

SAN BERNARDINO COUNTY FIRE DEPARTMENT OPERATIONS DIRECTIVES



2032 PAID CALL FIREFIGHTER PROGRAM

I. PURPOSE

All stations and districts in the San Bernardino County Fire Department employing Paid Call Firefighters (PCFs) will use standardized procedures for hiring, training, and maintaining PCF personnel.

II. SCOPE

This directive applies to all Paid Call Fire Suppression personnel. Generally, paid-call personnel are those who are available locally with a pager to respond to their station, staff an apparatus, and respond to a call. Full-time personnel shall also become familiar with this directive to facilitate administration, management, and operational issues of combination stations (Paid-call and Full-time personnel), as well as, joint responses with County Fire PCF Companies.

III. PROCEDURE

All stations will be provided access to a copy of the current Paid Call Firefighter Directive. This directive will contain sections on Candidate Requirements, Hiring Process, Basic Training, Promotional Requirements, Uniforms, Sign off tasks, Physical Performance Standards and Pay structure. Copies are to be made available for all employees via paper or electronic means.

IV. CHANGE MODEL

As with any incident or organization, what works initially may not be appropriate later on. The PCF standards committee consisting of members of management, career suppression, and paid call employees, meets on an ongoing basis to refine the program. Employees with ideas for change are requested to contact their division representative from the committee.

PAID CALL REQUIREMENTS

A. NEW EMPLOYEE REQUIREMENTS

1. 18 Years old or older
2. High School Diploma or GED
3. Valid Drivers License
4. Meet local response time or shift schedule as determined by station response requirements
5. Previous experience desirable but not required

HIRING PROCESS

1. Submit Special Districts application to Station
2. Oral interview with station officers and BC – (Questions pre-approved by Human resources)
3. PCF coordinator through the Division HQ forwards application to Personnel Office with recommendation for hire, signed by appropriate Battalion Chief
4. Pass County physical (scheduled by Personnel office)
Note: applicant may not retest for 6 mo. if they fail (one year for drug test failure)
5. Pass D.O.J. fingerprint check.
6. Issuance of County employee number

B. PCF FIREFIGHTER ORIENTATION

Gear issue:

1. The employee will need to have basic SCBA training at the station level by their Captain or Respiratory Program technician using station spare mask and SCBA.
2. PCF coordinator calls the training division to arrange a fit test.*
3. PCF coordinator calls the service center to arrange a gear issue.
4. Try to arrange both in the same day to avoid extra travel.
5. Per Ops Dir #3009 PCF arrives for fit test with SCBA training sheets (Operations training and Sentinel training), they have their Employee number, and their gear issue sheet signed by the BC. (4 items total)
6. After the fit test, PCF may then go to service center with gear issue sheet now signed by training officer to get gear.

*Note: if fit test equipment is on rotation in the field, PCF coordinators must contact the division SCBA technician having the equipment to arrange fit test.

The firefighter trainee shall complete the following classes before advancing from the Orientation Level: (these may be completed and documented locally at the station level using material provided by the training division)

1. SB 198 Training with Firefighter and workplace safety
2. Bloodborne Pathogens / Communicable disease awareness
3. Respiratory Protection Program (SCBA fit test included)
4. ICS 100 (self study packet)
5. H.I.P.A.A. requirements (patient confidentiality training)

C. FIREFIGHTER TRAINEE

Upon completion of the PCF Firefighter Orientation and issue of safety gear, the firefighter trainee may serve as a ride-out person, under direct supervision of the Company Officer, but shall not exceed their level of approved training.

Use of the firefighter trainee will be at the Company Officer's discretion. The firefighter trainee shall not replace a firefighter or replace the second firefighter position.

The firefighter trainee will be identified with a taped green "T" on the rear of their helmet; the green "T" will signify the firefighter as a trainee. The green "T" will be 4" X 4" at the crossbeam and "1/2" wide.

