, October 12, 2015.

EEO

An equal opportunity employer to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation.

DRUG FREE STATEMENT

It is an objective of the State of California to achieve a drug-free state work place. Any applicant for State employment will be expected to behave in accordance with this objective, because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

WHO SHOULD APPLY?

Open Candidates

Applicants who meet the minimum qualifications as stated on this bulletin may apply for and take this Training and Experience Examination at any time.

Promotional Candidates

Applicants who meet the minimum qualifications must meet one of the following requirements to apply on a **promotional** basis:

1. Applicants must have a permanent civil service appointment with the Department of Forestry and Fire Protection as of their exam date, in order to participate in this examination; or
2. Must be a current or former employee of the Legislature for two or more consecutive years as defined in Government Code Section 18990; or
3. Must be a current or former non-elected exempt employee of the Executive Branch for two or more consecutive years as defined in Government Code Section 18992; or
4. Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code Section 18991.

Once you have taken the examination, you may not retake it for six (6) months.

FILING INSTRUCTIONS

Current Filing Period: 9:00 AM September 15, 2015 through 5:00 PM October 12, 2015

Testing is considered continuous as examination dates may open and close at any time. Candidates must complete the application process and meet the requirements to take the online examination. Applicants will respond to questions to determine if they meet the minimum qualifications. An immediate minimum qualification determination will be made by the online system. If an applicant qualifies, he/she will be allowed to continue on to the examination.

DO NOT SUBMIT AN EXAMINATION/EMPLOYMENT APPLICATION (STD 678) TO THE DEPARTMENT OF FORESTRY AND FIRE PROTECTION OR THE CALIFORNIA DEPARTMENT OF HUMAN RESOURCES. THE APPLICATION FOR THE FIRE CAPTAIN EXAMINATION IS COMPLETED DURING THE ONLINE INTERNET APPLICATION PROCESS.

Where to Apply: Online

RECRUITMENT SURVEY

As part of the application process, please follow [this web link](#) to complete a recruitment survey. If you are viewing this in paper form, visit the following website at:

http://calfire.ca.gov/about/about_careers_exams.php.

SALARY INFORMATION

Fire Captain

Range A: \$3794 - \$4793

Range B: \$4164 - \$5284

Range A: This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B: This range shall apply to incumbents who are responsible on a regular basis for carrying out a specified work and training program during the workday including: planning and controlling work assignments in the areas of fire suppression, resource management, vocational shop construction and maintenance, and other emergency-related activities, for adult state and county inmates, county and youth authority wards and/or California Conservation Corps crew members in conservation camps, fire centers, or camp/center training facilities; and who possess a California driver's license valid for operation of any bus designed to carry more than 15 passengers, any single vehicle with three or more axles, or any such vehicle towing another vehicle weighing less than 6,000 pounds gross.

Upon movement from Range A to Range B, a permanent or probationary employee shall receive a new rate in Range B that is two steps or 10% above the rate received as Fire Captain, Range A and shall retain his/her salary anniversary date.

Upon movement from Range B to Range A, a permanent or probationary employee shall receive a new rate in Range A that is two steps or 10% below the rate received as Fire Captain, Range B and shall retain his/her salary anniversary date.

Upon movement of a permanent or probationary employee to another classification in State service, the employee's new salary rate will be adjusted from the rate of pay received at the time of the change in classification.

Upon promotion of a permanent or probationary Fire Apparatus Engineer to Fire Captain, Range B, the employee shall receive a minimum increase in pay of three steps (approximately 15%).

ELIGIBLE LIST INFORMATION

Two merged eligible lists will be established by the California Department of Human Resources for use by the Department of Forestry and Fire Protection: Fire Captain open and Fire Captain promotional. The names of successful competitors will be merged onto the appropriate eligible list(s) in order of final scores, regardless of test date.

Eligibility expires 12 months after it is established. Competitors must then retake the Training and Experience Examination to reestablish eligibility.

Once you have taken the Training and Experience Examination, you may not retake it for six (6) months.

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

All applicants must meet the education and /or experience requirements as stated on this examination bulletin as of the date the test is taken.

