City of Santa Monica
Firefighter Recruit

SALARY	$41.09 - $50.73 Hourly	**LOCATION**	City of Santa Monica, CA
	$3,287.08 - $4,058.31 Biweekly		
	$7,122.00 - $8,793.00 Monthly		
	$85,464.00 - $105,516.00 Annually		
JOB TYPE	Full-Time Regular	**JOB NUMBER**	254060-01
DEPARTMENT	Fire	**DIVISION**	Fire Suppression and Rescue
OPENING DATE	06/30/2025	**CLOSING DATE**	8/11/2025 5:30 PM Pacific

Job Summary

This entry-level classification participates in a formal academic and physical fitness training program. Firefighter Recruits must successfully complete the Recruit Academy as prescribed by the Santa Monica Fire Department in order to move to the Firefighter classification. The salary range for the Firefighter classification is $98,736 to $121,896 annually.

Online applications will be accepted by the Human Resources Department from 8:00am on Monday, July 28, 2025 until 5:30pm on Monday, August 11, 2025.
(The link to apply online will appear at 8:00 a.m. on Monday, July 28, 2025)

Representative Duties

Participates in a rigorous academic and physical training program as prescribed by the Santa Monica Fire Department.

Responds to simulated fire alarms.
Extinguishes training fires and performs salvage and overhaul operations on those fires during the Recruit Academy.

Provides emergency medical treatment services including cardiopulmonary resuscitation during simulated emergency incidents.

Performs vehicle and accident extrication during training evolutions.

Participates in and conducts training sessions and practice drills.

Performs routine maintenance on facilities, apparatus, training props and training site.

Performs other duties, as assigned.

Supervision

Receives direct supervision from a Battalion Chief, and/or designee, who makes detailed work assignments, frequently reviews work in progress, and evaluates assigned tasks and work. Exercises no supervision over staff.

Working Conditions

Work is performed both inside and outside in seasonal climate and weather conditions. Elevated heights, slippery surfaces, oily conditions, dust, dirt, smoke, heat, hazardous substances, chemicals, biohazards, and odors are conditions frequently encountered. Physical demands include heavy lifting and carrying of fire equipment while working in required protective clothing and SCBA. Work requires manual dexterity to assemble fittings and perform hose and ladder placement evolutions. Bending, stooping, running, squatting, pulling and climbing are also required.

Requirements

Knowledge of:

English grammar and composition
Basic mathematics
Basic emergency medical practices
Effective customer service techniques

Ability to:

Follow written and oral instructions
Communicate effectively, both verbally and in writing
Learn and apply basic firefighting and rescue techniques and procedures
Perform mathematical calculations
Remain calm in emergencies
Provide effective customer service
Establish and maintain effective and cooperative working relationships with City employees and the general public
Work with persons from diverse social, cultural and economic backgrounds as well as a variety of work styles, personalities, and approaches

Skill in:

Reading, writing, and communicating at an appropriate level
Using a personal computer and applicable software applications

REQUIREMENTS

Minimum Qualifications:

Graduation from high school or the equivalent. Minimum 21 years of age at the time of appointment.

Licenses and Certificates:

Possession of a valid driver's license.

Possession of a valid Candidate Physical Ability Test (CPAT) Certificate.

Possession of a valid State of California Emergency Medical Technician (EMT-1) Certification or a certification issued by the National Registry of Emergency Medical Technicians.

Ability to complete the City of Santa Monica's Fire Academy. Upon successful completion of the Fire Academy, the Firefighter Recruit promotes to the classification of Firefighter which will require that a valid California Class C – Restricted (Firefighter) driver's license be obtained by the end of the twelve-month probationary period.

NOTE: Upon hire, Firefighter Recruits must be non-users of tobacco products; requirement continues throughout Fire Service career with City of Santa Monica.

Supplemental Information

<u>Testing will consist of all of the following:</u>

Application Submission: Qualifying

All applicants must submit an online employment application to the City of Santa Monica between the dates of Monday, July 28, 2025 and 5:30pm on Monday, August 11, 2025. If you do not submit your online application by the filing deadline, you will not be considered for this position.

All applicants must submit clear, concise and complete information regarding your work history and qualifications for the position. All applications will be reviewed and only those applicants determined to be most qualified on the basis of experience, training and education, as submitted, will be invited to participate further in the selection process.

Along with a complete application, any required supplemental application materials (ex. copies of certifications) must be attached to your online application by the filing deadline. Please note, applications will be rejected if incomplete. Resumes, CVs and cover letters are not reviewed as part of the application screening process.

