

REVISED EXAMINATION ANNOUNCEMENT

MAY 1, 2024

EXAM TITLE: HEAVY FIRE EQUIPMENT OPERATOR
EXAM CODE: 4FS10
EXAM BASE: OPEN
DEPARTMENT: DEPARTMENT OF FORESTRY AND FIRE PROTECTION
FINAL FILING DATE: **MAY 8, 2024***

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

***The final filing date has been extended to MAY 8, 2024. Applications postmarked after MAY 8, 2024, will NOT be considered for this examination.**

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.



HEAVY FIRE EQUIPMENT OPERATOR 4FS10

DEPARTMENT(S): Department of Forestry & Fire Protection
OPENING DATE: April 3, 2024
FINAL FILING DATE: May 8, 2024
EXAM TYPE: OPEN
SALARY: \$5,196.00 - \$7,044.00
Additional Compensation: \$2,581.00 - \$3,499.00 (*paid every 4 weeks*)
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.

SALARY INFORMATION

This classification is eligible for the following pay:

Range A:

\$5,196.00 - \$6,416.00 Base Salary (paid every month)

\$2,581.00 - \$3,187.00 Extended Duty Week Compensation (paid every 4 weeks)

\$95,918.00 - \$118,423.00 Annual Compensation

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Range B:

\$5,703.00 - \$7,044.00 Base Salary (paid every month)

\$2,833.00 - \$3,499.00 Extended Duty Week Compensation (paid every 4 weeks)

\$105,265.00 - \$130,015.00 Annual Compensation

In addition to the above pay items, employees are eligible for retirement and 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 **May 8, 2024**, 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.*

Complete the following form to provide your required transport and bulldozer experience:

- [HFE0 Exam Supplemental Form](#). This form **MUST** be completed and returned with your Employment Application (STD.678). Failure to submit this form may result in denied entry into the examination.

SUBMIT BY MAIL OR IN PERSON:

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

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DO NOT SUBMIT APPLICATIONS VIA E-mail

Applications postmarked or personally delivered after the final filing date of **May 8, 2024**, 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 may 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 may 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

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 CalHR website. Use this information when preparing for this exam and retain this bulletin for your reference.

PERFORMANCE EXAMINATION – WEIGHTED 100%

The Performance Examination will simulate job behaviors. Tasks presented to applicants during the exam are representative of job duties, equipment, and settings that are part of the role of a CAL FIRE Heavy Fire Equipment Operator (HFEO).

This examination is tentatively scheduled for **July 2024**.

To obtain a position on the eligible list, applicants must receive a minimum rating of 70% on the performance examination.

This examination will be administered at the **CAL FIRE Training Center** in Ione, California. It is the candidate's responsibility to anticipate possible participation and to plan travel accordingly.

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CANDIDATES WHO DO NOT APPEAR FOR THE PERFORMANCE EXAMINATION WILL BE DISQUALIFIED.

More information regarding the examination will be sent to the email address provided on your application. **Please ensure we have the correct email information on file.**

MINIMUM QUALIFICATIONS

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

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 "[HFEO EXAM SUPPLEMENTAL FORM](#)". COMPLETE AND RETURN THIS FORM WITH YOUR EXAMINATION APPLICATION STD. 678. YOU MAY USE ADDITIONAL SHEETS, IF NECESSARY.

1. Applicants must specify the number of combined axles and weight(s) of loaded 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, combined number of axles, weight of loaded transport(s), hours per week driving, and total hours of operation. (See "[HFEO Exam Supplemental Form](#)" to provide this information.)

2a. Applicants must specify the type(s) of bulldozer(s) and the number of hours operating D6 or D7 bulldozer (or equivalent size bulldozer). 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 operating per week, and total hours of operation.

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(See "HFEO Exam Supplemental Form" to provide this information.)

2b. Applicants must specify the number of hours and type of "rugged terrain" in which they have experience operating a D6 or D7 bulldozer (or equivalent size bulldozer). 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 or ratio of slope**, and total hours of operation in rugged terrain.

Please note: You must have at least 500 hours of operation using the specified bulldozer(s) in rugged terrain. (See "HFEO Exam Supplemental Form" to provide this information.)

3. If applicant possesses the required Class A license, please provide a copy of the driver's license and complete section 3. (See "HFEO Exam Supplemental Form" to provide this information.)

