



FIREFIGHTER I Job Specifications

DIVISION:	Operation
FLSA STATUS:	Non-Exempt (Sworn Safety)
REPORTS TO:	On-duty Fire Captain
SUPERVISION:	Receives supervision from supervisory personnel designated by the appointing authority. Exercises no supervision.
LOCATION:	Assigned Fire Station
HOURS:	The position generally works a 56-hour work week. This position may be required to work a 40 hour work week in a staff position and may be forced to work overtime as the need arises.

GENERAL SUMMARY

Under close supervision, performs firefighting, suppression, rescue, and EMS duties; participates in classroom training and related activities as provided by the District.

DISTINGUISHING CHARACTERISTICS

Firefighter I (FFI) is a job classification for qualified candidates to learn the duties of this position in the District. Incumbents of this class undergo a formal, comprehensive training program. Upon successful completion of the NCFPD FFI academy and probationary requirements as an FFI, the employee will flex to the Firefighter II job classification. Failure to successfully complete the FFI academy or probationary requirements will be cause for termination.

ESSENTIAL DUTIES

(May include, but are not limited to, the following:)

Responds to emergency incidents, to include but not limited to fire, rescue, and EMS emergencies.

Attends scheduled training sessions; learns principles and practices of firefighting, personal safety, and rescue techniques.

Participates in drills using proper firefighting methods and techniques; learns how to lay and connect fire hose.

Learns to inspect fire hydrants, test fire alarms, and perform fire prevention inspections.

Receives training in the proper handling of hazardous materials for public safety and personal protection.

Receives training in the proper use and maintenance of fire related apparatus, equipment, tools and facilities.

Receives training in physical fitness techniques.

Participates in drills and training sessions in first aid and firefighting techniques.

Participates in hydrant inspections.

Conducts fire prevention inspections and tests fire protection equipment.

Performs assigned duties in inspecting, maintaining, and cleaning apparatus, equipment, fire station, and grounds.

Performs other related duties as required/assigned.

CORE VALUES

Integrity, Respect, Trust, Commitment, Community Compassion, Professionalism. The employee is one who seeks to be the best, is tolerant of the mistakes of others, is a team-player, treats all others with respect, does not make excuses for his or her own mistakes, and abides by the rules, regulations, policies, and laws which govern our behavior and performance.

PHYSICAL REQUIREMENTS

The physical requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

	0 – 24%	25 – 49%	50 – 74%	75 – 100%
Seeing: must be able to read a computer screen and paper documents; must meet DMV vision requirements for Class C license.				X
Hearing: must be able to hear sufficiently to communicate in person and over the telephone with customers, coworkers, and community contacts.			X	
Standing/Walking			X	
Climbing heights of 100+ feet on ladder			X	

Stooping/Kneeling			X	
Lifting/Pulling/Pushing			X	
Fingering/Grasping/Feeling: must be able to write, type, use phone system, pull and handle hose and all apparatus required for fire-fighting.				X

- ◆ Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.
- ◆ The employee must regularly lift and/or move up to 50 pounds and occasionally lift and/or move up to 100 pounds.
- ◆ See Firefighter I Task Book for additional details on essential duties and corresponding physical requirements of the position.

Must continue to be able to meet pre-appointment and subsequent periodic medical examinations to determine fitness for continued performance of the duties of the position.

Must maintain physical capabilities, requirements, duties and responsibilities of the position.

Must be able to participate in District mandated Physical Fitness Program.

SAFETY COMPLIANCE

Safety is an integral part of our business and the responsibility for safety extends to every employee. Your responsibility toward safety at the workplace includes, but is not limited to:

Proactive involvement in the District’s Safety Program, including compliance with all rules and regulations.

Use safe work practices while performing all duties.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The position functions both indoors in a controlled office environment and outdoors with exposure to inclement weather.

This position is designated as mission essential during inclement weather, fire, hazardous duty and other emergency operations.

The noise level in the work environment can be excessive and may result in hearing loss and impairment.

Work hours can be irregular, unpredicted and lengthy.

Local travel is required.

Participate in occasional travel for the purpose of obtaining specialized training and other fire and emergency services duties.

MINIMUM QUALIFICATIONS

The following are minimum qualifications. Additions or modifications to the MQ's may be defined in a specific job announcement, with the intent to recruit candidates to attain a reasonable applicant pool.

Education and/or Experience:

Must have: High School/GED.

AND

Successful completion of a basic California State Fire Marshal Firefighter 1 Academy through an Accredited Regional Training Program (ARTP). The academy curriculum must consist of a minimum of 700 academic hours.

Must possess a current Emergency Medical Technician (EMT) certification by appointment.

Must possess a current CPAT card at time of application.

Must be at least 20 years of age at time of appointment.

