

**PALM BAY
FIRE RESCUE**



**Firefighter/EMT/Paramedic
Recruitment**

The City of Palm Bay Firefighters maintain a highly responsible position that involves networking with the community and the protection of life and property. This is accomplished through public education, emergency medical services, fire suppression and hazard mitigation of the potential special hazards present in the City of Palm Bay.

We welcome your interest in joining the Palm Bay Fire Department. This recruitment package will:

- Provide important information about our selection procedures
- Help you determine whether you wish to continue in our selection process.

The Firefighter recruitment package includes:

- Candidate Checklist pg. 3
- Employment Standards pg. 4
- Benefits Handout pg. 5 & 6

The City accepts applications only during official posting periods. Notification will appear on this site during official posting periods. Applications are not currently being accepted at this time.

NOTE: If you wish to be notified of the next test date you must complete an online job interest card. This will set you up for an email notification that a posting for a position has been placed. Please click on the Job Interest Card link in the Fire Recruitment section, select Fire & EMS and complete the information required.

www.palmbayflorida.org/hr/recruitment

If you have questions concerning the City of Palm Bay testing process, contact Human Resources at 321-952-3421. If you have questions concerning the certification process, call the Palm Bay Fire Department at 321-409-6300. We will be happy to guide you through the process.



I. Minimum Requirements for Employment as a Firefighter under Section 633.34, Florida Statutes.

1. Be at least 18 years of age.
2. Be a citizen of the United States or eligible to work in the United States.
3. Be a high school graduate or its equivalent.
4. Neither have been convicted of a felony or of a misdemeanor directly related to the position of employment sought, nor have pled nolo contendere to any charge of felony. If any applicant has been convicted of a felony, such applicant must be in compliance with s.112.011 (2) (b). If an applicant has been convicted of a misdemeanor directly related to the position sought, such applicant shall be excluded from employment for a period of 4 years after expiration of sentence. If the sentence is suspended or adjudication is withheld in a felony charge or in a misdemeanor directly related to the position or employment sought and a period of probation is imposed, the applicant must have been released from probation.
5. Non-user of tobacco or tobacco products for at least 1 year immediately preceding application, as evidenced by the sworn affidavit of the applicant.
6. Submit to fingerprinting process. The fingerprint card will be forwarded to the Department of Law Enforcement and the Federal Bureau of Investigation.
7. Have a good moral character as determined by investigation under procedure established by the division.
8. Successfully pass a background investigation, to include polygraph and drug testing.
9. Be in good physical condition as determined by the City's physician.

II. Employment Process for a Florida Firefighter holding active Certification:

(Please note, must successfully pass each step before advancing to the next step)

1. Successfully pass a written examination.
2. Successfully pass a physical ability and practical skills examination demonstrating Firefighting and Emergency Medical Services.
3. Successfully pass oral interviews.
4. Complete an extensive background investigation.
5. Submit to a polygraph examination with no issue of deception, falsification, or admissions that would violate department employment standards.
6. Pass a psychological evaluation.
7. Pass a medical examination including drug screening.

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Firefighter applicants will be asked questions directly related to the Palm Bay Fire Department's employment standards. You are encouraged to review this questionnaire. It will assist you, the candidate in determining your eligibility.

At a later date, a background packet will be required to provide detailed explanations.

ACADEMY RECORD:

1. Yes No Have you successfully completed State of Florida, Firefighter certification?
2. Yes No Have you successfully completed State of Florida, Emergency Medical Technician certification?
3. Yes No Have you successfully completed State of Florida, Paramedic certification?

GENERAL QUESTIONS:

4. Yes No Are you at least 18 years of age?
5. Yes No Are you a United States citizen or legally eligible to work in the United States?
6. Yes No Do you possess a high school diploma or GED?
7. Yes No Are you currently a certified State of Florida Firefighter **and** Emergency Medical Technician?