MINIMUM QUALIFICATIONS

Possession of a valid driver license of the appropriate class issued by the Department of Motor Vehicles. (Applicants who do not possess the license will be admitted to the examination but must secure the license prior to appointment.) **and**

EITHER I

Experience: Thirty-six months of full-time experience in the California state service performing the duties of a Fire Apparatus Engineer or Fire Apparatus Engineer (Paramedic) and successful completion of the corresponding California Fire Fighter Joint Apprenticeship Committee Program. (Applicants who are within six months of satisfying the experience requirement will be admitted to the examination but must successfully complete the apprenticeship program before appointment.) **or**

Experience: Thirty-six months of full-time experience in the California state service performing the duties of a Fire Apparatus Engineer with an appointment to the class prior to the initiation of the California Fire Fighter Joint Apprenticeship Committee Program on July 1, 1983. **or**

Experience: Applicants who gained employment with the California Department of Forestry and Fire Protection by Board Resolution may compete if they have thirty-six months of full-time experience as a Fire Apparatus Engineer or Fire Apparatus Engineer (Paramedic) but must successfully complete the apprenticeship program before appointment or receive SubJAC certification of journey level status. [Experience with the California Department of Forestry and Fire Protection may be combined with prior Fire Apparatus Engineer or Fire Apparatus Engineer (Paramedic) experience to meet this requirement.]

(Applicants who are within six months of satisfying the experience requirement will be admitted to the examination but must successfully complete the apprenticeship program before appointment or receive SubJAC certification of journey level status.)

OR II

Experience: Forty-eight months of full-time experience in the California state service performing the duties of a Fire Apparatus Engineer or Fire Apparatus Engineer (Paramedic). (Applicants who are within six months of satisfying the experience requirement will be admitted to the examination but must complete the experience requirement prior to appointment.)

OR III

Experience: Twenty-four months of experience as a full-time paid Company Officer leading an engine company (or equivalent) at a level of responsibility equivalent to that of a Fire Captain. (Applicants who are within six months of satisfying the experience requirement will be admitted to the examination but must complete the experience requirement prior to appointment.)

OR IV

Experience: Forty-eight months of experience as a full-time paid employee of a fire department supervising or leading a hand crew, such as an Incident Command System Type I or II Crew, at a level of responsibility equivalent to that of a Fire Captain. (Applicants who are within six months of satisfying the experience requirement will be admitted to the examination but must complete the experience requirement prior to appointment.)

POSITION DESCRIPTION

A **Fire Captain**, under direction, supervises the work of an engine company(s) and hand crew(s), and shares in the management of a fire station including the maintenance of emergency apparatus and equipment; or performs full-time duties in one of the following specialty assignments: (1) peace officer/fire prevention duties within a unit; (2) dispatcher; (3) assistant air attack program coordinator; (4) helitack captain; (5) supervising crews in conservation camps and fire centers, and operates crew carrying vehicles and fire apparatus; (6) instructor at the CAL FIRE Fire Academy and other training assignments; and does other related work.

Individuals assigned to specialist duties may be required to develop additional knowledge and special abilities as appropriate.

EXAMINATION INFORMATION

Online Training and Experience Examination - Weighted 100%

The sole component of the Fire Captain examination is an online Training and Experience Examination. To obtain a position on the eligible list, a minimum score of 70% must be attained. An applicant will receive his/her score upon completion of the Training and Experience Examination.

In addition to evaluating the competitor's relative abilities as demonstrated by quality and breadth of experience, emphasis in the Training and Experience Examination will be on measuring competitively, relative to job demands, each competitor's Knowledge and Abilities, as stated on this bulletin.

KNOWLEDGE AND ABILITIES

Knowledge of:

1. Wildland-urban interface strategies and tactics for structure protection.
2. Strategies and tactics (e.g., indirect, direct, combination) used to suppress various types of fires (e.g., vehicle, structure, wildland).
3. Safety precautions and use of personal protective equipment to provide protection from communicable diseases.
4. Fuel, weather, and topography as they relate to wildland fire behavior.
5. Basic Life Support (BLS) airway adjuncts and techniques as used on patients in respiratory distress.
6. Accepted command systems (e.g., Incident Command System, National Incident Management System) for proper incident organization and structure.

7. Principles of effectively directing and training personnel in fire protection, emergencies, and conservation efforts.
8. Proper ladder use in emergency incidents and non-emergency activities.
9. Extinguishing agents (e.g., water, foam, dry chemicals, Halon, gel) and their appropriate use in fire suppression.
10. Radio call plans to effectively utilize communication devices.
11. Hazardous material incident operations to analyze situations and determine the appropriate response (e.g., isolate and deny entry, turn off a valve, dike or dam the flow).

