

August 21, 2025

TO: CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

FROM: BRYAN R. CARR, FIRE CHIEF

SUBJECT: **ANNUAL EQUAL EMPLOYMENT REPORT**

Introduction

The Stockton Fire Department is pleased to present our Equal Employment Report for Fiscal Year (FY) 2024-25.

The Stockton Fire Department (SFD) is comprised of six divisions: Administration, Operations, Emergency Communications, Fire Prevention, Training, and Emergency Medical Services. SFD oversees the Regional Fire and Emergency Medical Dispatch Center, providing emergency dispatch services for Stockton, Manteca, Lathrop-Manteca, Lodi, and the South San Joaquin County Fire Authority. The department responds to a wide range of emergencies, including fires, medical incidents, vehicle accidents, hazardous materials incidents, urban search and rescue incidents, and surface water rescue emergencies.

Additionally, SFD offers fire protection and emergency medical services to neighboring districts, such as Lincoln, Eastside, Tuxedo-Country Club, and Boggs Tract, serving a total population of approximately 350,000 across 92 square miles. The department is supported by 50 non-sworn civilian positions and 210 sworn positions. Guided by a commitment to service, SFD aims to deliver contemporary and dynamic fire and emergency medical services to the citizens of Stockton and the surrounding fire districts.

Organizational Structure and Responsibilities

The Stockton Fire Department is comprised of six divisions:

- Administration
- Fire Suppression/Rescue
- Emergency Communications/Dispatch
- Fire Prevention
- Division of Training
- Emergency Medical Services

The Fire Chief is responsible for ensuring that all divisions are effectively managed and provide the best service for our community.

CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

August 21, 2025

Page 2

***MISSION STATEMENT**

"The Stockton Fire Department is committed to providing excellent emergency and non-emergency customer service. Our dedicated members ensure a safe community through public education, prevention, and aggressive suppression and rescue activities."

The Fire Department has the following functional areas:

Administration: Which is responsible for the day-to-day administration of personnel activities and regulations of the Department. The division is also responsible for budget preparation and control, purchasing, grant management, fire facilities management, contract services, GIP projects, and support staff management.

Fire Suppression/Rescue: Which combats fires and mitigates hazardous material incidents to protect lives, property, and the environment. The division also provides basic and advanced life support care for medical emergencies and further protects citizens in the community by providing technical rescue/Urban Search and Rescue (USAR) as well as providing swift water and surface water rescue.

Communications/Dispatch: Which receives calls for service from citizens, businesses, and government agencies for fires and other emergencies and dispatches the appropriate resources. Calls for medical emergencies are routed to the American Medical Response dispatch center according to Council policy. The center also handles non-emergency calls relating to public utility service or follow-up calls related to emergency incidents. The dispatch center is accredited by the National Academies of Emergency Dispatch as a Center of Excellence.

Fire Prevention Division: Which provides California Fire Code compliance inspections for industrial and commercial buildings, and multi-family dwellings, performs public fire safety education, manages weed abatement and occupancy compliance checks, and approves construction plans for all fire department access, fire protection systems and fire alarm systems.

Division of Training: Which is responsible for developing, coordinating, and delivering all training activities for the Department. These include in-service, recruit academy, special operations, and state mandates. The Division also oversees the purchase and distribution of all safety and firefighting equipment.

The Emergency Medical Services Division: Which oversees SFD's provision of pre-hospital medical care. This division manages the inventory and maintenance of medical equipment and supplies, coordinates with local hospitals and emergency medical transport services, and ensures compliance with state and federal regulations regarding emergency medical care.

The Department maintains a Hazardous Materials Team, a Water Rescue Team, and an Urban Search and Rescue Team. Fire cause and origin investigation is provided by an

CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

August 21, 2025

Page 3

arson investigation unit. Additionally, every firehouse is designated as a Safe Station for children and teens in need of assistance and a Safe Surrender Site for newborn infants.

