



HEAVY FIRE EQUIPMENT OPERATOR

Exam Code: 0FS06

DEPARTMENT(S): Department of Forestry & Fire Protection
OPENING DATE: March 23, 2020
FINAL FILING DATE: April 21, 2020
EXAM TYPE: OPEN
SALARY: \$4,637.00 - \$6,127.00
LOCATIONS: Statewide

EQUAL EMPLOYMENT & DRUG FREE STATEMENTS

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

It is an objective of the State of California to achieve a drug-free state work place. Any applicant for State employment will be expected to behave in accordance with this objective, because the use of illegal drugs is inconsistent with the law of the state, the rules governing civil service, and the special trust placed in public servants.

SALARY INFORMATION

This classification is eligible for the following pay:

Base Salary (paid every month):

\$4,637.00 - \$5,580.00 Range A

\$5,090.00 - \$6,127.00 Range B

Range A: This range shall apply to incumbents who do not meet the criteria for payment in Range B.

Range B: This range shall apply to incumbents in positions approved by the Department of Personnel Administration's and the State Personnel Board's staff as

having regular, direct responsibility for work supervision, on-the-job training, and work performance evaluation of at least two inmates, wards or resident workers who substantially replace civil service employees for a total of at least 173 allocated hours of inmates', wards' or resident workers' time per pay period.

This range may also apply to employees in positions approved by the Department of Personnel Administration's staff as having direct supervisory responsibility over incumbents who meet the conditions stated above.

Extended Duty Week Compensation (paid every 4 weeks):

\$2180 - \$2623 Range A Extended Duty Week Compensation

\$2393 - \$2880 Range B Extended Duty Week Compensation

In addition to the above pay items, employees are eligible for medical benefits (health, dental, vision) and may be eligible for other pay differentials.

WHO CAN APPLY

Persons who meet the minimum qualifications of the classification, as stated on this examination bulletin. All applicants must meet the education and/or experience requirements by the final filing date of **April 21, 2020** unless otherwise noted on the class specification.

SPECIAL TESTING ARRANGEMENTS

If you have a disability and need special testing arrangements, mark the appropriate box on the application and you **MUST** submit the [Accommodation Request Form \(STD. 679\)](#) with your application. This can also be found on the California Department of Human Resources website.

HOW TO APPLY

To apply for this examination, please complete and return the following:

- [Examination/Employment Application \(STD.678\)](#) This can also be found on the California Department of Human Resources' website.

To provide *required* additional truck and bulldozer information, please complete and return the following:

- [Truck/Bulldozer Information Form](#) This form **MUST** be completed and returned with your Employment Application (STD.678). Failure to submit this form could result in denied entry into the examination.

SUBMIT BY MAIL ONLY

Department of Forestry and Fire Protection
P.O Box 944246
Sacramento, CA 94244-2460
Examination Unit – (Attn: Ashley Stewart)

DO NOT SUBMIT APPLICATIONS VIA E-mail

Applications postmarked after the final filing date, **April 21, 2020** will not be accepted for any reason.

All applications/resumes must include "from" and "to" employment dates (month/day/year), time base, and applicable civil service class titles. Applications/resumes received without this information will be rejected.

Dates printed on Mobile Bar Codes, such as the Quick Response (QR) Codes available at the USPS, are not considered Postmark dates for the purpose of determining timely filing of an application.

EXAMINATION INFORMATION

The examination will consist of the following two phases:

Phase One is a **pass/fail** Structured Interview (Qualifications Appraisal Panel) which is tentatively scheduled for **May/June 2020**. In this type of exam candidates will be asked pre-determined, job-related questions by a three-person panel and rated against pre-determined benchmarks. Candidates will be provided with scratch paper and a pencil. This phase will be administered Statewide in multiple locations. Candidates who pass phase one will move on to phase two.

Phase Two is weighted 100% and will consist of a performance test which is tentatively scheduled for **May/June 2020**. This phase will be administered at the *San Luis Reservoir in Santa Nella, CA*. It is the candidate's responsibility to anticipate possible participation in both phases and plan accordingly.

PLEASE NOTE: All exam questions are based on the Knowledge, Skills and Abilities listed in this bulletin and the Heavy Fire Equipment Operator [classification specification](#) which is located on the CAL HR website. Use this information when preparing for this exam and retain this bulletin for your reference.

CANDIDATES WHO DO NOT COMPLETE BOTH PHASES WILL BE DISQUALIFIED.

MINIMUM QUALIFICATIONS

Minimum Age: 18 years at the time of appointment.

Possession of the type of driver license required by law applicable to the types of heavy motorized vehicles operated on the job. (Applicants who do not possess the required license will be admitted to the examination, but must secure the license prior to the performance test.)