The firefighter trainee shall complete, within 1 year of hire date:

1. EMS First Responder, including CPR
2. Haz-Mat First Responder, Operational
3. Confined Space Awareness
4. S-190, Basic Wildland Fire Behavior
5. S-130, Wildland Tools and Techniques
6. ICS-200, Basic Incident Command

Additionally, the firefighter trainee shall complete, within 2 years of hire date:

1. California State Fire Marshal Certified Volunteer Firefighter (FF-1 supercedes this)
2. Exposure to a structure live fire environment
3. Exposure to a wildland live fire environment
4. Bee Swarm Response training
5. Swift Water Rescue Awareness

Approximate total training: 194 hours

Upon completion of the above, the green "T" may be removed, as the trainee has now advanced to the rank of FIREFIGHTER.

D. SAN BERNARDINO COUNTY FIRE DEPARTMENT CERTIFIED FIREFIGHTER 1

1. EMT-1 (with station specific optional skills/licenses) (170 + hours)
2. SFM Fire Control 3, Structure (16 hours)
3. SFM Fire Control 4, Flammable Liquid and LPG gases (12 hours)
4. SFM Certified Firefighter 1 (varies, Certified Volunteer + 24 hours)

Approximate total training: 222 + hours

E. DRIVER OPERATOR

1. Firefighter
2. Class "B" or firefighter restricted driver's license (30 hours)
3. N.F.A. Commanding the Initial Response (8 hours)
4. Pass County Level 1 driver and pump skills test (see taskbook memo on sage)
5. Emergency Vehicle Operators F-STEP class (16 hours)
6. Command skills evaluation with Company Officer and 3rd party evaluator

F. ENGINEER

1. BDC Certified Firefighter 1 (includes FC3, FC4 and EMT-1)
2. Two years fireground experience verified by the Company Officer and appropriate Battalion Chief
3. Driver Operator 1A (40 hours) or P.E.E.R. equivalent**
4. Driver Operator 1B (40 hours) or P.E.E.R. equivalent**
5. Have demonstrated all driver operator competencies
6. Test and pass San Bernardino County Fire Department's Engineer test
7. Written recommendation from Company Officer and Battalion Chief to fill open slot

G. LIEUTENANT

1. BDC Certified Firefighter 1
2. Level 2 pump operator
3. Two years fireground experience verified by Company Officer and Battalion Chief
4. One year Command experience, verified by Battalion Chief
5. Command 1A or P.E.E.R. equivalent*** (40 hours)
6. Command 1B or P.E.E.R. equivalent*** (40 hours)
7. ICS-300, Intermediate Incident Command (24 hours)
8. Recommendation from Company Captain and Battalion Chief to fill open slot
9. Oral interview with Battalion BC, Station Captain, 3rd party Officer

H. CAPTAIN

1. Meet the requirements of Lieutenant
2. Three years fireground experience, verified by Battalion Chief
3. 2 years of Command experience, verified by Battalion Chief
4. Certified Fire Officer or P.E.E.R. equivalent*** (320 hours)
5. Test and pass San Bernardino County Fire Department's Captain test
6. Recommendation of Company Officers and Battalion Chief to fill open slot

NOTES:

1. The Fire Chief may waive any/all requirements.
2. There will be no use of "acting" positions, lower ranks may perform advanced tasks as required.
3. Courses or training of a higher level of learning and/or hours may be substituted for required lower level courses.
4. Fireground and Command experience to be verified by the Station Captain for Engineer and Lieutenant and by the local BC for Captain.
5. Time spent as an "active member" of a Fire-Rescue Explorer Post would earn 1 year fireground experience for every 3 years on the Post

CONTINUING EDUCATION

“Dropping Anchor” in the fire service should not only be discouraged but also prohibited. Personal growth through outside training/education at the Company Officer level is essential to provide credibility for all concerned.

It is required that all engineers and company officers document a minimum of 16 hours every two years in any credible fire service related field of training or education. This shall be in addition to normal company training and drills, and in addition to any CE’s required to maintain minimum levels for the position or rank held.

Let “**Lead by Example**” be one of the credos for County Fire.

I. ***PERSONAL EDUCATION AND EXPERIENCE RECOGNITION (P.E.E.R.) COMMITTEE:

P.E.E.R. (pîr) n. A person who has equal standing with another or others, as in rank, class, or age.

For the position of Engineer, Lieutenant, and Captain within the Paid Call, forces there are two training/education tracks available, the Career Track, and Paid Call Track.