You must attach copies of the following documents to your online application:

1. A CAL-JAC Candidate Physical Ability Card (CPAT). CAL-JAC CPAT cards are only valid one year after the issue date and must be dated between August 11, 2024 and August 11, 2025.

2. A valid State of California Emergency Medical Technician (EMT-1) Certification or a certification issued by the National Registry of Emergency Medical Technicians.

Failure to attach the required documents will result in your application being evaluated without the certifications being considered.

Written Examination: Qualifying

A passing score on the Firefighter Candidate Testing Center (FCTC) Written Test must be dated between 8/11/2024 and 8/11/2025.

To view upcoming Cal-JAC CPAT and FCTC Written Test dates, click here (https://www.fctconline.org/testingschedules/)

Candidates experiencing financial hardship may qualify for financial aid to pay for their FCTC testing fees. (https://www.fctconline.org/financialaid/)

Oral Interview: 100%

Only the top scoring candidates on the FCTC Statewide Eligibility List (SEL) will be invited to participate in panel interviews with the City of Santa Monica. In person panel interviews are tentatively scheduled from Monday, September 22, 2025 to Friday, September 26, 2025.

Department Interview

In person Fire Department interviews are tentatively scheduled for mid to late October 2025.

Physical Agility Test

Candidates will be required participate, and pass, a physical agility test (Biddle) as part of the pre-employment process.

Psychological Examination

Candidates will be evaluated for their suitability for employment as a Santa Monica Firefighter.

Background Investigations

Candidates who have successfully completed all prior phases of the selection process will be subject to a thorough background investigation, including a polygraph examination.

Medical Examination

Prior to appointment, candidates must successfully complete a thorough medical examination, including a drug screen, to determine if they meet the City's medical standards for the position of Firefighter.

NOTE: If three or more qualified City employees apply and pass the examination, a promotional list will be established in addition to an open-competitive list. If fewer than three qualified City employees pass the examination, the appointing authority, in accordance with the City's civil service rules and regulations, can decline to use a promotional list, in which case a promotional list will not be established for this position.

Inclusion & Diversity Statement

The City of Santa Monica is a progressive, inclusive and culturally rich community. As leaders in public service, we strive to be an employer of choice by attracting and retaining a highly talented workforce where people of diverse races, religions, cultures and lifestyles thrive. Our goal is to create a welcoming and inclusive environment where our staff are empowered to perform at their highest level and where their differences make a positive impact.

The City is an equal opportunity employer and strives to build balanced teams from all walks of life without regard to race, color, ethnicity, religion, national origin, age, sex, sexual orientation, gender identity, marital status, ancestry,

disability, genetic information, veteran status, or any other status protected under federal, state and/or local law. We aim to create a workplace that celebrates and embraces the diversity of our employees. Join us!

Special assistance with the application and examination process is available, upon request, for persons with disabilities. Call (310) 458-8246, TDD (310) 458-8696 (Hearing Impaired Only).

Please note the request for reasonable accommodations must be made to Human Resources at least three work days prior to the examination.

Employer

City of Santa Monica

Phone

310-458-8697

Address

1685 Main Street, Room 101
P.O. Box 2200
Santa Monica, California, 90401

Website

https://www.santamonica.gov/departments/human-resources

Firefighter Recruit Supplemental Questionnaire

*QUESTION 1

The position of Firefighter Recruit requires graduation from high school or the equivalent. Do you possess a high school diploma or GED equivalent?

○ Yes

○ No

*QUESTION 2

Do you possess a valid driver's license?

○ Yes

○ No

*QUESTION 3

The position of Firefighter Recruit requires possession of a valid Candidate Physical Ability Test (CPAT). Do you possess a CPAT certificate valid from 8/11/2024 to 8/11/2025?
If yes, you must attach a copy of your valid CPAT certificate, to your online application. Failure to do so will result in your application being evaluated without the certification being considered.

○ Yes

○ No

*QUESTION 4

Do you posses a valid State of California Emergency Medical Technician (EMT-1) Certification or a certification issued by the National Registry of Emergency Medical Technicians?
If yes, you must attach a copy of your valid EMT-1 certification, to your online application. Failure to do so will result in your application being evaluated without the certification being considered.

○ Yes

○ No

*QUESTION 5

Do you possess a current license as a paramedic with the State of California?

○ Yes

○ No

*QUESTION 6

Candidates must be active on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List by August 11, 2025. If you have an active account with FCTC, please provide your FCTC ID number below. If you have not yet taken the FCTC written exam, please mark N/A or provide your potential exam date below.

* Required Question