And

One year of over the highway experience operating Class 8 transport vehicles with multi-speed manual shift transmissions, with a gross vehicle weight of at least 60,000 pounds or greater;

And

One year of experience operating D6 or D7 bulldozers or equivalent size bulldozers produced by other manufacturers. Qualifying bulldozer experience must include at least 500 hours of operation of the specified bulldozers in rugged terrain;

And

Education: Equivalent to completion of the twelfth grade.

NOTE: APPLICANTS MUST PROVIDE THE FOLLOWING SPECIFIC INFORMATION ON THE TWO-PAGE "TRUCK/BULLDOZER INFORMATION" FORM (LINK LOCATED ABOVE). COMPLETE AND RETURN THIS FORM WITH YOUR "EXAMINATION APPLICATION STD. 678". YOU MAY USE ADDITIONAL SHEETS, IF NECESSARY.

1. Applicants must specify the type(s) and weight(s) of Class 8 transport vehicle(s). Please note: You must have one year of over the highway experience operating Class 8 transport vehicles with multi-speed manual shift transmissions, with a gross vehicle weight of at least 60,000 pounds or greater. Please include name of employer(s), dates of employment, make/model of transport(s), weight of transport(s), hours per week driving (maximum of 40 hours per week), and total hours of operation. (See "Truck/Bulldozer Information" form to submit this information.)

2a. Applicants must specify the type(s) of bulldozer(s), the number of hours operating D6 or D7 bulldozers or equivalent size bulldozers. Please note: You must have one year of experience operating a D6 or D7 bulldozer or equivalent size bulldozer produced by other manufacturers. Please include name of employer(s), dates of employment, make/model of dozer(s), hours per week operating (maximum of 40 hours per week), and total hours of operation. (See "Truck/Bulldozer Information" form to submit this information.)

2b. Applicants must specify the type of terrain they were in while operating a D6 or D7 bulldozer or equivalent size bulldozer and number of hours. In addition to providing name(s) of employer(s), dates of employment, make/model of dozer(s), please provide examples of the type of terrain, including the percentage of slope, and total hours of operation in rugged terrain. Please note: You must have at least 500 hours of operation of the specified bulldozer in rugged terrain. (See "Truck/Bulldozer Information" form to submit this information.)

3. If applicants possess the required license, please provide a copy of the driver's license. (See "Truck/Bulldozer Information" form to submit this information.)

ELIGIBLE INFORMATION

A Departmental eligible list will be established for the Department of Forestry and Fire Protection. This list may be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.

Candidates must be successful on BOTH examination components to be placed on the eligibility list.

REQUIREMENTS FOR PERFORMANCE EXAMINATION

All applicants must meet the education and/or experience requirements for this examination by the written test date.

NOTE: Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

Accepted applicants will also need to bring a current Department of Motor Vehicle (DMV) printout showing medical certification and a driver's license.

All applications/resumes must include "from" and "to" employment dates (month/day/year), time base, and applicable civil service class titles as well as a detailed list of duties performed. Applications received without this information will be rejected.

POSITION DESCRIPTION

Operates heavy bulldozers, motor- graders, heavy-duty transports, trucks, and other types of heavy equipment used in fire suppression work, road maintenance and in other wildland protection and conservation project work; reads maps to understand type of terrain to be worked on and location of projects; operates equipment on steep, narrow, mountain roads and under hazardous conditions; as assigned, works with or supervises both inmate and free personnel crews on fire line assignments, road construction assignments, forestry conservation projects, or in-camp work projects; services and, under supervision, assists mechanics in making major mechanical repairs to heavy bulldozers, motor- graders, heavy-duty transports, trucks, and other types of repair which may include preventive maintenance service, tune-up, brake relining and adjustment, disassembly and assembly for overhaul, welding, limited body repair, and lubrication; maintains other equipment used in fire suppression activity such as chain saws and portable generators; estimates cost of repairs and purchases parts; maintains simple records and written reports of work performed; trains others in safe practices in the use and repair of heavy equipment and vehicles.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of:

1. Transport semi-truck to safely operate on highways, steep, narrow, and rough roads.
2. Proper operation and use of equipment to ensure the reliability of equipment and safety.
3. Dozer controls for safe maneuverability.
4. Equipment capabilities in various environments to safely complete fire suppression assignments and various projects.
5. Transport trailer specifications to safely load and unload equipment.
6. Proper methods to secure loads in accordance with Federal and State regulations, and Department policies and procedures.
7. Fire behavior to effectively fight fires during routine and emergency operations.
8. Fire suppression methods to effectively fight fires during routine and emergency operations.
9. Equipment maintenance to ensure the reliability and safety of equipment.
10. Equipment adjustments to ensure the reliability and safety of equipment.
11. Commercial Driver's License Program to comply with Federal and State regulations, and Department policies and procedures.
12. Vehicle transportation requirements and routing restrictions, highway closures, and permit application processes in compliance with Federal and State Regulations.

