



Stanislaus Consolidated Fire Protection District
3324 Topeka Street
Riverbank, CA 95367
Phone: (209) 869-7470 Fax: (209) 869-7475
Email: admin@scfpd.us
www.scfpd.us

AGENDA
PERSONNEL COMMITTEE MEETING
STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT
Wednesday, May 25, 2022, at 5:00 p.m.
Station 26 Meeting Room, 3318 Topeka Street, Riverbank, CA

(THE AGENDA PACKET IS POSTED AT EACH SCFPD LOCATION AND AT WWW.SCFPD.US)

MEETING TELECONFERENCE INFORMATION

Join Zoom Meeting

<https://us06web.zoom.us/j/85771928077>

Meeting ID: 857 7192 8077

One tap mobile

+17207072699,,85771928077# US (Denver)

+12532158782,,85771928077# US (Tacoma)

Dial by your location

+1 720 707 2699 US (Denver)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 646 558 8656 US (New York)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

Meeting ID: 857 7192 8077

Find your local number: <https://us06web.zoom.us/j/85771928077>

1. CALL TO ORDER

Director Bernardi

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

Director: Bernardi
Director: Stanfield
Fire Chief: Tietjen

Battalion Chief: Bray
L3399 President: Ehrenberg

4. APPROVAL OF AGENDA – *at this time, a Committee Member may pull an item from the agenda*

5. PUBLIC COMMENTS- *The Personnel Committee welcomes participation in meetings. Matters under the jurisdiction of the committee that are not posted on the agenda may be addressed by the public. California law prohibits the committee from acting on any matter which is not on the posed agenda, unless the members determines that it is an emergency or other situation specified in Government Code Section 54954.2. Public comments are limited to three (3) minutes per individual. Please make your comments directly to SCFPD Personnel Committee Chair. **Comments will be accepted via Teleconference.***

6. APPROVAL OF MINUTES

7. ACTION/DISCUSSION ITEMS

Item 7.A: Review, discussion, and direction of the following Job Descriptions:

1. Firefighter
2. Firefighter Paramedic
3. Engineer
4. Captain

Recommendation: Review, Discussion, and Recommendations for updates to each current Job description requirements.

8. ADJOURNMENT

AFFIDAVIT OF POSTING

I, Erik Klevmyr, Clerk of Board of the Stanislaus Consolidate Fire Protection District, do hereby declare that the foregoing agenda for the Personnel Committee meetings of the SCFPD has been posted at the administrative offices, District website of the Stanislaus Consolidated Fire Protection District at least 24 hours prior to the meeting date and will also be posted at each of the District Fire Stations.

Dated: May 18, 2022

Time: 4:00 p.m.



Erik Klevmyr, Board Clerk

Stanislaus Consolidated Fire Protection District

ADA Compliance Statement: In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact Board Clerk at (209) 869-7470 or boardclerk@scfpd.us Notification 72 hours prior to meeting will enable the District to make reasonable arrangement to ensure accessibility to this meeting.

Stanislaus Consolidated Fire Protection District



Firefighter Recruitment - Laterals Accepted
Salary: \$4,623 - \$5,618 Monthly
56-hour Workweek

Candidates must be active on the [Firefighter Candidate Testing Center's Eligibility List](#)
to be Considered

Applications accepted until ?????????? at 5 PM

THE DISTRICT

Stanislaus Consolidated Fire Protection District is located in the eastern portion of Stanislaus County in California's Central Valley. The District was formed in 1995 when four smaller Districts combined to reduce costs and improve service levels. The District includes unincorporated eastern Modesto, the cities of Riverbank and Waterford and the communities of Empire, La Grange and Hickman. Today, the District has a staff of 50 full-time personnel, two part-time personnel and five intern firefighters. The District staffs five fire stations and covers over 217 square miles. The District has an operating budget of \$11 million. More information can be found at www.scfpd.us.

THE POSITION

Under general supervision of a Fire Captain or Acting Fire Captain, employees within the Firefighter job classification operate as a member of a fire company to respond to fire, rescue, hazardous material, medical and other emergencies to protect life and property from the effects or potential effects of emergency conditions. Employees in this classification also administer basic life support, respond to non-emergency events and participate in training, equipment and station maintenance, fire prevention and public education activities. The full [job description](#) can be found on the District's website.

