THE POSITION:
The Firefighter Recruit shall be appointed in a temporary status for a period not to exceed 6 months. The Firefighter Recruit works under close supervision in a learning capacity and shall be required to enter into an apprenticeship agreement upon appointment as a Kern County Firefighter Recruit. Upon successful completion of the Basic Fire Training Academy, the Recruit shall meet all of the qualifications for appointment as a probationary Firefighter or be terminated from the apprenticeship program.

SALARY: $1512.09 flat biweekly.

MINIMUM AGE: Applicants must have reached their 18\textsuperscript{th} birthday by the application filing deadline.

QUALIFICATIONS: Graduation from high school or satisfactory completion of G.E.D. test. (Proof of G.E.D. must be submitted on or before the final filing deadline.) Possession of a valid California Class C Driver's License. As a condition of employment, the appointee shall adhere to the Kern County Fire Department's Administrative Policy 104.40, Grooming Standards and 108.70, Tobacco Use Policy during his or her tenure with the Kern County Fire Department. (Please refer to the Fire Department's website at www.kerncountyfire.org for further information.)

ESSENTIAL FUNCTIONS:
• Participate in an approved basic firefighter training program, and attend scheduled drills and classes.
• Participate in a physical fitness program and meet departmental fitness standards.
• Perform a variety of work assignments under close supervision including emergency operations, fire prevention, public education, and Fire Department administrative functions, policies and procedures.
• Assist in maintaining and caring for fire apparatus, equipment and training grounds.
• Participate in any other related and supplemental training.

Note: Incumbents must have the ability to perform the Essential Functions of the job.

Applicants must attain at least a 70% score on each phase of the examination process.
**EXAMINATION PROCESS:**
The Firefighter Recruit examination will establish an eligible list from which appointments will be made as needed at the Kern County Fire Department.

Admittance to each phase of the examination will require a government issued photograph identification. Applicants who are unable to present proper identification must make arrangements with the personnel department prior to the scheduled exam date.

Following an offer of employment, you may be required to submit to a drug screening test at county expense. A thorough background investigation may be completed by the Fire Department.

**WRITTEN EXAM (Qualifying Only):** The Firefighter Recruit position is a trainee position and there are no questions on the written exam which require any prior firefighting knowledge. The written exam was developed by the Kern County Personnel Department and is designed to measure some of the critical knowledge, skills and abilities required for successful on-the-job training and performance. Written exam questions cover a wide range of topics which may include basic mathematical principles and calculation; reading and applying information from written materials; mechanical aptitude; recalling information from audio and/or visual material; and reading and applying information from maps, tables and graphs. All of the questions on the written exam are multiple choice.

**PERFORMANCE/SKILLS EXAM (Weighted):** Is designed to assess the ability to compose and write correspondence in a manner that is readily understandable by the general public; recall a small amount of information for a period of time; quickly recall varied information needed to perform a task; recognize actual or potential problems of a physical nature; observe and obtain needed information from visual sources and apply information from sources.

The performance/skills exam is tentatively scheduled to be administered with the written exam and in accordance with Kern County Civil Service Rules, the Personnel Department may limit the number advancing to the Physical Ability Test to approximately the top 200 based upon the final earned results of the performance/skills exam.

**PHYSICAL ABILITY TEST ORIENTATION:** The Candidate Pre-Test Orientation session will be available to all candidates. Candidates will view a video and have the opportunity to observe and receive instruction on the proper use of the actual equipment and props used in the Candidate Physical Ability Test (CPAT). The pre-test orientation is not mandatory; candidates are strongly encouraged to attend.

The Candidate Physical Ability Pre-Test Orientation is tentatively scheduled to be administered after the written exam. Candidates will receive further instruction on the day of the exam.

**PHYSICAL ABILITY PRE-TEST:** The Candidate Pre-Test session will be offered approximately one month prior to the Candidate Physical Ability Exam. Those candidates who have been determined by the Personnel Department to be in the top 200, based on the Performance/Skills Exam will be invited to participate. Candidates will have the opportunity to
receive classroom training and go through the test using test equipment and props. The pre-test is not mandatory; candidates are strongly encouraged to attend.

**PHYSICAL ABILITY EXAM (Qualifying Only):** The Kern County Personnel Department will schedule, notify and administer a Physical Ability Exam to the top 200 candidates advancing from the performance/skills exam. **REFER TO ATTACHMENT 1.**

**ORAL EXAM (Weighted):** The Kern County Personnel Department will schedule, notify and oversee the oral exam process. An oral exam will be conducted for the purpose of appraising training, experience, interest and personal fitness for the position. The oral exam will consist of a panel charged with rating specific areas, such as decision-making from complete information or under emergency conditions; working according to specific standards, instructions or procedures; understanding and following oral and written directions; the ability to speak effectively to groups; and the ability to perform in stressful situations.

**POST OFFER PHYSICAL EXAMINATION:**

**Medical:** A rigid medical examination by the County Physician is required. Include Spine and Chest X-Rays; Blood Chemistry and Electrocardiograph tests and drug screening.
Weight must be proportionate to height and age.

**Vision:**
20/40 uncorrected in each eye, corrected to 20/20 with gas permeable or hard contact lenses or spectacles.
Must pass color vision test B Farnsworth D15.
No permanent or progressive eye abnormalities.

Any eye condition that results in the candidate not being able to safely perform one or more of the essential functions is disqualifying.

**Hearing:** On audiometric testing, 25 decibels @ 500,1000, 2000 or 3000 AND an average of 25 decibels for all four (4) frequencies in both ears, age corrected, using audiometric equipment calibrated to ANSI Standards and without the use of hearing aids.

Any ear condition or hearing impairment that results in the candidate not being able to safely perform one or more of the essential functions is disqualifying.
FIREFIGHTER RECRUIT PHYSICAL ABILITY INFORMATION SHEET

PHYSICAL ABILITY EXAM (Qualifying Only):
The Kern County Personnel Department will schedule, notify and administer the Physical Ability exam utilizing the Candidate Physical Ability Test (CPAT) under the direction of the California Fire Fighter Joint Apprenticeship Committee (CFFJAC), as endorsed by the International Association of Fire Fighters (IAFF) and International Association of Fire Chiefs (IAFC). Candidates should wear clothing that will allow for physical activity and tennis shoes or rubber-soled sports shoes. All necessary equipment will be issued to candidates.

The Candidate Physical Ability Test (CPAT) consists of:

- **Stair Climb**
  Climbing stairs in full protective clothing with a high-rise pack and fire fighter equipment.

- **Hose Drag**
  Dragging an uncharged hose from apparatus to fire and maneuvering it around stationary obstacles.

- **Equipment Carry**
  Moving power tools from apparatus to emergency scene and back.

- **Ladder Raise and Extension**
  Extending a ground ladder to roof or window of structure.

- **Forcible Entry**
  Forcing open a locked door or breaching a wall.

- **Search**
  Searching for a victim with limited visibility in an unpredictable area.

- **Rescue**
  Removing a victim or injured partner from scene.

- **Ceiling Breach and Pull**
  Pulling down a ceiling to check for fire extension.