





Newport Beach Fire Department Firefighter Candidate Orientation

2016



PREVIEW DATE vs. OPEN DATE

- Preview date is 5/3/16-5/10/16
 - Set up your master profile on www.governmentjobs.com
 - Get all documents prepared to upload to application (ONLY attach the items below)
 1. High school diploma/GED or college degree (transcript showing equivalency will be accepted)
 2. Firefighter 1 certification or proof of successful completion of a California State Board of Fire Services approved Basic Fire Academy
 3. Valid driver's license
 4. Current EMT-1 or EMT-P certification per California Administrative Code (National Registry is NOT accepted)
 5. Current American Heart Association (AHA) BLS for Health Care Providers CPR and AED Certification
- Open date is **5/10/16 at 12pm**, close date is 5/17/16 at 5pm. *The first 400 complete application packages that meet the minimum qualifications will be invited to the written exam.*



Firefighter Trainee

- **Firefighters will be placed at the Trainee step upon initial appointment. Upon completion of the six-week Newport Beach Recruit Academy, employees will be eligible to advance to Firefighter step 1.**
- **The probationary period for a new Firefighter will be 18 months from the date of hire.**

Refer to the Newport Beach Firefighter MOU at www.newportbeachca.gov for details.



STATION VISITS

- **Station visits during the testing process are prohibited**
- **Candidates attempting to contact a Newport Beach Fire Station during the Firefighter recruitment process will be subject to disqualification**



SALARY & BENEFITS

- **Firefighter Trainee \$4,933 per month**

Firefighters will be placed at the Trainee step upon initial appointment. Upon completion of the six-week Newport Beach Fire Recruit Academy employees will be eligible to advance to Firefighter step 1.

- **Firefighter \$5,193-\$7,306 per month**
- **Uniforms Provided**
- **Tuition Reimbursement**
- **Bilingual Pay**
- **Scholastic Pay**
- **Cafeteria Allowance (Group Health / Dental / Vision)**
- **Deferred Compensation Plan**



RETIREMENT PLAN

California Public Employee's Retirement System (CalPERS)

- **2.7%@57** for new or existing CalPERS Safety members hired 1/1/13 or after;
- **2%@50** for existing CalPERS members hired prior to 1/1/13 with less than a six-month break in service.



TESTING PROCEDURE

- **Written Test – Pass/Fail**
 - Highest 200 scores above 70% will advance to the Performance Test.
- **Performance Test – Pass/Fail**
 - Minimum passing score is less than 9 minutes, 35 seconds. Fastest 175 candidates will advance to the Ocean Swim Test.
- **Ocean Swim – Pass/Fail**
- **Oral Interview – 100%**
 - All candidates passing the oral interview will be placed on the eligibility list.
 - Qualified Paramedics who pass the oral interview will receive five (5) additional points.



BACKGROUND PROCESS

- **Fire Chief's Orals**
- **Background Investigation**
 - NO felony convictions
- **Polygraph Examination**
- **Conditional Employment Offer**
- **Psychological Assessment**
- **Medical Examination**
 - vision correctable to 20/20

Background Investigators are prohibited from discussing medical and psychological concerns with the applicant prior to a conditional job offer.



BACKGROUND INVESTIGATION

Comprehensive Analysis of Applicant's Personal History

Criminal History / Law Enforcement Contacts

Driving Record

Military History

Civil Records Check

Past and Current Employers

Drug & Alcohol Abuse

Education

Reference / Neighbor Contacts

No Visible Tattoos (case by case basis, as they must be covered by a bandage or clothing)



DRUG STANDARDS

- No use of Tobacco Products (once hired on/off duty)
- Marijuana / Ecstasy / GHB
No use the last 2 years
- Cocaine / Methamphetamine Heroin / Hallucinogens / LSD Mushrooms / PCP
No use the last 5 years
- Anabolic Steroids **(case by case basis)**
- Recreational prescription drug use **(case by case basis)**
- Intravenous Drug Use (including Steroids)
Never



NBFD

122 Fire Safety Positions

16 Lifeguard Safety Positions

\$43 Million Budget FY 2015-2016

38 On-duty Firefighters

8 Engine Companies

2 Truck Companies

3 Paramedic Ambulances

1 Battalion Chief Vehicle

1 USAR Unit

1 Rehab Trailer

SHIFT SCHEDULE

Currently operate on a three
Platoon, 48/96 work schedule.





DEMOGRAPHICS

- **23.8 Square Miles of Land w/ over 63% being a Coastal Zone**
- **25.5 Square Miles of Ocean / Bay**
- **Six Miles of Beaches**
- **Population 86,000 – 100,000**
- **10 million annual visitors**
- **Newport Harbor; largest small craft harbor in the USA with over 9,000 boats**
- **Median Home Price of \$1.5 Million**



COMMUNITIES OF NEWPORT BEACH

Balboa Island

Balboa Peninsula

Corona Del Mar

Dover Shores

Eastbluff

Harbor Highlands

Newport Center

Newport Coast

Newport Heights

Santa Ana Heights

West Newport

Westcliff