MINIMUM QUALIFICATIONS

Age

- 21 years of age at time of appointment

Education

- High school diploma, GED, or equivalency certificate.
- ~~Minimum of 30 semester units from a regionally accredited or FESHE approved university or college. Internal candidates must provide official transcripts confirming they have met this requirement.~~

Licenses and Certificates

- Possession of current valid Class C California driver's license
- Possession of current California State Fire Marshal Firefighter I Certificate or graduation from a California State Fire Marshal's accredited Firefighter 1 academy, or completion of 15 semester units of college course work in fire science or related field.
- Possession of current California E.M.T. 1 certification
- Possession of a current Health Care Provider Cardiopulmonary Resuscitation (CPR) card
- ICS 100 and 200
- Candidate Physical Ability Test (CPAT) certificate valid at time of application

To be considered, candidates must meet the minimum qualifications listed above.

Firefighter Candidates Testing Center (FCTC) Statewide Eligibility List (SEL) Written Test schedules and find out how to get on the FCTC SEL [CLICK HERE](#).

DESIRED QUALIFICATIONS

- Associate's and/or Bachelor's degree from a regionally accredited or FESHE recognized college or university
- Office of State Fire Marshal-Apparatus Driver Operator 1A & 1B Certificates
- National Registry EMT Certificate
- Valid Class A, B or C CA driver license with Firefighter Endorsement

PAY AND BENEFITS

This is an FLSA non-exempt hourly position.

The District offers a generous benefits package that includes CalPERS retirement, employer-paid healthcare, dental, vision and life insurance. The District also offers the following:

- Education Reimbursement: \$800/year
- Education Incentives:
 - AA/AS \$225/month or BA/BS \$450/month (not accumulative, employees can only receive one of the two stipends)
- Bilingual Incentive (Spanish) \$75/month
- Specialty Team Stipends (Hazardous Materials & Swiftwater):
 - 1st Team \$1,050/year
 - 2nd Team \$500/year

See [Local 3399 MOU](#) for details.

SELECTION PLAN

To be considered, candidates must meet the minimum qualifications and be active on the [Firefighter Candidates Testing Center's Statewide Eligibility List](#).

Please Submit:

- [District Application](#)
- Professional Resume
- Proof of Meeting Minimum Education & Licenses/Certificates Qualifications

Deliver or Send to:

Clint Bray, Battalion Chief
Stanislaus Consolidated Fire Protection District
3324 Topeka Street
Riverbank, CA 95367

Original application along with supporting documentation must be received by 5:00 pm on Friday, May 7, 2021. Postmarks, emails or fax copies are not acceptable methods to meet the deadline. Applicants will be informed via email with reasonable notice in advance of oral panel interviews and assessment center phase that will require attendance. Dependent upon a Background Investigation, candidates may be offered "conditional" employment contingent upon a pre-employment Psychological Evaluation, Live Screen. Drug screen, and an NFPA 1582 medical assessment.

The Stanislaus Consolidated Fire Protection District will make reasonable efforts in the examination process to accommodate qualified individuals with mental and physical disabilities, and/or medical conditions in accordance/compliance with the State Fair Employment Housing Act (FEHA) and the Federal Americans with Disabilities Act (ADA) of 1990. To request an accommodation due to a disability during this or other phases of the selection process, please contact the District Human Resource representative at (209) 869-7470 before the final filing deadline. In order to qualify for a reasonable accommodation, applicants must have a permanent disability pursuant to the U.S. Equal Employment Opportunity Commission's statute of the Americans with Disability Act of 1990, as amended, and/or the California Department of Fair Employment and Housing (DFEH) Act.

THE DISTRICT RESERVES THE RIGHT TO MAKE CHANGES
TO THE ANNOUNCED EXAMINATION STEPS

EQUAL OPPORTUNITY EMPLOYER

The Stanislaus Consolidated Fire Protection District is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age.