The **CAREER** track:

Engineer:	Driver Operator 1A, 1B = 80 hours
Lieutenant:	Command 1A, 1B and ICS 300 courses being approximately 40, 40 & 24 hours = 104
Captain:	The 8 CFO classes = 320 hours

The **PAID CALL** track: (See paragraph D thru H)

The Paid Call track will also allow for the State Volunteer Fire Officer courses and/or Personal Education and Experience Recognition as determined by the P.E.E.R. Committee.

The Fire Chief shall designate the P.E.E.R. Committee which shall consist of 5 members, representing a majority of the divisions within the Department and comprised of 3 Paid Call firefighters and 2 Full Time firefighters with at least one representative from each of the ranks of Engineer, Lieutenant and Captain. Every member within the P.E.E.R. Committee shall have equal standing, regardless of rank.

It is imperative that this committee consists of individuals who believe in the success of this program.

Under the Direction of the Training Division, all findings of the P.E.E.R. Committee will be forwarded to the Training Officer for action. It is suggested that the P.E.E.R. Committee meet quarterly. The applicant for P.E.E.R. credit shall submit all required documentation in a standard form and timetable to be determined by the P.E.E.R. Committee.

The P.E.E.R. system would apply towards specific course requirements but would not take the place of required fire service hours, i.e. if the candidate were credited for military instructor training, and management courses taken in college or gained through life experiences, than the 120 hours saved by not having to take Instructor 1A, 1B and Management 1A would be documented in other Fire Service related instruction such as Fire Command 2E, S-290, Rescue Systems 1 & 2, Haz-Mat Specialists, etc.

J. PROMOTIONAL PATH

ENGINEER: SBCoFD FF1, Driver Operator, 2 years fireground experience
AND

Career Path: Driver Operator 1A & 1B = 80 hours

OR

PCF Path: P.E.E.R. Credit + 80 hours Fire Service Courses

LIEUTENANT: SBCoFD FF1 (see section "D"), Level 2 pump operator, 2 years fireground experience, 1-year command experience

AND

Career Path: Command 1A, Command 1B = 80 hours

OR

PCF Path: Volunteer Fire Officer Program 5 core classes + Fire Service courses = 80 hours

OR

P.E.E.R. credit + 80 hours Fire Service courses

CAPTAIN: Meet the qualifications of Lieutenant, 3 years fireground experience, and 1-year command experience

AND

Career Path: The 8 CFO courses = 320 hours

OR

PCF Path: Any 3 electives under Volunteer Fire Officer Program + other Fire Service courses = 320 Hours

OR

P.E.E.R. credit + 320 hours other Fire Service Training or Education

Note: A combination of CFO, Volunteer Fire Officer and P.E.E.R. credit may be used to meet the minimum requirements of the positions of Engineer, Lieutenant or Captain.

K. Station Captain

Duties and Responsibilities

Duties may include, but are not limited to the following:

1. Administration

Captains will assist in the development and administration of the district/station budget. Monitor and control the expenditure of funds and order supplies and equipment as needed. Represent the Department at municipal meetings and events, provides information and explains policies and procedures, may make special presentations to community groups as needed. Assist in the recruitment of new personnel as required. Prepare correspondence, reports and other documents as needed.

2. Fire Prevention / Public Education

Captains will have knowledge of the Uniform Fire Code, Uniform Building Code, National Fire Code, and SBCoFD Fire Prevention Practices. The Captain will be familiar with their local community's fire safety problems and be able to deal with these problems. In order to minimize the loss of life or property, they will provide public education programs and perform fire prevention duties. They shall understand the legal requirements for conducting inspections and the legal remedies for gaining compliance with the codes, including the issuance of necessary permits and maintaining subscribers for various district services.

3. Emergency Duties

Captains must have an understanding of modern techniques for handling various emergency operations, including resources available and their capabilities. They will be able to implement and carry out the Incident Command System, assuming command and directing operations until relieved by a Chief Officer. The Captain will have the interpersonal skills to motivate his / her crew to accomplish the needed emergency objectives. In addition to command ability, they will be able to (in absence of an Engineer or qualified individual) operate fire pumps, apparatus, and fire streams.