DESIRED QUALIFICATIONS

Certificates:

- Fire Control 3A: Structural Firefighting in Acquired Structures or Fire
- Control 3B: Structural Firefighting in Live Fire Simulators
- Confined Space Rescue Awareness
- Hazardous Materials First Responder Operational Level
- Vehicle Extrication
- Low Angle Rope Rescue Operational
- Firefighter Survival
- I-100: Introduction to Incident Command System
- I-200: Basic ICS
- S-190: Introduction to Wildland Fire Behavior

Knowledge of:

Emergency Medical Technician (EMT) techniques. Basic mathematical, science and problem solving skills. Uniform fire code for inspection purposes.

Computers and related software.

Geography of the DISTRICT.

Ability to:

Learn firefighting techniques and methods.

Perform prolonged and arduous tasks under adverse conditions.

Read and interpret technical documents.

Understand and follow written and oral instructions.

Perform strenuous physical activities.

Develop and maintain a strong work ethic and positive attitude.

Uphold and support District policies, rules and regulations, and mission.

Maintain effective working relationships with fellow employees and the public.

Learn the geography of the District and surrounding areas, including the streets system, hydrant locations, the layout and location of public utilities and potentially hazardous materials or substances.

Write and speak clearly and distinctly.

CONDITIONS OF EMPLOYMENT

Successfully complete a probationary period as defined in the District's Administrative Manual;

Probationary Employees: All probationary employees must be evaluated by their supervisor during probation. All 56-hour employees shall complete 2,912 regular time hours of evaluation, complete twelve (12) written probationary evaluation, and successfully complete NCFPD Firefighter I task book while on probation.

The Probationary Firefighter I who has successfully completed all requirements described in the Firefighter I [Job Specifications](#), will be automatically flexed to the job classification of Firefighter II. Probationary employees are At-Will employees until which time they become permanent. A Firefighter I appointed to a Firefighter II will become a permanent employee once the candidate satisfactorily completes the probationary requirements for the Firefighter II job classification.

This position requires the ability to read, write, speak and understand the English language at a level adequate to perform the job.

Must be able to obtain and maintain a current, valid State of California motor vehicle operator license, and firefighter endorsement.

May be required to pass a pre-employment drug screening and/or subsequent screening over the course of employment.

Must remain clean-shaven to insure integrity of mask fit for breathing apparatus.

Must be willing to work 40-hour workweek or 24-hour rotating shifts on a 56-hour workweek.

This position requires that the individual pass a live scan background.

This position requires the individual to wear a Fire District uniform.

This position requires the individual to successfully complete an annual job performance evaluation.

Must possess and maintain a current Emergency Medical Technician (EMT) certification issued by the State of California through the Central California EMS Agency (CCEMSA) throughout this job classification.

Must possess and maintain a current Cardio-Pulmonary Resuscitation (CPR) card - American Heart Association, Healthcare Provider or Red Cross-Professional Rescuer or equivalent that meets American Heart Association Standards.

NOTE: The Fire Chief reserves the right to alter the minimum qualifications (MQs) if it becomes necessary to attain a reasonable applicant pool.

Special Requirements:

Vaccinations: If the North Central Fire Protection District declares that vaccination(s) for any declared health hazard is required for the immediate protection of the public peace, health, and safety for the following reasons: According to the Center for Disease Control, and/or the Fresno County Department of Public Health, determines existing conditions pose a significant public health risk. The District must provide a safe and healthy workplace, consistent with public health guidance and/or legal requirements, to protect its employees and the public as it continues to provide services. All Employees shall have the right to petition for a medical or religious exemption to be evaluated on a case-by-case basis, consistent with District procedures for reasonable accommodation requests. Documentation prescribed by the District shall be required.

Tobacco Product Use: Employees will not smoke, vape (electronic cigarette or similar device), or use any tobacco product while on duty or representing the District. Employees shall sign an agreement acknowledging that they have read and understood these requirements. Said understanding will be maintained in the employee's personnel file and/or the District's software database.

Residency Requirement: A Firefighter I, within one year of employment, must establish and maintain residency within 45 driving miles of the North Central Fire Protection District jurisdictional boundaries, throughout employment with the District.

NOTE: Probationary employees are At-Will employees until which time they become permanent. Permanent appointment means one who has been appointed from an eligible list and has satisfactorily completed the probationary requirements and possess all Minimum Qualifications described above.

ACKNOWLEDGEMENT

I have read and understand and agree to the responsibilities and requirements of the job. I further understand that the duties and responsibilities herein describe the general nature of the job and are subject to change or modification with or without notice by the District as the needs of the District requirements of the job change. A supervisor may add, delete, assign, transfer or alter duties as necessary or deemed appropriate.

Employee Name: _____ Signature _____ Date _____

Supervisor Name: _____ Signature _____ Date _____

APPROVED: _____ DATE: _____
FIRE CHIEF

Original TVH:aaf 10/01/18
Revised TVH:aaf 08/13/19
Revised TVH:aaf 04/09/20
Revised TVH:aaf 10/07/20
Revised TVH:aaf 01/11/21
Revised TVH:aaf 08/01/22
Revised TVH:aaf 09/13//22
Revised TVH:BGB:aaf 03/18/24