Ability to:

1. Safely coordinate operations on the ground with air resources to maximize effective use of available resources.
2. Recognize the characteristics of extreme fire behavior to ensure firefighter safety.
3. Read and interpret road maps, street signs, reference manuals, training materials, policies, procedures, reports, and correspondence.
4. Prioritize, schedule, and assign employee work assignments in order to accomplish daily duties and activities.
5. Manage emergency incidents in a manner consistent with laws, policies, various agency agreements, and established procedures.
6. Drive and safely operate emergency equipment (e.g., utility vehicles, fire apparatus, crew buses) through adverse conditions (e.g., mountainous/rough terrain, heavy traffic, long drives, poor visibility).
7. Develop and maintain constructive and cooperative working relationships.
8. Create and maintain a healthy work environment that is free of discrimination and harassment.
9. Lead a fire suppression crew during emergency incidents and work projects.
10. Assign, direct, track, and evaluate operational resources and their effectiveness.
11. Prepare clear and concise reports (e.g., fire, monthly budgets, personnel).
12. Locate and determine the origin and cause of fires.
13. Operate hoses and/or fire extinguishers to suppress and extinguish fire.

VETERANS PREFERENCE

Will be awarded in this examination, pursuant to Government Code Section 18973.1, effective January 1, 2014, as follows: 1) any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for veterans' preference, 2) An entrance examination is defined, under the law, as any open competitive examination, 3) Veterans' Preference is not granted once a person achieves permanent civil service status.

CAREER CREDITS

Career Credits will not be added to the final score for this exam, because it does not meet the requirements to qualify for Career Credits.

(See "General Information" on this bulletin for information regarding career credits)

PERSONAL CHARACTERISTICS

Demonstrated good judgment in emergency situations; willingness to live and work in isolated areas away from population centers and to work on weekends and holidays; willingness to remain on duty 24 hours a day as required; emotional stability; demonstrated leadership ability; high standards of morals and speech; satisfactory record as a law-abiding citizen; sympathetic understanding of inmate rehabilitation programs; visual acuity; color vision; hearing adequate to successfully perform the job; normal use of both hands and both feet; physical strength and agility; and no more than mildly susceptible to poison oak.

ADDITIONAL DESIRABLE QUALIFICATIONS

Education equivalent to completion of the twelfth grade.

SPECIAL REQUIREMENTS

Possession of a valid driver license of the appropriate class issued by the Department of Motor Vehicles is a condition of continued employment.

Certain positions in this classification require peace officer status as a condition of appointment and continued employment. The felony, background, citizenship, age, and education requirements apply only to those positions designated as peace officers within this class.

Felony Disqualification

Existing law provides that persons convicted of a felony are disqualified from employment as peace officers. Such persons are not eligible to compete for, or be appointed to, positions in this class. This felony disqualification applies only to those positions designated as peace officers within this class.

Citizenship Requirement

Pursuant to Government Code Section 1031 (a), in order to be a peace officer, a person must be either a U.S. Citizen or be a permanent resident alien who is eligible for and has applied for U.S. Citizenship. Any permanent resident alien who is employed as a peace officer shall be disqualified from holding that position if his/her application for citizenship is denied.

JOINT APPRENTICESHIP COMMITTEE PROGRAM

Eligibles selected for positions in this classification are placed in an apprenticeship program. Continued employment is conditional upon successful completion of the Fire Fighter and Company Officer Academies which are conducted at the Department of Forestry and Fire Protection (CAL FIRE) Academy.

BACKGROUND INVESTIGATION INFORMATION

Candidates selected for a permanent or limited-term appointment will be required to complete a Background Certification Statement regarding criminal convictions. A criminal conviction may preclude a candidate from employment; however, appointment commitments will be determined on a case-by-case basis.

MEDICAL EXAMINATION

A medical examination is conducted prior to appointment. Tests include a basic clinical examination, including medical history, visual acuity test, audiometry, pulmonary function test, and other tests as may be determined necessary. Any limitation which restricts a person from safely performing the duties of the position may constitute basis for removal of the candidate's name from the eligible list.

