

REVISED EXAMINATION ANNOUNCEMENT

MARCH 2, 2023

EXAM TITLE: FORESTRY FIRE PILOT
EXAM CODE: 3FS15
EXAM BASE: OPEN
DEPARTMENT: DEPARTMENT OF FORESTRY AND FIRE PROTECTION
FINAL FILING DATE: MARCH 29, 2023

The bulletin announcing the above examination has been amended as follows:

***The Pilot In Command (PIC) Flight Hours Supplemental Questionnaire** has been added to this examination bulletin. This questionnaire MUST be completed and returned with your application packet.

If you have already submitted your application without this questionnaire, an exam analyst will contact you for this information.

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.

If using the United States Postal Service (USPS) for delivery, there is no guarantee that your application will be postmarked and arrive by the final filing date. If your application does not have a postmark and arrives after the final filing date, your application will not be accepted into the examination. Therefore, to ensure timely delivery of your application, it is recommended that you use either parcel service, or certified mail. Using one of these options will provide proof the application was sent prior to the final filing date.



FORESTRY FIRE PILOT 3FS15

DEPARTMENT(S):	Department of Forestry & Fire Protection
OPENING DATE:	March 1, 2023
FINAL FILING DATE:	March 29, 2023
EXAM TYPE:	OPEN
SALARY:	\$6,371.00 - \$8,407.00
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 workplace. 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.

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 **March 29, 2023** unless otherwise noted on the classification specification.

SPECIAL TESTING ARRANGEMENTS

If you have a disability and need special testing arrangements, you **MUST** mark the appropriate box on the State application and 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 Resource's website. *You may submit your application by mail or in person.*
- [Pilot in Command Flight Hours Supplemental](#). This document needs to be filled out completely and returned with your State Application.

SUBMIT BY MAIL OR IN PERSON:

Department of Forestry and Fire Protection
710 Riverpoint Court
West Sacramento, CA 95605
Examination Unit – (Attn: Elena Villegas)

DO NOT SUBMIT APPLICATIONS VIA E-mail

Applications postmarked or personally delivered after the final filing date of, **March 29, 2023**, will not be accepted for any reason.

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

PLEASE NOTE

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.

If using the United States Postal Service (USPS) for delivery, there is no guarantee that your application will be postmarked and arrive by the final filing date. If your application does not have a postmark and arrives after the final filing date, your application will not be accepted into the examination. Therefore, to ensure timely delivery of your application, it is recommended that you use either parcel service, or certified mail. Using one of these options will provide proof the application was sent prior to the final filing date.

EXAMINATION INFORMATION

To obtain a position on the eligible list, applicants must receive a minimum rating of 70% on the examination. *This exam will consist of the following:*

STRUCTURED INTERVIEW (QUALIFICATIONS APPRAISAL PANEL) WEIGHTED AT 100%

In this type of exam candidates will be asked pre-determined, job-related questions by a two or three-person panel and rated against pre-determined benchmarks. *Candidates will be provided with scratch paper and a pencil.*

It is anticipated that interviews will be held in **May/June 2023**.

PLEASE NOTE: All exam questions are based on the Knowledge, Skills and Abilities listed in this bulletin and the [Forestry Fire Pilot](#) 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 APPEAR FOR THE STRUCTURED INTERVIEW EXAMINATION WILL BE DISQUALIFIED.

MINIMUM QUALIFICATIONS

Licenses: Possession of a valid Federal Aviation Agency (FAA) Commercial Airman Certificate with rotorcraft-helicopter rating or a valid FAA Airline Transport Pilot's Certificate with a rotorcraft- helicopter rating.

AND

Possession of a valid and current Class II Airman's Medical Certificate issued by an FAA authorized medical examiner.

AND

Possession of a valid driver license of the appropriate class issued by the Department of Motor Vehicles. Applicants who do not possess this license will be admitted to the examination but must secure the license prior to appointment.

AND

Experience: Applicants must have logged at least 2,000 hours of pilot-in-command flying helicopters, which must include the following:

1. At least 500 hours of mountain pilot-in-command helicopter flight time, routinely making landings in mountainous terrain above 4,000 feet MSL.

2. At least 500 hours of turbine helicopter time as pilot-in- command.
3. Two hundred and fifty hours as pilot-in-command of helicopters performing low level missions in fire control, map survey, powerline patrol, search and rescue, and spray or seeding operations over mountain or forested or comparable military operations.
4. At least 100 hours as pilot-in-command in helicopters carrying sling loads.
5. At least 50 hours as pilot-in-command in helicopters in the past year.

ADDITIONAL DESIRABLE QUALIFICATIONS

Forest-firefighting experience with helicopters is desirable.

ELIGIBLE INFORMATION

Successful candidates from this administration will be merged onto the current, existing eligibility list for the **Forestry Fire Pilot** classification. Candidates' list eligibility will be abolished 12 months after it is established unless the needs of the Department warrant a change in this period. It is *recommended* candidates apply for this examination if one or more of the following apply:

- You are a Limited Term (LT) hire.
- You have not yet passed probation.
- You are a Temporary Appointment (TAU) hire.
- You are not on the current eligibility list.

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination AND the notice to appear showing the scheduled date and time of the exam.