4. Training

The Captain will plan and conduct drills to broaden the abilities of the personnel assigned to them in addition to the Company as a whole. They will train individuals in order to benefit the community, the department, as well as prepare them for more responsibility and promotion. The Captain will seek information about personnel deficiencies in order to plan drills and training to correct them. They will prepare a written drill schedule to be reviewed by the Battalion training officer and ensure that it is followed even during his / her absence.

5. Station Duties

The Captain will carry out the apparatus maintenance program, building maintenance program, and station supply / inventory system. They will create and maintain a manpower availability schedule to the benefit of the community that they serve. In the Engineer's absence they will ensure that apparatus are in a state of readiness. The Captain will ensure that their assigned personnel keep the building and grounds in a safe and clean manner. They will ensure that reports to be prepared by Engineers and Lieutenants are complete and routed appropriately. The Captain will investigate the loss or damage to all property within their control and report their findings to their BC.

6. Miscellaneous Duties

Captains will demonstrate a positive and professional image in all contacts with the public and seek to resolve all complaints in a fair, unbiased, professional manner. They will prepare department reports and records, be responsible for employee safety and accident investigation, conduct safety meetings and inspections, provide for employee counseling, and complete special projects as assigned.

7. Supervisory Duties

Captains shall have the ability to inspire others and instill confidence in such a way that the employees want to do their best for the organization. They will ensure that the other company officers assigned to their station are kept informed about equipment / apparatus status, ongoing training functions, and personnel needs in order to maintain continuity for the company and community. Captains will make certain all employees are informed of department policy, new rules and procedures and will recommend disciplinary actions, help resolve personnel issues and complete work performance evaluations for subordinate employees.

L. Lieutenant

Duties and Responsibilities

1. Fire Prevention / Public Education

The Lieutenant will have a general knowledge of the Uniform Fire Code, Uniform Building Code, National Fire code, and S.B.Co.F.D. Fire Prevention Practices. The lieutenant will be familiar with their local community's fire safety problems and be able to deal with these problems. In order to minimize the loss of life or property, they will participate in public education programs and fire prevention duties. The Lieutenant will assist the Captain in planning and executing these functions.

2. Emergency Duties

As a company officer, the Lieutenant will function in the emergency roles of a Captain in his/her absence. They will be able to implement and carry out the Incident Command System. The Lieutenant will have the interpersonal skills to motivate his/her crew to accomplish the needed emergency objectives. In addition to command ability, they will be able to (in absence of an Engineer or qualified individual) operate fire pumps, apparatus, and fire streams.

3. Training

The Lieutenant will assist the Captain in planning and conducting drills to broaden the abilities of the personnel assigned to them in addition to the Company as a whole. They will train individuals in order to benefit the community, the department, as well as prepare them for more responsibility and promotion. The Lieutenant will advise his/her Captain when personnel deficiencies are noted in order to plan drills and training to correct them.

4. Station Duties

The Lieutenant will assist the Captain in carrying out the apparatus maintenance program, building maintenance program, and station supply / inventory system. They will assist the Captain in creating and maintaining a manpower availability schedule to the benefit of the community that they serve. In the Engineer's absence, they will ensure that apparatus are in a state of readiness. The Lieutenant will ensure that their assigned personnel keep the building and grounds in a safe and clean manner. They will ensure that reports to be prepared by Engineers are complete and in the Captains absence, will complete records and station reports.

5. Miscellaneous Duties

The Lieutenant will demonstrate a positive and professional image in all contacts with the public and seek to resolve all complaints in a fair, unbiased, professional manner. In the absence of a Captain, they will be responsible for those Captain duties that need to be handled in a timely manner and cannot wait for his/her return or next scheduled on duty time.

6. Supervisory Duties

The Lieutenant will, in the absence of a Captain, assume command of the apparatus or company to ensure that the tasks and goals of the company are accomplished. They will ensure that the other company officers assigned to their station are kept informed about equipment/apparatus status, ongoing training functions, and personnel needs in order to maintain continuity for the company and community.

