



CIVIL SERVICE COMMISSION

Resolution No. **CS**

RESOLUTION APPROVING CONDUCT OF THE RECRUITMENT AND EXAMINATION PROCESS FOR THE POSITION OF FIRE CAPTAIN IN THE FIRE DEPARTMENT

In accordance with Rule VI, sections 2, 3 and 4 of the Civil Service Rules and Regulations for Police and Fire Employees, the Civil Service Commission is required to approve by resolution the weights of examinations and the provisions and contents of the job announcement for all promotional examinations in the Fire service. The Civil Service Commission is authorized to provide for, formulate, and hold competitive tests to determine the relative qualifications of applicants; and

Where the current eligible list is exhausted, it is necessary to hold a promotional examination for the position of Fire Captain in the Fire Department; and

It is also necessary to determine the provisions and contents of the job announcement, set the weights of each component of the examination, determine the method of ranking and weighting of scores, and set the date of the examination; now, therefore,

BE IT RESOLVED BY THE CIVIL SERVICE COMMISSION OF THE CITY OF STOCKTON, AS FOLLOWS:

1. That the Human Resources Department is hereby appointed as Chief Examiner and is authorized to open the recruitment and examination process for the position of Fire Captain.

2. That the qualifying requirements for the examination, the minimum passing score, weights, and other details of the examination as referenced below:

MINIMUM QUALIFICATIONS

Five (5) years as a Firefighter or Firefighter/Engineer in the Stockton Fire Department as of March 5, 2026. Equivalent to completion of two (2) years of college with major course work in fire science, management or a closely related field is desirable.

EXAMINATION

The examination will consist of a written examination weighted 70% and an assessment center examination weighted 30%. In order to obtain a passing score, candidates must receive a minimum score of seventy percent (70%) in each portion of the examination. (In the written portion only, passing may be other than an arithmetic seventy percent (70%)). Only candidates successfully passing the written portion of the examination will be invited to participate in the assessment center. Civil Service Rules and Regulations for Police and Fire Employees state that a score less than seventy (70%) on either portion of the examination will result in failure of the entire examination process. If a candidate cannot pass each portion of the assessment center with a minimum score of seventy percent (70%), the candidate will receive an automatic failure, or zero (0). Candidates must successfully complete all elements of the assessment center to receive a passing score.

SENIORITY POINTS:

Candidates must successfully pass all portions of the examination to be eligible for seniority points at the rate of 0.25 percent (0.25%) per year (or fractions thereof) of sworn service not to exceed a maximum of five (5) seniority points. Said points shall be added only to the eligible applicants' total passing score.

SCOPE OF EXAMINATION:

The written and assessment portion of the exam may include, but is not limited to, the following areas: knowledge of principles and practices of employee supervision, including selection, training, work evaluation and discipline; basic administrative practices, including monitoring expenditures, and purchase and requisition processes; principles, techniques, strategy, materials and equipment used in fire suppression, investigation and prevention, rescues and related emergency response; principles and practices of providing emergency medical response at the basic life support level; hazardous material and chemical spill response; applicable state and federal laws, codes, ordinances and regulations; and safety practices and precautions pertaining to the work.

A recommended reading list will be published on the promotional employment announcement.

3. That the Human Resources Department is hereby directed to give notice of said examination as required by the City Charter and the Rules and Regulations of this Commission.

PASSED, APPROVED, and ADOPTED this 15th day of January 2026.

DWIGHT WILLIAMS, CHAIR
CITY OF STOCKTON

CIVIL SERVICE COMMISSION

ATTEST:

KATHERINE D. ROLAND, CMC, CPMC
CITY CLERK
CITY OF STOCKTON

By: _____