13. Equipment repair to ensure the reliability and safety of equipment.
14. Personal Protective Equipment (PPE) applications, to use equipment properly in accordance with Federal and State regulations, and Department policies and procedures.
15. Applicable laws, standards, and regulations pertaining to equipment operations to perform daily assignments.
16. Diverse makes and models of equipment to properly operate various equipment.
17. Topography tools for guidance to transverse the terrain within equipment capabilities and time allowable frames.
18. Department policies, procedures, and exhibits to effectively manage a program for operational readiness.
19. 90-day equipment inspections to ensure equipment is in compliance with Federal, State, and local regulations.
20. Safe practices in the use and repair of heavy equipment to perform daily assignments.
21. Extralegal vehicle permit application processes to be in compliance with the Federal and State regulations.
22. Tools used in the maintenance, adjustment, and repair of equipment to ensure the reliability and safety of equipment.
23. Erosion control methods to reduce resource damage during fire line construction and road maintenance.
24. Road construction and maintenance practices to perform daily assignments.
25. Basic mathematics for accurate calculations when transporting equipment, timekeeping, and procuring.
26. Basic grammar for accurate report writing.
27. Methods, materials, tools, and equipment used in the maintenance and repair of light automotive equipment to ensure the reliability of equipment and safety.
28. Welding techniques to repair or fabricate equipment safely to accomplish daily tasks.
29. Available training resources and methods to provide effective instruction for employees.
30. Basic business office methods, protocol, and procedures for effective management.

Skill to:

1. Adequately control the dozer blade during fire suppression and various assignments.
2. Safely operate equipment during fire suppression and various assignments on steep, rugged, and forested slopes.
3. Construct adequate fire lines and safety zones to suppress fires.
4. Operate extralegal loads safely during fire suppression and various assignments on highways and roads.

5. Use appropriate Personal Protective Equipment (PPE) to ensure personal safety.
6. Make sound decisions under stressful situations with staff, vendors, contractors, or the public to effectively manage daily operations.
7. Drive and operate different Department vehicles or equipment in a variety of weather conditions and topography to ensure safe operation and verify complaints.
8. Utilize communication equipment to safely and effectively communicate with others.
9. Manage time and prioritize daily activities during emergency and routine operations to ensure a safe and effective program.
10. Interpret maps, Global Positioning System, and road signs to minimize delays and increase productivity when traveling or directing travel to emergency and non-emergency situations.
11. Communicate clear direction to subordinates regarding repair procedures by way of written, verbal, and physical demonstration of proper procedures, to ensure employee expectations are understood.
12. Demonstrate effective communication in written or verbal form to others to disseminate necessary information.
13. Operate hand tools, power tools, and welders to diagnose, repair, and maintain equipment.
14. Manage and effectively motivate a diverse workforce with different skill levels and personalities to ensure a productive team.
15. Use a computer or mobile device to search the internet and/or database(s) to obtain necessary information needed for effective job performance.
16. Use computer software and office equipment to effectively manage daily tasks.

Ability to:

1. Determine limitations of equipment during assignments and emergency situations to comply with safety standards.
2. Safely operate vehicles and equipment in all types of terrain and conditions to accomplish assignments.
3. Maintain a valid Commercial Driver's License to enable the legal operation of Department-owned equipment.
4. Effectively work in remote locations and adverse conditions in emergency and non-emergency situations.
5. Determine capabilities of equipment during assignments and emergency situations to comply with safety standards.
6. Operate transport safely in compliance with Federal, State, and local regulations.
7. Work independently by following directions and taking appropriate actions with little or no supervision.
8. Follow oral instructions to ensure completion of assignments.
9. Communicate effectively during stressful situations to maintain a safe work environment.