Stanislaus Consolidated Fire Protection District



Firefighter/Paramedic Recruitment
Salary: \$5,178.59-\$6,293.01 Monthly
56-hour Workweek

Candidates must be active on the [Firefighter Candidate Testing Center's Eligibility List](#)
to be Considered

Applications accepted until ?????????? at 5 PM

THE DISTRICT

Stanislaus Consolidated Fire Protection District is located in the eastern portion of Stanislaus County in California's Central Valley. The District was formed in 1995 when four smaller Districts combined to reduce costs and improve service levels. The District includes unincorporated eastern Modesto, the cities of Riverbank and Waterford and the communities of Empire, La Grange and Hickman. Today, the District has a staff of 58 full-time personnel, two part-time personnel and 10 intern firefighters. The District staffs five fire stations and covers a total of 195 square miles. The District has an operating budget of \$11 million. More information can be found at www.scfpd.us.

THE POSITION

Under general supervision of a Fire Captain or Acting Fire Captain, employees within the Firefighter/Paramedic job classification operate as a member of a fire company to respond to fire, rescue, hazardous material, medical and other emergencies to protect life and property from the effects or potential effects of emergency conditions. Employees in this classification also administer basic and advanced life support, respond to non-emergency events and participate in training, equipment and station maintenance, fire prevention and public education activities. The full [job description](#) can be found on the District's website.

MINIMUM QUALIFICATIONS

Age

- 21 years of age at time of appointment

Education

- High school diploma, GED, or equivalency certificate.
- ~~Minimum of 30 semester units from a regionally accredited or FESHE approved university or college. Internal candidates must provide official transcripts confirming they have met this requirement.~~

Licenses and Certificates

- Valid Class C California driver's license
- Possession of California State Fire Marshal Firefighter I Certificate or graduation from a California State Fire Marshal's accredited Firefighter 1 academy, or completion of 15 semester units of college course work in fire science or related field.
- Possession of National Registry Paramedic License at time of application or California Paramedic License by time of appointment
- Possession of a current Advanced Cardiac Life Support Certificate
- Possession of a current Pediatric Advanced Life Support (PALS) Certificate
- Possession of a current Prehospital Trauma Life Support (PHTLS) or Certificate or Possession of a current Intermediate Trauma Life Support (ITLS) Certificate
- Possession of a current Health Care Provider Cardiopulmonary Resuscitation (CPR) card
- ICS 100 and 200
- Candidate Physical Ability Test (CPAT) certificate valid at time of application

To be considered, candidates must meet the minimum qualifications and be active on the **Firefighter Candidates Testing Center (FCTC) Statewide Eligibility List (SEL)**. To view CPAT and Written Test schedules and find out how to get on the FCTC SEL [CLICK HERE](#).

DESIRED QUALIFICATIONS

- Degree from a regionally-accredited or FESHE-approved college or university
- National Registry Paramedic (NRP)
- Flight Paramedic Certification (FP-C)
- Critical Care Paramedic Certification (CCP-C)
- One year full-time experience as ambulance company paramedic
- Valid Class A, B, or C California driver's license with Firefighter endorsement
- Office of State Fire Marshal-Apparatus Driver Operator 1A & 1B Certificates
- Office of State Fire Marshal-Command 1A Certificate
- Demonstrated proficiency in college-level Math, Science and English. Examples of acceptable courses include those equivalent to or above Math 90, Biology 101, and English 101.

PAY AND BENEFITS

This is an FLSA non-exempt hourly position.

The District offers a generous benefits package that includes CalPERS retirement, employer-paid healthcare, dental, vision and life insurance. The District also offers the following:

- Education Reimbursement: \$800/year
- Education Incentives:
 - AA/AS \$225/month & BA/BS \$450/month (not accumulative, employees can only receive one of the two stipends)
 - Nationally Certified Paramedic (NRP) \$225/month (accumulative, will be added to BA/BS or AA/AS stipends)
- Post-Paramedic Education Incentives \$125/month (accumulative, but only one will receive the incentive):
 - Critical Care Paramedic Certification (CCP-C)
 - Flight Paramedic Certification (FP-C)
 - Community Paramedic Certification (CP-C)
- Paid mandatory paramedic renewal training/certification fees
- Bilingual Incentive (Spanish) \$75/month
- Specialty Team Stipends (Hazardous Materials & Swiftwater):
 - 1st Team \$1,050/year
 - 2nd Team \$500/year

See [Local 3399 MOU](#) for details.

SELECTION PLAN

To be considered, candidates must meet the minimum qualifications and be active on the **Firefighter Candidates Testing Center's Statewide Eligibility List**.