M. Engineer

Duties and Responsibilities

1. Fire Prevention and Public Education Duties

Under supervision, the Engineer will perform and participate in the Co. Fire Dept. Fire Prevention Program in an effort to prevent or minimize the loss of life and property. They will participate in public education programs to help the public identify hazards and the means to mitigate them. The Engineer will have a general knowledge of the Uniform Fire Code, the Uniform Building Code, the National Fire Code and the Co. Fire Dept. fire prevention practices.

2. Emergency Duties

Engineers will respond to all emergencies as required. They are responsible for driving fire apparatus to the scene of an emergency and operating the apparatus in a safe manner. Engineers will also perform all other tasks as needed at any emergency incident. The Engineer will be required to function in a command role in the absence of a higher-ranking officer.

3. Training Duties

Under the general supervision of a Company Officer, the Engineer will perform and participate in the County Fire Department Training Program to maintain and improve their knowledge and skills to ensure they are capable of meeting the demands of the profession. The Engineer will continuously seek opportunities to challenge their abilities, keep abreast of new technologies, and explore the means to apply them in their work.

4. Station Duties

Engineers will perform routine preventative maintenance inspections and services to ensure their assigned apparatus and equipment is maintained in a constant state of readiness. The Engineer must also maintain adequate mechanical knowledge and skills to locate and identify items in need of repair. They need to communicate closely with the Engineers on the other shifts to coordinate activities pertaining to the assigned apparatus and equipment.

5. Miscellaneous Duties

Engineers will complete and maintain all reports and records as directed by the Company Officer or as required by the practices and procedures of the County Fire Department. They will be well versed in the various water systems and water sources within their Battalion. Engineers will demonstrate a positive and professional image in all contacts with the public and seek to resolve complaints in a fair, unbiased, professional manner.

6. Supervisory Duties

The Engineer will, on emergency incidents in the absence of a higher-ranking officer, assume command of the engine company, in order to accomplish the incident objectives. They minimize gossip and rumors, inspire and develop cooperation, enthusiasm, and dedication. They will work closely with the other officers to provide continuity of the company.

N. Driver/Operator

Duties and Responsibilities

1. Fire Prevention and Public Education Duties

Under supervision, the Driver Operator will perform and participate in the Co. Fire Dept. Fire Prevention Program in an effort to prevent or minimize the loss of life and property. They will participate in public education programs to help the public identify hazards and the means to mitigate them. The Driver Operator will have a general knowledge of the Uniform Fire Code, the Uniform Building Code, the National Fire Code and the Co. Fire Dept. fire prevention practices.

2. Emergency Duties

Driver Operators will respond to all emergencies as required. They are responsible for driving fire apparatus to the scene of an emergency and operating the apparatus in a safe manner. Driver Operators will also perform all other tasks as needed at any emergency incident. The Driver Operator will be required to function in a limited command role.

3. Training Duties

Under the general supervision of a Company Officer, the Driver Operator will perform and participate in the County Fire Department Training Program to maintain and improve their knowledge and skills to ensure they are capable of meeting the demands of the profession. The Driver Operator will continuously seek opportunities to challenge their abilities, keep abreast of new technologies, and explore the means to apply them in their work.

4. Station Duties

Driver Operators will perform routine preventative maintenance inspections and services to ensure their assigned apparatus and equipment is maintained in a constant state of readiness. Driver Operators must also maintain adequate mechanical knowledge and skills to locate and identify items in need of repair. Driver Operators need to communicate closely with the engineers on the other shifts to coordinate activities pertaining to the assigned apparatus and equipment.

5. Miscellaneous Duties

Driver Operators will complete and maintain all reports and records as directed by the Company Officer or as required by the practices and procedures of the County Fire Department. Driver Operators will be well versed in the various water systems and water sources within their First Due areas. Driver Operators will demonstrate a positive and professional image in all contacts with the public and seek to resolve complaints in a fair, unbiased, professional manner.

6. Supervisory Duties

Driver Operators will, on emergency incidents, assume command of the engine company in the absence of a higher-ranking individual, in order to accomplish the incident objectives. Minimizes gossip and rumors. Inspires and develops cooperation, enthusiasm, and dedication.