10. Work long and arduous hours in emergency and non-emergency environments to effectively meet the mission, vision, and values of the Department.
11. Follow written instructions to ensure completion of assignments.
12. Understand and employ good safety practices to maintain a safe work environment.
13. Read, write, comprehend, and communicate in English to exchange information and accomplish daily activities.
14. Demonstrate ethical and professional conduct with fellow employees, adult and juvenile offenders, contracted employees, and public citizens to provide a cohesive environment.
15. Maintain equipment to prevent possible equipment failures or accidents.
16. Inspect equipment to determine required repairs for safe operation.
17. Cooperate with personnel to complete assignments.
18. Take actions to avoid potential hazards or obstructions to provide a productive and a safe work environment.
19. Interpret maps, Global Positioning System, and road signs to minimize delays and increase productivity when traveling or directing travel to emergency/non-emergency situations.
20. Safely perform physical activities to prevent injury.
21. Test equipment to determine if equipment is operating properly.
22. Utilize communication equipment to safely and effectively communicate with others.
23. Operate and make emergency repairs to heavy motorized equipment in mountainous areas under hazardous fire conditions.
24. Communicate effectively at all organizational levels.
25. Operate a winch safely to aid immovable equipment.
26. Apply Department safety practices, policies and procedures for workplace safety and protection.
27. Perform in a team environment contributing to a collaborative effort for problem solving and decision-making.
28. Manage multiple assignments to meet job demands of varying complexities.
29. Prioritize assignments to maximize program efficiency.
30. Update knowledge and skills of equipment to provide a productive and a safe work environment.
31. Use resources as needed to obtain pertinent information.
32. Repair equipment for safe operation.
33. Identify conflicts to provide a productive and a safe work environment.
34. Implement and comply with Department policies and procedures.
35. Maintain cooperative relations with other organizations and agencies at a level for successful job performance.
36. Resolve conflicts to provide a productive and a safe work environment.
37. Establish goals and objectives as needed to maximize program efficiency.
38. Delegate assignments as needed to complete tasks efficiently.
39. Pass the Respiratory Protection Program physical for respiratory fit testing and wear.
40. Mentor staff for workforce succession planning.

41. Identify job-related problems that may impact work performance and present solutions to minimize interruptions to mobile equipment.
42. Maintain an inventory of parts for availability in case of needed repairs or maintenance of equipment.
43. Perform mathematical calculations for the repair and construction of equipment.

VETERANS' PREFERENCE

Veterans' Preference will be granted for this examination, pursuant to Government Code section 18973.1, effective January 1, 2014 as follows: 1) Any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for Veterans' Preference. 2) An entrance examination is defined, under the law, as any open competitive examination. And 3) Veterans' Preference is not granted once a person achieves permanent civil service status. Veteran status is verified by the California Department of Human Resources (CalHR). Directions to apply for Veterans' Preference are on the Veterans' Preference Application (Std. Form 1093), which is available at [CAL HR Veterans Information](#) , and the [Department of Veterans Affairs](#).

CONTACT INFORMATION

Department of Forestry and Fire Protection
(916) 214-9896
CALFIREexams@fire.ca.gov

TDD is Telecommunications Device for the Deaf and is reachable only from phones
Equipped with a TDD Device

1 (800) 735-2929 (TT/TDD) 1 (800) 735-2922 (Voice)

STS is Speech-to-Speech Service for persons with a speech disability and is
reachable at

1 (800) 854-7784 (California) or 1 (800) 947-8642 (Nationwide)

GENERAL INFORMATION

For all examinations (with or without a written feature), it is the candidate's responsibility to contact the Department of Forestry and Fire Protection, (916) 445-7824, three weeks after the cut-off/final filing date if he/she has not received a progress notification or notice to appear.

If a candidate's notice of oral interview or performance test fails to reach him/her three days prior to their scheduled appointment due to a verified postal error, he/she will be rescheduled upon written request.

Examination Locations: When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. However, locations of interviews or performance evaluations may be limited or extended as conditions warrant.

Applications are available online at CalHR, local offices of the Employment Development Department and the testing Department on this job bulletin.

If you meet the requirements stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The Department of Forestry and Fire Protection reserves the right to revise the examination plan to better meet the needs of the service, if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the classification. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) Departmental promotional, 3) multi-Departmental promotional, 4) service-wide promotional, 5) Departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

If High School Equivalence is Required: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) Test; 2) completion of 12 semester units of college work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

Confidentiality and Security: Pursuant to Government Code Sections 19680(c) and 19681(b) it is unlawful to copy and/or furnish confidential examination material for the purpose of either improving or injuring the chances of any person or to obtain examination questions or other examination material before, during, or after an examination. Every person violating these provisions is guilty of a misdemeanor, and adverse action will be pursued. This may result in the person being barred from competition in future examinations, withheld from certification lists, or cancellation of eligibility for employment in State civil service.

How to apply for Veterans' Preference: The California Department of Human Resources (CalHR) has information on how to apply for Veterans' Preference at [CAL HR Veterans Information](#), and the Application for Veterans' Preference Application for (CalHR 1093). Additional information is also available on the [Department of Veterans Affairs](#) website.