Please Submit:

- [District Application](#)
- Professional Resume

- Proof of Meeting Minimum Education & Licenses/Certificates Qualifications

Deliver or Send to:

Clint Bray, Battalion Chief
Stanislaus Consolidated Fire Protection District
3324 Topeka Street
Riverbank, CA 95367

Original application along with supporting documentation must be received by 5:00 pm on Friday, May 7, 2021. Postmarks, emails or fax copies are not acceptable methods to meet the deadline. Applicants will be informed via email with reasonable notice in advance of interviews that will require their attendance. Dependent upon a Background Investigation, candidates may be offered “conditional” employment contingent upon a pre-employment Psychological Evaluation, Live Screen, Drug Screen and a NFPA 1582 medical assessment.

The Stanislaus Consolidated Fire Protection District will make reasonable efforts in the examination process to accommodate qualified individuals with mental and physical disabilities, and/or medical conditions in accordance/compliance with the State Fair Employment Housing Act (FEHA) and the Federal Americans with Disabilities Act (ADA) of 1990. To request an accommodation due to a disability during this or other phases of the selection process, please contact the District Human Resource representative at (209) 869-7470 before the final filing deadline. In order to qualify for a reasonable accommodation, applicants must have a permanent disability pursuant to the U.S. Equal Employment Opportunity Commission's statute of the Americans with Disability Act of 1990, as amended, and/or the California Department of Fair Employment and Housing (DFEH) Act.

THE DISTRICT RESERVES THE RIGHT TO MAKE CHANGES
TO THE ANNOUNCED EXAMINATION STEPS

EQUAL OPPORTUNITY EMPLOYER

The Stanislaus Consolidated Fire Protection District is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age.

Stanislaus Consolidated Fire Protection District



Fire Engineer
Salary: \$63,310-\$77,004 annually
56-hour Workweek

Applications accepted until ?????????? at 5 PM

THE DISTRICT

Stanislaus Consolidated Fire Protection District is located in the eastern portion of Stanislaus County in California's Central Valley. The District was formed in 1995 when four smaller Districts combined to reduce costs and improve service levels. The District includes unincorporated eastern Modesto, the cities of Riverbank and Waterford and the communities of Empire, La Grange and Hickman. Today, the District has a staff of 50 full-time personnel, two part-time personnel and five intern firefighters. The District staffs five fire stations and covers over 217 square miles. The District has an operating budget of \$11 million. More information can be found at www.scfpd.us.

THE POSITION

Under general supervision of a Fire Captain or Acting Fire Captain, employees within the Fire Engineer job classification operate as a member of a fire company to respond to fire, rescue, hazardous material, medical and other emergencies to protect life and property from the effects or potential effects of emergency conditions. Employees in this classification also administer basic life support, respond to non-emergency events and participate in training, equipment and station maintenance, fire prevention and public education activities. Operates and maintains a variety of fire apparatus and firefighting equipment; participates in firefighting activities, fire prevention inspections and training; performs mechanical maintenance on vehicles, equipment, and apparatus; and performs and provides emergency medical services. Employees in the Fire Engineer job classification do not supervise other employees.

EXAMPLES OF DUTIES

Responsibilities and duties may include but are not limited to the following, which are listed in no particular order or significance:

- Drive all types of fire apparatus and other District vehicles to and from emergencies and other fire District activities that require the operation of fire apparatus and other vehicles.
- Operate pumps and other firefighting equipment at emergencies and during all other District activities that require the operation of fire apparatus.
 - Inspect vehicles, equipment, and apparatus, including aerial lift and pumping equipment. perform maintenance and minor repair work; identify and assist in major repair and maintenance; maintain records of maintenance of apparatus and vehicles.
- Operate all types of portable emergency equipment including fire extinguishers, pike poles, hand lines, smoke ejectors, salvage covers, forcible entry tools, breathing apparatus, emergency medical equipment and other rescue equipment.
- Analyze and initiate basic life support care to the sick and injured.
- Respond to hazardous materials incidents and function within certified level of training.
- Participate in fire inspection and other fire prevention and public education activities; ensure that businesses are operating in compliance with the fire code; maintain appropriate records and files.
- Participate in public education activities including facility tours, career days, neighborhood programs and public education presentations.
- Attend training sessions which include firefighting techniques, hazardous material response, emergency medical care, proper use of all equipment and related tools, strategy and tactics, policies and procedures and other didactic and manipulative training activities.
- Clean apparatus and equipment and perform general custodial duties as required.
- Assist in maintaining pre-fire plans; update maps as required.
- Respond to public complaints regarding weed abatement and fire and life safety hazards.
 - Act as Fire Captain, as required, if qualified and assigned.
 - Perform related duties as assigned.

