

STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT
POLICIES & PROCEDURES

ARTICLE: C-25
SECTION: Operations Division
DATE: 7/18/02
SUPERSEDES: 5/8/02 - 1/26/99
TITLE: **PROMOTIONAL AND ACTING (OUT-OF-GRADE) STANDARDS**

Promotional/Hiring Minimum Standards

1. Firefighter: FF1, EMT-D, High School/GED.
2. Engineer: FF1, EMT-D, High School/GED., D.O. 1A/1B Qualified, 2 years experience with an organized department.
3. Captain: FF1, EMT-D, High School/GED., D.O. 1A/1B, F.O. Certificate, ICS-200, ICS 300, 25 College Units. 5 years experience as engineer (a maximum of 2 years as a volunteer engineer may be used towards experience time).
Within probationary year complete the following: Investigation 1B, Swift Water Rescue 1, Haz Mat Scene Manager.
4. B/C: FF1, FF2, FO Certificate, ICS-200, ICS-300, ICS-334 Strike Team Leader, 50 College Units, 5 years experience as career company officer. Minimum of 3 Level 2/Chief Officer Classes, EMT-D, High School/GED., Class "C" California D.L.
Within probationary year complete the following: Investigation 1B, Swift Water Rescue Awareness, Haz Mat Scene Manager, Residency Requirements. Certificate and/or A.A/A.S. Degree.

Note: Internal candidates looking at promoting to captain will have to complete ICS-200, at least four of the FO classes, and have at least 17 college units to be eligible to take the captains written exam. Also a minimum of 4 years towards completion of the time requirement will be required.

Internal personnel promoted to Captain who do not meet all the minimum requirements will have to complete them during their probationary year. Failure to do so will result in demotion. Extension of probation will be granted in extenuating circumstances only. I.e. class needed not offered during probationary period, death in family, etc

Acting Status

Note: No persons on probation or a personal improvement plan will be considered for an acting position.

1. Engineer: 18 months experience as a career firefighter. D.O. 1A/1B, EMT-D, FF1, Cleared by Training Officer or his/her designee on utilized apparatus.
2. Captain: Three years experience as a career engineer with SCFPD, 4 of the 8 F.O. Classes, ICS 200, EMT-D, FF1, Class B or Class B Firefighter CA D.L.
3. B/C: Three years experience as a career company officer with SCFPD, EMT-D, ICS 200, 1 Level 2/Chief Officer Class, FF1, FF2, Class "C" CA D.L.; F.O. Certificate, 25 College Units

Grand fathering: Personnel hired prior to January 1, 1996 **may** be allowed to act at the discretion of the Battalion Chief and/or Operations Chief regardless of the requirements mentioned above. Such personnel may need some training before being allowed to act, if deemed necessary by management.

Hiring Of Overtime: Acting Captains will be used, when possible, to fill Captains positions on their assigned shift. If the shift is unable to fill the position, then the normal hire-back procedures are to be used.

Management will make final determination towards a person's ability to act, and have the final say when filling an acting position. This is not meant to deny any employee the right to use the grievance procedure.

Written By: Stephen Mayotte, Battalion Chief

Date: July 18, 2002