

## FIRE ACADEMY RECRUIT

### Definition

Fire Academy Recruit is a training-level classification. Incumbents must attend a State accredited Academy and successfully complete a course of study as a qualification for consideration for appointment to the class of Firefighter or Firefighter/Paramedic. Incumbents undergo a formal training program in the Academy where they receive basic training in fire fighting methods, equipment, operation, medical aid, and physical fitness to learn the mechanics and technical aspects of firefighting and emergency medical services.

### Class Characteristics

Incumbency in this class is limited to the duration of the individual's attendance at the Fire Academy. Following graduation from the Fire Academy, incumbents become eligible for possible appointment to the class of Firefighter or Firefighter/Paramedic. Graduation from the Fire Academy requires an acceptable level of competency in all academy subjects. Competency shall be demonstrated by passing all examinations, including evaluations of manipulative skills. Class specifications are not intended to reflect all duties performed within the job.

Positions in this class are distinguished by their non-sworn status with no safety officer powers. Incumbents' benefits are limited to sick leave in accordance with AB 1522 and access to health insurance plans, dental and vision. The public safety retirement benefit begins when Recruits successfully complete the academy and are hired as a Firefighter or Firefighter/Paramedic. Incumbent's will be on a 40 hour work week.

### Knowledge, Skills, and Abilities

Ability to:

- Read and understand written material which may be of a complex and technical nature
- Understand oral presentations and to follow oral directions
- Communicate clearly both orally and in writing
- Work cooperatively with others and to work as a member of an organized team
- Understand and follow directions
- Work at height on ladders, elevating devices and structures
- Work in confined spaces and low visibility conditions
- Do prolonged, arduous work under hazardous conditions while wearing required protective equipment and clothing
- Learn the use of specialized tools and equipment

### Typical Tasks

- Attend and participate in classroom training and manipulative exercises and drills
- Studies and completes homework assignments
- Takes periodic quizzes and examinations

**CITY OF PINOLE**  
**Fire Academy Recruit**

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- Operates tools and equipment to learn and demonstrate proficiency
- Takes periodic manipulative performance examinations
- Participates in physical fitness program defined by the Fire Academy
- Responsible for successful completion of all assigned training and must demonstrate an acceptable level of competence in all aspects of the training.

**Minimum Qualifications**

**License Required:** Possession of (1) A valid California Motor Vehicle Operator's License; and (2) a valid California Emergency Medical Technician-1 (EMT-1) certificate or a valid California Emergency Medical Technician – Paramedic (EMT-P) license. State of California approved EMT-1 and EMT-P training programs can be found at the California Emergency Medical Services Authority website.

**Education:** Possession of a high school diploma, G.E.D. equivalency or high school proficiency certificate.

**Special Requirements:**

**Age:** At least 18 years of age on the date of application.

**National Fire Protection Association (NFPA) 1500 program:** Must remain in compliance with all medical requirements of the NFPA 1500 program.

**Respiratory Protective Equipment:** Work in this classification requires wearing respiratory protective equipment at times. Facial hair must be shaven if it interferes with the safe fitting of respiratory protective equipment.

**Medical Examination / Drug Test:** If considered for appointment, candidates must pass a medical examination and a drug test.

**Background:** If considered for appointment, candidates must pass a background investigation, which includes a criminal history check, fingerprinting, and polygraph test.

Upon successful completion of the Fire Academy, the Recruit becomes eligible for possible appointment to the class of Firefighter or Firefighter/Paramedic. Failure to complete the Academy successfully will be cause for termination. Employment in the Recruit classification is by temporary appointment only. Time spent in the Recruit classification will not count towards satisfaction of any probationary period in any regular City classification or when calculating seniority.

If appointed to the classification of Firefighter/Paramedic, the individual appointed will be required to obtain certification as a Paramedic by the Pinole Fire Department Accreditation process, through the Local EMS Agency. Failure to obtain Local EMS Agency certification will result in release from the Firefighter/Paramedic classification.