O. Firefighter I

Duties and Responsibilities

1. Fire Prevention/Public Education

Under supervision, the firefighter will perform and participate in the County Fire Department Fire Prevention Program in an effort to prevent or minimize the loss of life and property. They will participate in public education programs to help the public identify hazards and the means to mitigate them. The firefighter will have a general knowledge of the Uniform Fire Code, the Uniform Building Code, the National Fire Code and the County Fire Department Fire Prevention practices.

2. Emergency Duties

Firefighters will respond under the direction of a Company Officer (or a Driver/Operator in their absence) to all emergencies as required. Firefighters will advise their superior when receiving a conflicting order, and then act on the decision of that superior. Advise their superior of immediate hazards on the incident. Refrain from independent action. Operate in a sage manner. Communicate clearly. Understand fire behavior and suppression tactics. They will be proficient with all battalion hose and equipment. Understand and utilize maps during responses.

3. Training

Under general supervision, the firefighter will perform and participate in the County Fire Department Training program to maintain and improve their knowledge and skills and ensure they are capable of meeting the demands of their position. The firefighter will continuously seek opportunities to challenge their abilities, keep abreast of new technologies and explore means to apply them in their work. They will actively participate in company drills as required by department directive and maintain all EMS and Fire certifications as required. They will provide training to new recruits and other company members as directed.

4. Station Duties

Firefighters will perform routine facilities, grounds, and apparatus maintenance as directed by the Company Officer to ensure they are maintained in a safe condition for employees and the public. They shall accept responsibility for their personal safety and those around them. They shall adhere to safe working practices. Firefighters will take responsibility for assigned areas or tasks; conserve supplies and monitor for waste. Take steps to prevent accidents and eliminate or report hazards. Maintain apparatus tools and equipment in a state of readiness. Communicate with company members as to the status of equipment, apparatus, and station maintenance.

5. Miscellaneous Duties

Firefighters will perform special assignments; complete and maintain various reports; and will be expected to fully comply with department rules and regulations. Firefighters will complete and maintain all reports and records as directed by the company officer or as required by the County Fire Department. Firefighters will respond to any given address in the most safe and expedient manner to ensure that service can be provided as expediently as possible. Firefighters will demonstrate a positive and professional image in all contacts with the public. They will be available to their local communities for responses per company officer direction.

P. Firefighter

Duties and Responsibilities

1. Fire Prevention/Public Education

Under supervision, the firefighter will perform and participate in the County Fire Department Fire Prevention Program in an effort to prevent or minimize the loss of life and property. They will participate in public education programs to help the public identify hazards and the means to mitigate them. The firefighter will have a general knowledge of the Uniform Fire Code, the Uniform Building Code, the National Fire Code and the County Fire Department Fire Prevention practices.

2. Emergency Duties

Firefighters will respond under the direction of a Company Officer (or a Driver/Operator in their absence) to all emergencies as required. Firefighters will advise their superior when receiving a conflicting order, and then act on the decision of that superior. Advise their superior of immediate hazards on the incident. Refrain from independent action. Operate in a sage manner. Communicate clearly. Understand fire behavior and suppression tactics. They will be proficient with all battalion hose and equipment. Understand and utilize maps during responses.

3. Training

Under general supervision, the firefighter will perform and participate in the County Fire Department Training program to maintain and improve their knowledge and skills and ensure they are capable of meeting the demands of their position. The firefighter will continuously seek opportunities to challenge their abilities, keep abreast of new technologies and explore means to apply them in their work. They will actively participate in company drills as required by department directive and maintain all EMS and Fire certifications as required. They will provide training to new recruits and other company members as directed.

4. Station Duties

Firefighters will perform routine facilities, grounds, and apparatus maintenance as directed by the Company Officer to ensure they are maintained in a safe condition for employees and the public. They shall accept responsibility for their personal safety and those around them. They shall adhere to safe working practices. Firefighters will take responsibility for assigned areas or tasks; conserve supplies and monitor for waste. Take steps to prevent accidents and eliminate or report hazards. Maintain apparatus tools and equipment in a state of readiness. Communicate with company members as to the status of equipment, apparatus, and station maintenance.

