

Scotts Valley Fire Protection District	
POLICY: 1506 DATE APPROVED: 3/9/2022 BOARD PRESIDENT: 	SUBJECT: Paid Call Firefighter (PCF) Hiring FIRE CHIEF: 

Policy 1506: Paid Call Firefighter (PCF) Hiring

PCF's supplement the Fire District's regular career Firefighters on emergency incidents and in community service activities. The PCF must meet the following minimum qualifications and participate in a selection/testing process:

- Citizen of the United States or a permanent resident alien who is eligible for citizenship
- Minimum age of 18 years of age
- High school graduate or it's tested equivalent
- Must reside within a 10 mile travel distance to headquarters fire station
- Must possess and maintain a valid Class C California Driver License
- Must be "insurable" to drive and operate District vehicles as defined and determined by the District insurance carrier
- Must pass a medical physical examination as outlined under the guidelines of the Santa Cruz County Fire Agencies Insurance Group to include 20/40 vision (uncorrected)
- Good physical condition and agility
- Possess a valid "Advanced First Aid" card or equivalent

PCF's shall not be a member of any other fire department or district as a career firefighter.

Any person wishing to become a PCF will submit a district application to the administrative office. Applications submitted will be reviewed and screened to determine if the applicant meets all requirements.

The District will maintain a file of interested candidates. All candidates on file will be invited to take part in the testing process. Candidates will be required to respond in writing to confirm their continued interest before proceeding with the testing process.

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Candidates for Paid Call Firefighter positions will complete the following process:

1. Application screening for minimum requirements to participate in the testing process.
2. Review and approval of driving record by the District's liability insurance carrier.
3. Possess a current CPAT card.
4. Oral interview.
5. Medical physical evaluation by the District's designated physician.
6. Comprehensive background check.

Unacceptable ratings, incompleteness or failure of any of the above testing components will be cause for disqualification of the candidate.

Scores from the oral interview process shall be used to determine and establish an eligibility list. A minimum of 70% is required to pass the oral interview.

The eligibility list shall remain in effect for one year from the time of the first appointment. This list may be terminated or extended by the Fire Chief.

Newly appointed PCF's shall be required to successfully complete a comprehensive training academy, unless the required certifications have already been obtained from a previous fire academy.

All newly appointed PCF's will be on Probationary Status for a period of one year from the date of hire.