DRIVING HISTORY:

8. Yes No Has your driver's license been suspended or revoked in the past 3 years for any reason?
9. Yes No Have you received more than 4 moving traffic violations within the last 3 years?
10. Yes No Have you been charged and found at fault in more than 2 traffic accidents within the last 3 years?
11. Yes No Have you been convicted of voluntary or involuntary manslaughter resulting from the operation of a motor vehicle in the past 5 years?
12. Yes No Have you been convicted in the past 5 years for failing to stop and render aid [as required under state and federal law] in the event of a motor vehicle accident resulting in the death or injury of another?
13. Yes No Have you been convicted in the past 5 years of driving a motor vehicle or being in actual physical control while having unlawful blood alcohol level or while under the influence of alcoholic beverages or any substances controlled under any state or federal law?
14. Yes No Have you been convicted in the past 5 years of attempting to elude police?

CRIMINAL HISTORY:

15. Yes No Have you ever been involved in the sale, delivery, manufacture, trafficking of any illegal drugs?
16. Yes No Have you possessed or used any illegal drugs in the past 5 years?
17. Yes No Do you have any criminal wants or warrants pending?
18. Yes No Have you ever been involved in any serious undetected crimes [felony or misdemeanor]? This includes theft from an employer.
19. Yes No Have you ever been convicted of a felony?
20. Yes No Have you ever committed a serious crime [felony or misdemeanor] whether detected or not? This includes theft from an employer.
21. Yes No Have you ever committed arson, whether detected or not?



CERTIFIED FIREFIGHTER/EMT EMPLOYMENT STANDARDS

AGE

Applicant must be at least 18 years old.

CITIZENSHIP

Applicant must be a citizen of the United States or legally eligible to work in the United States

EDUCATION

Applicant must possess a high school diploma or equivalent.

WORK HISTORY

Applicant must have a stable work history free from a pattern of disciplinary actions, suspensions, terminations or resignations. Terminations for cause will be reviewed on a case-by-case basis and may result in disqualification.

MILITARY SERVICE RECORD

If a Veteran, applicant must possess an Honorable Discharge or General Discharge under Honorable Conditions from any of the Armed Forces of the United States. A dishonorable discharge is not acceptable.

DRIVER'S LICENSE

Applicant must possess a valid Florida Driver's License (Class D, with an "E" endorsement) prior to employment and have an acceptable driving record.

DRIVING RECORD

Applicant must have an acceptable driving record in accordance with Risk Management for the City.

CRIMINAL CONDUCT

Applicants are expected to maintain an exemplary lifestyle free of criminal conduct.

DRUG USE

The City of Palm Bay is a drug-free workplace and violation of that is considered unacceptable and grounds for dismissal.

FALSE INFORMATION

An applicant will be disqualified if they have knowingly presented false information during their consideration for employment. False information detected after employment will be grounds for dismissal.

CERTIFIED FIREFIGHTER/EMT TESTING

WRITTEN EXAM & INTERVIEW

Firefighter applicants must successfully complete the written examination as specified by the City of Palm Bay Human Resources Department. Applicant must successfully complete an oral interview.

PHYSICAL ABILITY & PRACTICAL SKILLS EXAMINATION

Firefighter applicants must successfully complete the physical ability & practical skills examinations as specified by the City of Palm Bay.

POLYGRAPH EXAMINATION

Applicant must submit to a polygraph examination and satisfactorily explain any deceptions noted by the examiner.

PSYCHOLOGICAL EXAMINATIONS

Applicant must receive an acceptable psychological evaluation administered by a licensed Psychologist.

MEDICAL EXAMINATION AND DRUG TEST

Applicant must pass a medical examination and drug test as determined by the City of Palm Bay.

CHARACTER

Applicant must demonstrate good moral character with respect to sobriety, maturity, responsibility, loyalty, trustworthiness, reliability, discretion and associations. These characteristics must also be demonstrated during the hiring process.

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COMMUNITY PROFILE & BENEFITS

Palm Bay is approximately 98 square miles with a current population of 100, 000 +. It is recognized as one of the fastest growing communities in the Central Florida area. Geographically, Palm Bay is located on Florida's East Coast, approximately 50 miles south of the Kennedy Space Center, easily accessible from anywhere in Florida by a network of major highways and by two major airports.