ELIGIBLE INFORMATION

A new 2024 Departmental eligibility list will be established for the Department of Forestry and Fire Protection (CAL FIRE). The existing 2023 HFEO eligibility list will be abolished once the new results are released.

The 2024 list will 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.

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

Accepted applicants are **required** to bring the following to their performance examination:

1. A Valid Driver's License of the appropriate class (Class A) **AND**
2. A current Department of Motor Vehicles (DMV) printout showing medical certification dated within 30 days of their performance examination.

POSITION DESCRIPTION

Under direction, to operate heavy motorized equipment in wildland fire control work and in forest protection and conservation project work; to perform maintenance and repair on vehicles and heavy equipment; and to do other related work.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of:

1. Transport semi-truck to safely operate on highways, steep, narrow, and rough roads.
2. Equipment (e.g., dozer, transport, construction, fire apparatus) capabilities in various environments to safely complete fire suppression assignments and various projects.
3. Proper methods to secure loads (e.g., grader, loader, logs) in accordance with Federal and State regulations, and Department policies and procedures.
4. Equipment (e.g., dozer, transport, construction, fire apparatus) maintenance (e.g., tune-up, lubrication) to ensure the reliability and safety of equipment.
5. Equipment (e.g., dozer, transport, construction, fire apparatus) adjustments (e.g., brakes) to ensure the reliability and safety of equipment.
6. Equipment (e.g., dozer, transport, construction, fire apparatus) repair (e.g., welding) to ensure the reliability and safety of equipment.
7. Diverse makes and models of equipment (e.g., dozer, transport, construction, fire apparatus) to properly operate various equipment.
8. Department policies, procedures, and exhibits to effectively manage a program for operational readiness.
9. Tools used in the maintenance, adjustment, and repair of equipment (e.g., dozer, transport, construction, fire apparatus) to ensure the reliability and safety of equipment.
10. Road construction and maintenance practices to perform daily assignments.
11. Available training resources (e.g., software programs, classes, manuals) and methods to provide effective instruction for employees.

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 (e.g., transport) loads safely during fire suppression and various assignments on highways and roads.
5. Operate hand tools, power tools, and welders to diagnose, repair, and maintain equipment (e.g., dozer, transport, construction, fire apparatus).

Ability to:

1. Determine limitations of equipment (e.g., dozer, transport, construction, fire apparatus) during assignments and emergency situations to comply with safety standards.

2. Safely operate vehicles and equipment (e.g., dozer, transport, construction, fire apparatus) 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. Operate transport safely in compliance with Federal, State, and local regulations.
6. Work independently by following directions and taking appropriate actions with little or no supervision.
7. Follow oral instructions to ensure completion of assignments.
8. Communicate effectively during stressful situations to maintain a safe work environment.
9. Work long and arduous hours in emergency and non-emergency environments to effectively meet the mission, vision, and values of the Department.
10. Read, write, comprehend, and communicate in English to exchange information and accomplish daily activities.
11. Inspect equipment (e.g., dozer, transport, construction, fire apparatus) to determine required repairs for safe operation.
12. Take actions to avoid potential hazards or obstructions to provide a productive and a safe work environment.
13. Interpret maps, Global Positioning System, and road signs to minimize delays and increase productivity when traveling or directing travel to emergency/non-emergency situations.
14. Test equipment (e.g., dozer, transport, construction, fire apparatus) to determine if equipment is operating properly.
15. Utilize communication equipment (e.g., portable radio, mobile radio, radio pager, cell phone) to safely and effectively communicate with others (e.g., staff, vendors, cooperating agencies, contractors).
16. Operate and make emergency repairs to heavy motorized equipment in mountainous areas under hazardous fire conditions.
17. Manage multiple assignments to meet job demands of varying complexities.
18. Prioritize assignments to maximize program efficiency.
19. Update knowledge and skills of equipment to provide a productive and a safe work environment.
20. Repair equipment (e.g., dozer, transport, construction, fire apparatus) for safe operation.
21. Implement and comply with Department policies and procedures (e.g., Substance Abuse Assistance Program, handbooks, Equal Employment Opportunity).
22. Maintain cooperative relations with other organizations and agencies at a level for successful job performance.
23. Resolve conflicts to provide a productive and a safe work environment.
24. Establish goals and objectives as needed to maximize program efficiency.
25. Pass the Respiratory Protection Program physical for respiratory fit testing and wear.

26. Mentor staff for workforce succession planning.

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.

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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).

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