



# THE CITY OF HAYWARD is recruiting for **FIREFIGHTER TRAINEE**

## DEADLINE TO APPLY:

Friday, January 31, 2025  
at 5:00 PM

Candidates are encouraged to apply online at:

[www.hayward-ca.gov](http://www.hayward-ca.gov) or  
[www.GovernmentJobs.com](http://www.GovernmentJobs.com)

Paper applications can be obtained by visiting the Human Resources Department at City Hall.

## COMPENSATION:

### Monthly Salary

Firefighter Trainee:  
\$9,952.80 - \$10,448.53

Firefighter:  
\$11,487.84 - \$13,970.32

Plus excellent benefits package:  
See the 2024 Benefit Summary on the City's Human Resources webpage for more details.

## THE POSITION

The City of Hayward is excited to announce its recruitment for the position of Firefighter Trainee. The Firefighter Trainee is hired into a civilian position for the period of time they are assigned to the Fire Academy. Upon successful completion of the Training Academy, the Firefighter Trainee position transitions into the position of Firefighter and Trainees will be sworn in and appointed to the classification of Firefighter. Firefighter Trainee benefits are limited to those of a civilian employee.

The position of Firefighter responds to emergency alarms, lays lines, and directs streams of water and other extinguishers; carries and sets up ladders, ventilate buildings, and rescues persons and animals. The Firefighter attends to victims in emergency situations using prescribed paramedic techniques; provides medical aid; administers drugs; gives injections; starts intravenous solutions; takes and monitors vital signs; takes appropriate action to preserve life as prescribed by Alameda County protocols, the Base Hospital, via direct radio or telephone contact or physician on scene. In addition, a Firefighter may be required to drive department ambulance and transport patients to emergency receiving facilities.

The Mission of the Hayward Fire Department is to protect lives and property by providing superior fire suppression and emergency medical services (EMS), supported by prevention through responsible regulatory and educational programs.

The City of Hayward is an Equal Opportunity Employer.

777 B Street, Hayward, California 94541 Tel 510-583-4500

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# FIREFIGHTER TRAINEE

## MINIMUM QUALIFICATIONS

- Must be at least 18 years old at the time of the initial oral interview
- Equivalent to completion of the 12th grade.
- Possession of and ability to maintain a:
  - Class "C" California Driver's License.
  - The ability to obtain by appointment and maintain California Paramedic License.
  - The ability to obtain and maintain a valid certification from Alameda County as a paramedic by the completion date of the Firefighter Academy.
  - The ability to obtain by appointment and maintain a valid Basic Life Support (BLS) and Advanced Cardiac Life Support (ACLS) certification.
  - The ability to obtain by appointment and maintain a valid Pre-Hospital Trauma Life Support (PHTLS) or International Trauma Life Support (ITLS) certification.
  - The ability to obtain by appointment and maintain Pediatric Advanced Life Support (PALS) certificate within 2 years of receipt of Alameda County Paramedic certification or Pediatric Education for Pre-Hospital Professional (PEPP).

**Paramedic certifications are not required to apply. Certification documents will not be accepted at the time of application. Candidates will be asked to submit proof of certification at the physical performance test.**

**Note: Candidates currently enrolled in Paramedic Programs may apply and compete for placement on the Eligibility List. However, before a candidate can be considered for the position, the candidate must possess a valid California Paramedic License.**

## THE EXAMINATION AND SELECTION PROCESS

- 1. Application Procedure:** Candidates must submit a completed job application online at [www.hayward-ca.gov](http://www.hayward-ca.gov) or [www.GovernmentJobs.com](http://www.GovernmentJobs.com). Paper applications can be obtained by visiting the Human Resources Department at Hayward City Hall. Applications must be submitted **no later than 5:00 PM on Friday, January 31, 2025.**
- 2. Written Exam:** The FCTC written exam will be used and the candidate must be on the current Firefighter Candidate Testing Center's Statewide Eligibility list.
- 3. Physical Performance Test:** (Pass/Fail) All components of the event must be passed in order to continue to the next phase of the process. Candidates that successfully complete the physical performance test will then be required to successfully climb an aerial ladder as part of this process. The physical performance test is tentatively scheduled for the month of March 2025.
- 4. Oral Interview:** Candidates will be interviewed by a qualifications appraisal panel to determine ranking on the Firefighter Eligibility List. Candidates must achieve a score of 70% or better to be placed on the list. Oral interviews are tentatively scheduled for the week of April 14, 2024.
- 5. Selection Interview:** Candidates will be interviewed by a qualifications appraisal panel comprised of Chief Officers.
- 6. Comprehensive Background Investigation:** Includes personal history, prior job performance and activities that may negatively affect job performance.
- 7. Medical Examination**

**PLEASE NOTE: DATES ARE SUBJECT TO CHANGE AT THE CITY'S DISCRETION**