We are a professional fire rescue organization that provides exemplary emergency and non-emergency fire rescue services to the community. We provide service from five fire rescue stations located throughout the community.

We are committed to serving our community by adhering to the following mission statement:

The members of Palm Bay Fire Rescue devote our efforts to provide for the safety and welfare of the community through progression of technology, education, and innovative planning.

Career Opportunities

Following a 12-month probationary period, including the successful completion of the City and department orientation programs, eligible firefighters shall be rewarded with the professional title of Palm Bay Firefighter.

We offer the opportunity to expand your knowledge and diversify your training in the following areas:

- Emergency Medical Services at the Advanced Life Support level
- Hazardous Materials
- Urban Search and Rescue
- Technical Rescue
- Confined Space Rescue

Benefits

- **Health Insurance:** Core benefits and cafeteria plan benefits are effective the first of the month after 90 days from the date of hire.
- **Major Health Insurance:** Choice of PPO Plan or HMO Plan.
- **Employee Clinic** – Access to City of Palm Bay Health and Wellness Center with participation in the health insurance plan.
- **Short Term Disability** (off the job injury or illness): Optional, may be purchased through Cafeteria Plan.
- **Long Term Disability:** No cost to employee- Benefits begins after six (6) months of continuous disability to age 70.
- **Life Insurance:** No cost to employee- Group Term Life and AD&D plus additional line of duty death benefits pursuant to FS 112.19. Additional life insurance may be purchased through Cafeteria Plan.
- **Cafeteria Plan:** City provides credits to be used to purchase optional benefits.
- **Vision:** Optional under contract; may be purchased through Cafeteria Plan.
- **Dental Insurance:** May be purchased through Cafeteria Plan. Single/Family Prepaid, Indemnity, or PPO Plans provided.

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- **Vacation:**

<u>Years of Service</u>	<u>Hours/Year</u>
00-05	168
06-10	192
11-15	204
16+	216

- **Sick:**

<u>Years of Service</u>	<u>Hours/Year</u>
00-10	144
10+	180

- **Holidays:** 12 per year
- **Probationary Period:** 12 months inclusive of the Orientation Programs.
- **Educational Reimbursement:** for approved, job related college or technical courses
100% for Grade of A, B, & C
- **Academic Achievement:** Firefighters are eligible for a State stipend depending on the degree conferred. In addition to the State stipend, the City will pay an annual incentive of \$500 for an Associate's degree or \$750 for a Bachelor's degree that is earned after entry level or lateral entry placement with the Pbfd.
- **Outstanding Retirement Program:** 2 ½ % multiplier until 20th year of service; on 20th year anniversary 3% multiplier factored to cover the first 20 years of service and 5% for each year above 20 years to a maximum of 100% at 28 years of credited service. After the sixth year of retirement, a 3% COLA is given. A DROP PLAN option is available.
- **Deferred Compensation:** 100% employee contribution- offered through ICMA Retirement Group.
- **Work Schedule:** 24/48 hour work schedule (3 week rotating schedule). Kelly day (4) annually, scheduled every 28 shifts to attain 54 hour work week.
- **Longevity Bonus:**

<u>Years of Service</u>	<u>Amount</u>
At least 5 but less than 10	\$520.00
At least 10 but less than 14	\$1040.00
14 or more years	\$1560.00
- **Initially uniforms and equipment will be provided as specified in the labor agreement. A uniform allotment amount will be provided annually and replenishing of uniform items shall be accomplished with the allotment.**

FIREFIGHTER/EMT/PARAMEDIC SALARY

	<u>Entry Level</u>	<u>Top of Range</u>
Paramedic Incentive (Solo)	\$36,882	\$55,787
	\$5,000	\$7,000

NOTE: All compensation items are subject to negotiated contracts.

The City of Palm Bay is an Equal Employment Opportunity Employer and will consider applicants without regard to age, sex, color, race, religion, national origin or physical handicap as prescribed by Federal and State Laws.