

**CIVIL SERVICE FIRE FIGHTER TRAINEE – LATERAL (Miscellaneous Employees)**  
**APPLICATION AND SELECTION PROCESS**

**Application and Supplemental Review:** Applicants will have their qualifications evaluated on the basis of the information provided in the application and supplemental documentation attached thereto. Possession of the minimum qualifications does not guarantee advancement in the selections process. Candidates presenting the most desirable combination of training and experience comparable to the City of Stockton classification will be invited to continue in the selection process.

Fire Fighter Trainees hired at this level will immediately begin a training program provided by the Stockton Fire Department. Upon successful completion of training, Fire Fighter Trainees will be assigned to regular station duties. The probationary period for Fire Fighter Trainee – Lateral candidate is eighteen months.

**Requirements:**

Fire Fighter Trainee – Lateral Entry (Miscellaneous Employees)

- Must possess a high school diploma or GED.
- Must possess, or be able to obtain prior to appointment, -and maintain a valid Class C or greater driver's license.
- Must possess an EMT Certification from a California County Emergency Services Agency or National Registry or Paramedic accreditation from the a County of San JoaquinCalifornia Emergency Medical Service Agency or National Registry.
- Must possess or be able to acquire and maintain, within one year of employment, current certification as an Emergency Medical Technician/Level I or Paramedic issued in San Joaquin County.
- Must possess ~~six-four~~ (4) continuous months (within the last 12 months), in good standing, of full-time (includes seasonal) paid-EMT I or paramedic work experience fighting fires in a municipal fire service agency, fire protection district, or state or federal fire agency as of the date of appointment.
- ~~Must have successfully completed a municipal fire agency EMS academy~~Must possess a Fire Fighter I certification from California State Fire Trainingissued by one of the following agencies:
  - California State Fire Training (CASFT); or
  - International Fire Service Accreditation Congress (IFSAC); or
  - National Board of Fire Service Professional Qualifications (The ProBoard).
- Must have successfully completed a CPAT examination. (Certification must be dated-issued within ~~six-twelve~~ (612) months of applicationprior to date of appointment)

**Chief's/Departmental Selection Interview:**

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In accordance with the Civil Service Rules and Regulations for Miscellaneous Employees, the names of candidate who pass all phases of the selection process will be added to the Fire Fighter Trainee Lateral Eligible List. The candidates will be ranked based on the Training and Experience Appraisal score. However, the City reserves the right to utilize alternative testing methods if deemed necessary.

**Personal History Questionnaire (PHQ):** For those selected, a Personal History Questionnaire (PHQ) screening must be completed. The questionnaire consists of a number of questions that allow each applicant to self-report behavior that has been determined to relate directly to the job suitability. **The questionnaire is designed to prevent applicants who do not meet department standards from unnecessarily investing the considerable time and effort involved in the testing process.**

After the establishment of the eligible list and prior to employment, the Stockton Fire Department will be responsible for ensuring that candidates complete the following before being cleared for employment:

- Background investigation including Department of Motor Vehicle check, fingerprinting, polygraph and/or voice stress analysis test, and psychological screening.

The City of Stockton Human Resources Department will be responsible for ensuring that candidates complete the following before being cleared for employment:

- Medical examination, vision exam and drug screening.