WORKING CONDITIONS

- Environmental Conditions- Emergency response environment; exposure to hot and humid work environment making rapid transitions from rest to near maximal exertions without warm-up period.
- Physical Conditions- Essential and marginal functions will require maintaining physical condition necessary for bodily mobility to operate and crawl in restricted space; work, stand, or sit for prolonged periods of time; operate motorized equipment and vehicles; and the ability to work in hot and humid environments while wearing firefighting equipment which may inhibit all necessary senses.

MINIMUM QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Abilities and Knowledge

Ability to:

- Effectively and safely drive/operate the full range of fire apparatus/equipment used by the District.
- Perform field calculations of hydraulics for the proper and effective operations of equipment at emergency scenes.
- Understand and act in accordance with District policies, rules, and instructions.
 - Learn and to apply firefighting and medical techniques and procedures.
 - Demonstrate mechanical aptitude as required in the operation of firefighting equipment.
 - Perform emergency medical practices and procedures at the level of a competent California State Certified Emergency Medical Technician (EMT).
 - Retain operational awareness in emergency situations.
 - Think and act quickly and effectively in emergencies.
 - Understand and follow oral and written directions promptly and accurately.
 - Perform occasional heavy lifting up to 100 lbs. and physical maneuvering.
 - Perform general office and clerical duties in support of assigned activities.
 - Operate a computer and learn how to use general and job specific computer applications.
 - Communicate effectively, both orally and in writing.
 - Establish and maintain cooperative working relationships with coworkers and members of other public agencies.
 - Work in communal environment that includes common sleeping, eating, and restroom facilities.
 - Analyze fire and emergency conditions and employ effective courses of action.
 - Maintain and test fire sprinkler systems and fire hydrants.
 - Operate and maintain voice radio equipment.
 - Rescue and evacuate victims from buildings, vehicles and other entrapments.
 - Pass required oral, manipulative, and written exams.
- Provide lead supervision over fire suppression personnel, when assigned.

Knowledge of:

- Principles, practices, and procedures of modern firefighting and firefighting vehicles, equipment and apparatus.
- Principles, practices and procedures of modern firefighting.
- Fire apparatus, equipment, tools, devices, facilities and their proper use.
- Basic principles of hydraulics relating to fire equipment.
- Safe driving practices.
- Basic life support emergency medical principles and practices.

Experience:

Two years full-time paid firefighting experience or four years as an active reserve or volunteer. A combination of full-time experience and volunteer experience will be considered for internal candidates that are off probation.

Education:

- Minimum of 30 semester units from a regionally accredited or FESHE-approved university or college. Internal candidates must provide official transcripts confirming they have met this requirement.
- High school diploma, GED, or equivalency certificate.

Licenses and Certificates

- Valid Class A, B, or C California driver’s license with Firefighter endorsement.
- Possession of a current State of California Emergency Medical Technician Certification.
- Possession of California State Fire Marshal Firefighter I Certificate.
- Possession of a current Health Care Provider Cardiopulmonary Resuscitation (CPR) card.
- ICS 100 and 200.
- Fire Apparatus Driver/Operator 1A and 1B Certification.
- **Candidate Physical Ability Test (CPAT)** certificate valid at time of application for external candidates

DESIRED QUALIFICATIONS

- ~~Demonstrated proficiency in college-level Math, Science and English. Examples of acceptable courses include those equivalents to or above Math 90, Biology 101, and English 101.~~
- Associates and/or Bachelor’s Degree from a regionally accredited or FESHE-approved university or college.
- ICS 300 / 400.

PAY AND BENEFITS

This is an FLSA non-exempt hourly position with steps. The District offers a generous benefits package that includes CalPERS retirement, employer paid health care, dental, vision and life insurance. A total list of benefits for this position can be found on the District website under General Information, MOU, Employment Contracts and Handbooks at www.scfpd.us.