5. Miscellaneous Duties

Firefighters will perform special assignments; complete and maintain various reports; and will be expected to fully comply with department rules and regulations. Firefighters will complete and maintain all reports and records as directed by the company officer or as required by the County Fire Department. Firefighters will respond to any given address in the most safe and expedient manner to ensure that service can be provided as expediently as possible. Firefighters will demonstrate a positive and professional image in all contacts with the public. They will be available to their local communities for responses per company officer direction.

Q. Firefighter Trainee

Duties and Responsibilities

1. Fire Prevention/Public Education

Under supervision, the firefighter trainee will perform and participate in the County Fire Department Fire Prevention Program in an effort to prevent or minimize the loss of life and property. They will participate in public education programs to help the public identify hazards and the means to mitigate them.

2. Emergency Duties

Firefighter trainees may respond, under the supervision of a Company Officer (or a driver/operator in their absence), to all emergencies but are NOT allowed to exceed their level of training at any time. Firefighter trainees will advise their Superior if receiving a conflicting order, then act on the decision of that Superior. Advise their Superior of immediate hazards on the incident. Refrain from independent action. Operate in a safe manner. Communicate clearly. Understand fire behavior and suppression tactics.

3. Training

Under general supervision, the firefighter trainee will perform and participate in the County Fire Department Training Program to maintain and improve their knowledge and skills and ensure they are capable of meeting the demands of their position. The firefighter trainee will continuously seek opportunities to challenge their abilities, keep abreast of new technologies and explore means to apply them in their work. They will actively participate in company drills as required by department directive and maintain all EMS and Fire certifications as required.

4. Station Duties

Firefighter trainees will perform routine facilities, grounds, and apparatus maintenance as directed by the company officer to ensure they are maintained in a safe condition for employees and the public. They shall accept responsibility for their personal safety and those around them. They shall adhere to safe working practices. Firefighter trainees will take responsibility for assigned areas or tasks; conserve supplies and monitor for waste. Take steps to prevent accidents and eliminate or report hazards. Maintain apparatus tools and equipment in a state of readiness. Communicate with company members as to the status of equipment, apparatus, and station maintenance.

5. Miscellaneous Duties

Firefighter trainees may perform special assignments based on officer approval; complete and maintain various reports under supervision; and will be expected to fully comply with department rules and regulations. Firefighter trainees may maintain reports and records if directed by the company officer or as required by the County Fire Department. Firefighter trainees will not exceed their level of training and will confirm with the company officer before engaging in new tasks. Firefighter trainees will demonstrate a positive and professional image in all contacts with the public. They will be available to their local communities for responses per company officer direction.

FIREFIGHTER UNIFORMS
See Operations Directive 2440 for more detail
For those Districts who have Fiscal approval

At the Battalion Chief's request, any new hire Paid Call Employee of the Department will be issued a full Class B uniform. This uniform is to include:

1. Badge
2. Name Tag
3. Hat
4. Pants
5. Uniform Shirt
6. Department T-shirt (2)
7. Belt
8. Patches (2)
9. Department approved Work Boot

All issued items above will be returned to the Department upon request or separation from the Department.

In lieu of uniform allowances, the Department uniform will be evaluated annually, and replaced as needed to be determined by the Company Officer and BC.

Recommended Station Positions

1. Paid Call Stations may have a maximum of one (1) Captain, two (2) lieutenants, four (4) engineers, and the balance of driver/operators or firefighters up to that district's pre-approved allotment.
2. Career/Paid Call: The highest-ranking Paid Call Officer in a combination station shall be a Lieutenant. Effective span of control will influence the amount of officers; a combination station may have up to four (4) engineers per station.

- APPENDIX A.** California Certified Volunteer Firefighter I
- APPENDIX B.** California Certified Firefighter I
- APPENDIX C.** California Certified Firefighter II
- APPENDIX D.** PCF Trainee to PCF Firefighter
- APPENDIX E.** PCF Firefighter to PCF Firefighter I
- APPENDIX F.** PCF Driver/Operator
- APPENDIX G.** PCF Engineer
- APPENDIX H.** PCF Lieutenant
- APPENDIX I.** PCF Captain
- APPENDIX J.** EMT-1
- APPENDIX K.** Paramedic
- APPENDIX L.** PCF Salary Range
- APPENDIX M.** PEER Support