POSITION DESCRIPTION

Under general direction, throughout the State, to pilot a helicopter over all types of terrain; to assist in all aspects of fire prevention, suppression, and vegetation management; to perform required preventive maintenance on helicopters; and to do other related work.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of:

1. Low-level tactical flying in hazardous terrain (e.g., confined areas, pinnacles, mountains) to suppress fires, conduct reconnaissance, search and rescue, and external load operations.
2. Helicopter performance and limitations in all environments (e.g., high altitude, maximum gross weight, high temperatures) to operate the aircraft efficiently and safely.
3. Federal Aviation Regulations at a commercial pilot level as they relate to flight operations to safely and legally operate in the national airspace environment.
4. Helicopter systems and related emergency procedures required to respond to a system failure or an in-flight emergency.
5. Off-airport operations (e.g., unimproved landing areas, slopes, hazards) to safely deliver crews, supplies, and equipment.
6. Pre-mission planning requirements (e.g., CAL FIRE duty time, controlled airspace, fuel requirements, Notice to Air Missions [NOTAMs], Temporary Flight Restrictions [TFRs]) to facilitate safe air operations.
7. Crew Resource Management (CRM) to safely conduct flight operations.
8. Aeronautical principals (e.g., aerodynamics, weight and balance) at the commercial pilot level to conduct safe flight operations.
9. Fire suppression strategy and tactics as they pertain to wild land fire behavior and influencing factors (e.g., Fire Traffic Area [FTA], fuel models, weather conditions, terrain) to mitigate fire advancement as defined in Department policies and procedures.
10. Proper radio procedures to convey accurate and pertinent information.
11. Crew resource management concepts (e.g., interpersonal communication, leadership, decision making) and procedures to improve flight safety and efficiency.
12. Basic instrument flight procedures to reduce the risk inherent to Inadvertent Instrument Meteorological Conditions.
13. Navigation and radio communication systems (e.g., Global Positioning System, FM radios) for safe and effective in-flight navigation and communication.
14. Local and area weather patterns, trends, and terrain influencing factors (e.g., density altitude, turbulence, wind, aviation weather reporting services) to conduct safe flight operations.
15. And understanding of helicopter systems (e.g., electrical systems, hydraulics, turbine engines) to safely operate the aircraft.
16. The structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar to effectively convey information.
17. Aeromedical factors (e.g., physiological, physical, mental status) to conduct safe flight operations.
18. Helicopter operating and maintenance procedures (e.g., maintenance inspections, daily airworthiness directives, engine wash procedures) to

- operate the aircraft safely as required in the Federal Aviation Regulations, helicopter operator's manual, and/or Department policies and procedures.
19. Electronic media and devices (e.g., Microsoft Office Suite, Foreflight, automated flight following) to fulfill administrative and flight duties.

Skill to:

1. Perform emergency procedures (e.g., engine failure, stuck pedal, hydraulic failure) to mitigate injury or death to personnel and damage to aircraft.
2. Safely operate a helicopter at maximum gross weight in challenging conditions (e.g., high density altitude, winds, terrain) to support all-risk missions.
3. Perform technical maneuvers (e.g., hover steps, air rescue, aerial firing operations, pinnacle, confined area operations) in adverse wind conditions and mountainous terrain to effectively operate the aircraft.
4. Safely operate a helicopter using all known devices and equipment associated with helicopter forestry firefighting while conducting Department missions to make correct and sound decisions.
5. Perform low-level flight to support reconnaissance missions (e.g., mapping, assessing fire status, firing operations).
6. Operate in the fire environment (e.g., Interagency Practical Test Standards [IPTS], Federal Aviation Administration Commercial Pilot Practical Test Standards [PTS]) to effectively achieve the Department's mission.
7. Operate the helicopter while utilizing multiple radios to communicate and coordinate with other aircraft and ground personnel.
8. Perform night flying operations to safely control a helicopter.

Ability to:

1. Weigh risk versus gain to decline flight operations that have unacceptable risk levels.
2. Safely operate a helicopter under high-stress and dynamic conditions (e.g., limited visibility, extended duty days, high temperatures, congested and controlled air spaces) to achieve the Department's mission.
3. Use Crew Resource Management in the Fire Traffic Area to identify possible conflicts and/or to increase situational awareness.
4. Identify, assess, mitigate, and manage mission risk to enhance overall safety.
5. Safely operate a helicopter over a full spectrum of surfaces (e.g., mountains, water, heavily wooded areas) and environmental conditions to achieve the Department's mission.
6. Use good decision-making processes and sound reasoning to maintain situational awareness.
7. Recognize and be aware of personal limitations (e.g., human factors, aeromedical, physiological) to ensure individual safe performance.

8. Operate in the fire environment (e.g., Interagency Practical Test Standards [IPTTS], Federal Aviation Administration Commercial Pilot Practical Test Standards [PTS]) to effectively achieve the Department's mission.
9. Understand and comply with Federal Aviation Regulations and Department policies and procedures to facilitate safe flight operations.
10. Fly external loads to transport water, supplies, equipment, and individuals, as applicable.
11. Cooperate (e.g., communicate, interact, resolve conflicts) with others in all situations to accomplish the Department's mission.
12. Operate autonomously to perform job duties in complex situations with little or no input from others during the decision-making process.
13. Read, write, speak, and comprehend English to accomplish daily tasks.
14. Utilize maps (e.g., aeronautical, incident), extrapolate coordinates, and identify terrain features as they apply to pilot navigation and providing ground resource guidance to ensure safe flight operations.
15. Direct personnel (e.g., ground crew, flight crews, helitack crews) in dynamic and dangerous conditions to enhance safety.
16. Adapt to a mission profile and equipment changes within the Department to meet the needs of an evolving aviation program.
17. Communicate effectively using aviation and fire terminology to ensure safe flight operations.
18. Utilize electronic media and devices (e.g., Microsoft Office Suite, Foreflight, automated flight following) to fulfill administrative and flight duties.
19. Follow correct administrative and operational chain of command in accordance with Department policies and procedures.

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 [CalHR Veterans Information](#).

CONTACT INFORMATION

Department of Forestry and Fire Protection
(916) 894-9580
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) 894-9580, four to six weeks from the test 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 [CalHR Veterans Information](#), and the Application for Veterans' Preference determination (CalHR 1093).