See [Local 3399 MOU](#) for details.

SELECTION PLAN

To be considered for this opportunity, candidates must meet the minimum qualifications. Please submit:

- Fire District Application. The application is available at www.scfpd.us. Under “General” tab, then “Employment”.
- Professional Resume, with three work-related references.
- External Applicants must provide copies of Licenses & Certificates.

Send or Deliver to:

Tim Tietjen, Fire Chief
Stanislaus Consolidated Fire Protection District
3324 Topeka Street
Riverbank, CA 95367
(209) 869-7470

Original application along with supporting documentation must be received by 5:00 p.m. Friday, ??????
Postmarks or fax copies are not acceptable methods to meet the deadline.

The Stanislaus Consolidated Fire Protection District will make reasonable efforts in the examination process to accommodate qualified individuals with mental and physical disabilities, and/or medical conditions in accordance/compliance with the State Fair Employment Housing Act (FEHA) and the Federal Americans with Disabilities Act (ADA) of 1990. To request an accommodation due to a disability during this or other phases of the selection process, please contact the District Human Resource representative at (209) 869-7470 before the final filing deadline. In order to qualify for a reasonable accommodation, applicants must have a permanent disability pursuant to the U.S. Equal Employment Opportunity Commission's statute of the Americans with Disability Act of 1990, as amended, and/or the California Department of Fair Employment and Housing (DFEH) Act.

THE DISTRICT RESERVES THE RIGHT TO MAKE CHANGES
TO THE ANNOUNCED EXAMINATION STEPS

EQUAL OPPORTUNITY EMPLOYER

The Stanislaus Consolidated Fire Protection District is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age.

Stanislaus Consolidated Fire Protection District



Fire Captain Recruitment- Promotional Examination Internal Applicants Only

Salary: \$2,435.00-\$2,961.70 bi-weekly
56-hour Workweek

Applications accepted until ?????????? at 5 PM

THE DISTRICT

Stanislaus Consolidated Fire Protection District is located in the eastern portion of Stanislaus County in California's Central Valley. The District was formed in 1995 when four smaller Districts combined to reduce costs and improve service levels. The District includes unincorporated eastern Modesto, the cities of Riverbank and Waterford and the communities of Empire, La Grange and Hickman. Today, the District has a staff of 50 full-time personnel, two part-time personnel and five intern firefighters. The District staffs five fire stations and covers over 217 square miles. The District has an operating budget of \$11 million. More information can be found at www.scfpd.us.

THE POSITION

Employees within the Captain Job classification operate as the supervisor of a fire company that responds to fire, rescue, hazardous material, medical and other emergencies to protect life and property from the effects or potential effects of emergency conditions. Employees in this classification also respond to and supervise non-emergency events and participate and provide supervision of training, equipment and station maintenance, fire prevention and public education activities.

Employees in the Captain Job classification are supervised by a Battalion Chief, Acting Battalion Chief or higher ranking officer. Employees within the Captain Job classification supervise Firefighters and Fire Engineers assigned to their company.

MINIMUM QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Abilities and Knowledge

Ability to:

- Supervise assigned personnel to ensure they perform work within specifications.
- Effectively, competently and safely supervise fire companies at emergencies.
- Read, interpret and explain documents such as safety rules, operating and maintenance instructions, and procedure manuals.
- Write professional, comprehensive reports that meet the District specifications.
- Communicate effectively before the public and with District personnel.
- Understand and act in accordance with District policies, rules, and instructions.
- Apply firefighting and medical techniques and procedures
- Demonstrate mechanical aptitude as required in the operation of firefighting equipment.
- Perform emergency medical practices and procedures at the level of a competent California State Certified Emergency Medical Technician (EMT).
- Retain and communicate operational awareness in emergency situations.
- Think and act quickly and effectively in emergencies.
- Give and follow oral and written directions promptly and accurately.
- Perform occasional heavy lifting up to 100 lbs. and physical maneuvering.
- Perform general office and clerical duties in support of assigned activities.
- Operate a computer and learn how to use general and job-specific computer applications.
- Communicate effectively, both orally and in writing.
- Establish and maintain cooperative working relationships with subordinates, peers, supervisors, the public and

- members of other public agencies.
- Work in communal environment that includes common sleeping, eating, and restroom facilities.
- Analyze fire and emergency conditions and employ effective courses of action.
- Maintain and test fire sprinkler systems and fire hydrants.
- Operate and maintain voice radio equipment.
- Rescue and evacuate victims from buildings, vehicles and other entrapments.
- Pass required oral, manipulative, and written exams.
- Provide lead supervision over fire suppression personnel, when assigned.