CANDIDATE PHYSICAL ABILITY TEST

Prior to appointment, candidates will be required to successfully pass a Candidate Physical Ability Test (CPAT) administered by the California Fire Fighter Joint Apprenticeship Committee (CFF JAC).

CONTACT INFORMATION

Department of Forestry and Fire Protection
P.O. Box 944246
Sacramento, CA 94244-2460
(916) 445-7824

TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device

1 (800) 735-2929 (TT/TDD) 1 (800) 735-2922 (Voice)

STS is Speech-to-Speech Service for persons with a speech disability and is reachable at
1 (800) 854-7784 (California) or 1 (800) 947-8642 (Nationwide)

GENERAL INFORMATION

If you meet the requirements stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The Department of Forestry and Fire Protection reserves the right to revise the examination plan to better meet the needs of the service, if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the classification. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) Departmental promotional, 3) multi-Departmental promotional, 4) service-wide promotional, 5) Departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

Promotional Examinations Only: Competition is limited to employees who have a permanent civil service appointment. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board Rules 233, 234, 235, 235.2, and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at Departmental personnel offices, at the State Personnel Board office, or www.jobs.ca.gov.

Veterans' Preference: Will be awarded in this examination, pursuant to Government Code Section 18973.1, effective January 1, 2014, as follows: 1) Any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for veteran's preference, 2) An entrance examination is defined, under the law, as any open competitive examination, 3) Veterans Preference is not granted once a person achieves permanent civil service status. "Permanent State civil service status" means the status of an employee who is lawfully retained in his/her position after completion of the applicable probationary period. This includes permanent intermittent, part-time, and full-time appointments. In addition, individuals who at any time achieved permanent State civil service status and subsequently resigned, or were dismissed from State civil service are not eligible to receive Veterans' Preference Points. Veteran status is verified by the State Personnel Board (SPB). Directions to apply for Veterans' Preference Points are on the Veterans' Preference Application (STD. Form 1093), which is available at www.jobs.ca.gov or the Department of Veterans Affairs.

Career Credits: In open, non promotional examinations, career credits are granted to: 1) State employees with permanent civil service status, 2) full-time employees of the State who are exempt from State civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirement specified by the Board and have 12 consecutive months of service in an exempt position, and 3) individuals who have served one full year in, or are graduates of, the California Conservation Corps (eligibility shall expire 24 months after graduation from the California Conservation Corps). Three points are added to the final test score of those candidates who meet the above criteria, and who are successful in the examination. Such examinations cannot be for managerial positions described in Government Code Section 3513. Competitors not currently employed in State civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their service status in the appropriate section of the Examination/Employment Application. (STD. 678).

Felony Disqualification: You are disqualified from being employed as a peace officer if: 1) you have been convicted of a felony in California or any other State; 2) you have been convicted of any offense in any other State which would have been a felony if committed in California; 3) you have been charged with a felony and adjudged by a superior court to be mentally incompetent; 4) you have been adjudged addicted or in danger of becoming addicted to narcotics, convicted, and committed to a State institution. If you have been convicted of a felony, you may be allowed to participate in this examination if your conviction(s): 1) has/have been sealed under Penal Code Section 851.7, 851.8, 1203.45, or Health and Safety Code Section 11361.5; 2) has/have been expunged or is/are expugnable pursuant to Health and Safety Code Section 11361.5 regarding marijuana offenses; 3) was/were stipulated or designated to be a lesser included offense of marijuana possession under Health and Safety Code Section 11557 or 11366.

Confidentiality and Security: Pursuant to Government Code Sections 19680(c) and 19681(b) it is unlawful to copy and/or furnish confidential examination material for the purpose of either improving or injuring the chances of any person or to obtain examination questions or other examination material before, during, or after an examination. Every person violating these provisions is guilty of a misdemeanor, and adverse action will be pursued. This may result in the person being barred from competition in future examinations, withheld from certification lists, or cancellation of eligibility for employment in State civil service.

FILING INSTRUCTIONS

Final Filing Date: Continuous

Filing Period: Your examination results are valid for twelve (12) months. You may retake this examination after six (6) months.

Where to Apply: Click the link at the bottom of this bulletin.

By clicking the link below, you will be directed to the Training and Experience Evaluation. Upon completion, the Evaluation will be instantly scored.

[Click here to go to the Training and Experience Evaluation.](#)