

EXHIBIT E



CLASS SPECIFICATION

CLASS TITLE: Firefighter

DEFINITION

Under general supervision a Firefighter responds to fire alarms, emergency medical and other calls and takes appropriate action in the protection of life and property; operates and maintains vehicles, apparatus, equipment and stations; conducts business safety inspections and teaches fire safety to public; and performs various support assignments in addition to normal emergency response activities.

DISTINGUISHING CHARACTERISTICS:

The Firefighter class is a multiple incumbent classification. This is a working level class in the fire service, responsible for performing all duties required to effectively participate in a wide range of emergency and rescue activities, including emergency medical services, fire suppression, extrication, heavy rescue and hazardous materials. The Firefighter is distinguished from the Firefighter/Paramedic classification in that the latter is fully qualified to perform advanced life support services in addition to firefighting activities.

When authorized vacancies exist, and there is a Departmental need, Firefighter incumbents may advance to Firefighter/Paramedic upon attainment of the minimum qualifications for the higher level classification, documented satisfactory job performance, and recommendation of the employee's supervisor.

SUPERVISION RECEIVED AND EXERCISED

General supervision is provided by a Fire Captain.

EXAMPLE OF DUTIES

Duties may include, but are not limited to the following:

- Responding to and performing skilled tasks at the scene of emergency calls including: fire suppression, medical assistance, rescues, hazard identification, hazardous materials incidents, public assistance and service.
- Safely driving and operating fire apparatus, vehicles and equipment; making reports on the operation of various fire equipment.
- Participating in a wide range of emergency and rescue activities including emergency medical services, extrication, heavy rescue, hazardous materials and others; operating various forms of communications equipment.
- Prepare and/or assist in a completion of various reports and maintain records related to daily activities and incidents, engine company training, fire prevention activities, timekeeping, shift personnel certification and records, and equipment and grounds maintenance.
- Maintaining, inspecting and repairing fire stations and fire grounds, emergency and support vehicles, apparatus and equipment.

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- Participating in public education classes and demonstrations, which may include teaching fire safety, CPR and other related classes.
- Participating in proficiency training to develop and maintain job skills.
- Performing emergency medical procedures and assisting Firefighter/Paramedics in advanced life support emergency medical care.
- May assist in the investigation of fire causes and the preservation of evidence when a fire is of a suspicious origin; prepares reports and may testify in court as to the findings.
- Assisting in making residential, commercial and industrial inspections to cover and eliminate potential fire hazards and gain compliance with federal, state and local laws, codes and ordinances.
- May act as Fire Captain.
- Other related duties may also be performed; not all duties listed are necessarily performed by each individual holding this classification.

QUALIFICATIONS

Knowledge of:

- General fire department operations, such as rescue, firefighting, radio communications, Incident Command System, fire protection equipment and systems, fire behavior, hazardous materials and water systems.
- Applicable federal, state, local and department laws, regulations, standards, policies, procedures, forms, programs and processes.
- Procedures for maintenance and repair of vehicles, apparatus, equipment.
- Emergency medical procedures and techniques as prescribed in the State of California Emergency Medical Technician curriculum.
- Correct English grammar, spelling, punctuation.
- Basic mathematics;
- Principles of fire behavior and hazardous materials;
- Safety practices and procedures.

Ability to:

- React quickly and calmly to emergency situations;
- Perform emergency techniques and procedures;
- Perform rescues;
- Operate, maintain, inspect and repair vehicles, apparatus, equipment;
- Clean and maintain fire station and grounds;
- Conduct fire inspections;
- Teach classes and participate in public education demonstrations and activities;
- Write comprehensive reports and maintain accurate records;
- Deal effectively with those contacted in the course of work;
- Learn local conditions, locations and regulations;
- Operate computer;
- Understand and follow department rules and regulations;
- Understand and follow oral and written directions;
- Work effectively as a team member.

Education and Experience:

Any combination of education, experience, and training that would provide the best qualified candidates. A typical way to obtain the knowledge, skills, and abilities would be:

Experience: None. Firefighting experience is desirable.

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Education: Equivalent to a high school diploma. Some college level fire science course work is desirable.

Special Requirements:

State of California as a Firefighter I or Graduation from a California State accredited Firefighter 1 Academy Emergency Medical Technician (EMT) certification is required.

Incumbents must also successfully complete the local Emergency Medical Technician (EMT) Certification process by completion of the probationary period.

Possession at time of hire and continued maintenance of a valid California Class C Driver's License is required. Must be able to obtain and maintain the appropriate Firefighter endorsement issued by the California DMV within twenty-four (24) months from date of hire.

Working Conditions/Physical Requirements:

Incumbents must work variable shifts and overtime as required.

The firefighting tasks listed below are performed while wearing a personal protective ensemble that is encapsulating and insulated, which will result in significant fluid loss that frequently progresses to clinical dehydration and can elevate core temperature to levels exceeding 102.2°F, and self-contained breathing apparatus (SCBA), which includes a demand valve-type positive-pressure facepiece or HEPA filter mask, which requires the ability to tolerate increased respiratory workloads, weighing at least 50 lb. or more and carrying equipment/tools weighing an additional 20 to 40 lb. Perform firefighting tasks (e.g., hoseline operations, extensive crawling, lifting and carrying heavy objects, ventilating roofs or walls using power or hand tools, forcible entry), rescue operations, and other emergency response actions under stressful conditions including working in extremely hot or cold environments for prolonged time periods. Search, find, and rescue-drag or carry victims ranging from newborns to adults weighing over 200 lb. to safety despite hazardous conditions and low visibility. Advance water-filled hoselines up to 2 1/2 in. in diameter from fire apparatus to occupancy [approximately 150 ft.], which can involve negotiating multiple flights of stairs, ladders, and other obstacles. Climb ladders, operate from heights, walk or crawl in the dark along narrow and uneven surfaces that might be wet or icy, and operate in proximity to electrical power lines or other hazards. Be exposed to toxic fumes, irritants, particulates, biological (infectious) and non-biological hazards, and/or heated gases, despite the use of personal protective ensembles and SCBA. Climb four or more flights of stairs.

Perform critical, time-sensitive, complex problem solving during physical exertion in stressful, hazardous environments, including hot, dark, tightly enclosed spaces that is further aggravated by fatigue, flashing lights, sirens, and other distractions. Perform unpredictable emergency requirements for prolonged periods of extreme physical exertion without benefit of warm-up, scheduled rest periods, meals, access to medication(s). Operate fire apparatus or other vehicles in an emergency mode with emergency lights and sirens. Communicate (give and comprehend verbal orders) under conditions of high background noise, poor visibility, and drenching from hoselines and/or fixed protection systems (sprinklers). Function as an integral component of a team, where sudden incapacitation of a member can result in mission failure or in risk of injury or death to civilians or other team members.

Employment Type: Full-Time Classified

Bargaining Unit: NCFCA

FLSA Status: Non-Exempt

Established: January 1, 2001

Revised: December 27, 2006, September 3, 2013, February 17, 2015, October 18, 2016, June 19, 2018, TBD