Knowledge of:

- Principles, practices, and procedures of modern firefighting and firefighting vehicles, equipment and apparatus.
 - Principles and application of the Incident Command System.
 - District policies and procedures.
 - Supervisory responsibilities and expectations.
 - Firefighter Bill of Rights and proper application related to disciplinary actions.
 - Fire apparatus, equipment, tools, devices, facilities and their proper use.
 - Safe driving practices.
 - Basic life support emergency medical principles and practices.

Experience:

Four years of full-time, paid firefighting experience with a minimum of two years functioning as a Fire Engineer.

Education:

A minimum of 45 units from a regionally accredited or FESHE-recognized university or college. ~~Internal candidates must provide official transcripts confirming they have met this requirement by April 1, 2019. Failure to do so will result in immediate reclassification to Engineer or previously held position.~~

Licenses and Certificates

- Valid Class A, B, or C California driver's license with Firefighter endorsement.
- Possession of a current State of California Emergency Medical Technician Certification.
- Possession of California State Fire Marshal Firefighter I Certificate.
- Possession of a current Health Care Provider Cardiopulmonary Resuscitation (CPR) card.
- ICS 100, 200 and 300.
- CSFM Fire Officer Certification or New CSFM Company Officer task book completion and certification within six months of promotion.
- **Candidate Physical Ability Test (CPAT) certificate valid at time of application for external candidates**

DESIRED QUALIFICATIONS

- Associates, Bachelor's and/or Master's Degree from regionally accredited university or college.
- OSFM Chief Fire Officer certification
- National Registry EMT Certificate

PAY AND BENEFITS

This is an FLSA non-exempt hourly position.

The District offers a generous benefits package that includes CalPERS retirement, employer-paid healthcare, dental, vision and life insurance. The District also offers the following:

- Education Reimbursement: \$800/year
- Education Incentives:
 - AA/AS \$225/month or BA/BS \$450/month (not accumulative, employees can only receive one of the two stipends)
- Bilingual Incentive (Spanish) \$75/month
- Specialty Team Stipends (Hazardous Materials & Swiftwater):
 - 1st Team \$1,050/year
 - 2nd Team \$500/year

See [Local 3399 MOU](#) for details.

SELECTION PLAN

To be considered for this opportunity, candidates must meet the minimum qualifications. Please submit:

- Fire District application. The application is available at www.scfpd.us under “General” tab, then “Employment”.
 - List certificates but do not include copies; certificate copies will be requested at a later date.
- Professional Resume, with three work-related references and current salary

Send or Deliver to:

Tim Tietjen, Fire Chief
Stanislaus Consolidated Fire
Protection District
3324 Topeka Street
Riverbank, CA 95367
(209) 869-7470

Original application along with supporting documentation must be received by 5:00 p.m. Friday, ??????
Postmarks or fax copies are not acceptable methods to meet the deadline.

The Stanislaus Consolidated Fire Protection District will make reasonable efforts in the examination process to accommodate qualified individuals with mental and physical disabilities, and/or medical conditions in accordance/compliance with the State Fair Employment Housing Act (FEHA) and the Federal Americans with Disabilities Act (ADA) of 1990. To request an accommodation due to a disability during this or other phases of the selection process, please contact the District Human Resource representative at (209) 869-7470 before the final filing deadline. In order to qualify for a reasonable accommodation, applicants must have a permanent disability pursuant to the U.S. Equal Employment Opportunity Commission's statute of the Americans with Disability Act of 1990, as amended, and/or the California Department of Fair Employment and Housing (DFEH) Act.

THE DISTRICT RESERVES THE RIGHT TO MAKE CHANGES
TO THE ANNOUNCED EXAMINATION STEPS

EQUAL OPPORTUNITY EMPLOYER

The Stanislaus Consolidated Fire Protection District is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age.