



FRESNO COUNTY FIRE

PROTECTION DISTRICT

PAID-CALL FIREFIGHTER POLICY & PROCEDURE HANDBOOK

POLICY NO.: 100-01

SUBJECT: PAID-CALL FIREFIGHTER WORKFORCE

EFFECTIVE DATE: November 1, 2009

REVISION DATE: October 1, 2013

RESPONSIBILITY: Fresno County Fire Protection District
Paid-Call Firefighter

POLICY/PROCEDURE:

PURPOSE:

The Fresno County Fire Protection District will maintain an adequate workforce of Community Based Paid-Call Firefighters (PCF Firefighters) to serve within the Fire District. There must be a balance between the number of PCF Firefighters and the costs associated with training, medical, PPE, compensation, and insurance.

POLICY:

PCF Company membership management shall be the responsibility of the District Operations Division Chief in consultation with the District Administrative Officer under the direction of the Fire Chief. The number of PCF's working for the Fire District must be effectively managed in order to maintain the most cost effective, community based use of the work force.

Staffing allocations may vary between Career staffed and PCF stand-alone fire stations, based on current and/or future budget allowances and operational needs.

It is important to recruit and retain personnel that are community based individuals who are able to meet the time commitment and professional obligations that come with becoming a PCF firefighter. All recruitment efforts will be coordinated and conducted in accordance with the adopted standards for PCF Firefighter allocations per fire station.

PCF Firefighters must live or work within 10 minutes' drive time of their assigned station, for stations East of Highway 41, and within 15 minutes' drive time of their assigned station West of Highway 41, as determined by the Districts maps. PCF's must also respond to 50% of the emergency calls dispatched to, and attend 70% of the

scheduled training sessions measured over 6 month periods. Failure to meet these minimum standards can result in disciplinary action.

The final decision regarding the total PCF Firefighter workforce for the Fire District will be made by the Fire District Board.

Procedure:

1. It is the responsibility of CAL FIRE career staff to maintain a sound PCF Company workforce throughout the Fire District.
2. The staffing allocations for PCF Firefighters at selected District Fire Stations are determined through operational needs and other factors as determined by the Battalion Chief. Any changes to approved allocations must be submitted to the Fire District Operations Division Chief for approval.
3. In all cases, a maximum number of PCF Company members will be allocated to select District Fire Stations and a waiting list established once the maximum levels have been reached.
4. The following will be the maximum number of members allocated to each District Fire Station:

AUTHORIZED PAID CALL FIREFIGHTER ALLOCATIONS

	PCF's	Admin. Station
Station 71*	8	Station 83
Station 72	5	
Station 73	8	Hurley
Station 74*	5	Hurley
Station 75*	5	Blasingame
Station 77*	8	Squaw Vly.
Station 82	8	
Station 83	5	
Station 84	N/A	
Station 85	N/A	
Station 86	5	
Station 87	N/A	
Station 89	N/A	
Station 90	8	
Station 93	5	
Station 94	N/A	
Station 95	N/A	
Station 96	5	

TOTAL:	75	
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*Stand-Alone PCF Station

5. Recruitment efforts may be necessary if a decline in PCF membership reduces the operational effectiveness of the station. CAL FIRE career staff are encouraged to utilize the following methods for recruitment purposes:

- a. Personal contact
- b. Posters and fliers *
- c. Newspaper advertisement *
- d. Radio advertisement *
- e. Fresno County Fire website *

*Note: Any recruitment effort, in written form or through public advertisement, must be approved by the Fire Chief. Once approved, recruitment will be coordinated through the Fire District Public Information Officer (PIO).

6. Individuals interested in PCF Firefighter membership should be directed to a Fire District station nearest their residence, Fire District Headquarters or the Fire District web site www.fresnocountyfire.org to obtain an application. The application process is outlined in Policy 100-02.

7. The transfer of PCF Firefighters between fire stations will be approved by the Battalion Chief(s) as vacancies occur and will only be considered after a one-year assignment at their current location.

POLICY RESPONSIBILITY:

Board of Directors, Fire Chief, District Administrative Officer, Division Chiefs, Battalion Chiefs, Station Captains, Paid-Call Company Officers, Paid-Call Fire Apparatus Operators, Paid-Call Firefighters.