Workforce Composition

For the period ending June 30, 2025, the Fire Department had 260 full-time budgeted positions, 23 of which were vacant, including the following:

- (4) Fire Captain
- (10) Fire Fighter Engineer
- (6) Fire Fighter
- (1) Fire Telecommunicator I/II
- (1) Fire Telecommunicator Call Taker
- (1) Public Safety Information System Analyst

All Firefighter vacancies are filled with the upcoming 25-2 Fire Academy; PSISA is filled as of July 2025.

For FY 2024-25, a total of 66 positions were filled. This includes both promotions and new hires. The following is a list of FTE positions filled during this time:

- (1) Supervising Fire Prevention Inspector
- (2) Fire Prevention Inspector I
- (1) Fire Prevention Inspector II
- (1) Fire Department Administrative Manager
- (1) Fire Telecommunicator I
- (2) Fire Telecommunicator II
- (1) Fire Telecommunicator Supervisor
- (3) Fire Telecommunicator Call Taker
- (2) Senior Administrative Analyst
- (1) Plan Checker II
- (1) Project Manager II
- (1) Senior Community Development Tech
- (13) Fire Captain
- (1) Deputy Fire Chief I
- (5) Firefighter Engineer
- (18) Firefighter
- (9) Firefighter Trainee
- (3) Fire Battalion Chief

Of the 66 positions filled in FY 24-25, those that remain employed through June 30, 2025, are thirty (30) White males, seven (7) Hispanic males, one (1) 2 or more races males, one (1) Black male, (1) one unknown male, seven (7) White females, three (3) Hispanic females, one (1) Asian female, and one (1) 2 or more races female.

CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

August 21, 2025

Page 4

The Fire Department is comprised primarily of male employees, 85%, as compared to 51% within Stockton, and 50% within San Joaquin County. A breakdown of Ethnicity for the Department as it compares to City Employees, Stockton residents and San Joaquin County residents is as follows:

Ethnicity	Fire Department		City Employees		City of Stockton (Figures Reflect Employable Population Only) <i>Taken from the 2019 U.S. Census Bureau</i>		San Joaquin County (Figures Reflect Employable Population Only) <i>Taken from the 2019 U.S. Census Bureau</i>	
White	158	66%	675	45%	59,410	19%	228,644	30%
Hispanic	52	22%	512	34%	134,738	43%	320,102	42%
Black	5	2%	76	5%	31,268	10%	54,825	7%
Asian	12	5%	177	12%	68,790	22%	121,944	16%
American Indian	1	0%	6	0%	2,517	1%	2,336	0%
Two or More Races	10	4%	51	3%	12,832	4%	30,486	4%
Other	2	1%	14	1%	3,127	1%	3,811	1%
Total	240		1511		312,682	100%	762,148	100%

Gender	Department		City Employees		City of Stockton (Figures Reflect Employable Population Only) <i>Taken from the 2019 U.S. Census Bureau</i>		San Joaquin County (Figures Reflect Employable Population Only) <i>Taken from the 2019 U.S. Census Bureau</i>	
Male	204	85%	993	66%	159,468	51%	381,074	50%
Female	36	15%	518	34%	153,214	49%	381,074	50%
Total	240		1511		312,682	100%	762,148	100%

The Fire Department continually seeks to recruit and retain employees of all genders and races. The Department as a whole strives to create a better workforce by improving recruitment efforts, providing adequate training, and by hiring qualified, educated staff.

Personnel Changes in the Department

For FY 2025-26, the Fire Department has implemented the following changes to the number of budgeted full time positions:

- (1) Fire Prevention Inspector I/II
- (1) Deputy Fire Chief I/II
- (-1) Fire Battalion Chief

CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

August 21, 2025

Page 5

Professional and Diversity Training

The Fire Department encourages staff to take advantage of the training opportunities available to enhance their professional growth. Fire Department staff has received training in the following areas during this reporting period:

- Department wide harassment training for employees and supervisors/managers
- CA-219 Firing Operations
- Confined Space Rescue Technician
- ICS 300 Intermediate: San Joaquin OES
- CSFM River & Flood Rescue Tech
- Various Emergency Management Operations Center classes
- ESO Training Academy
- Fire Inspector 1A: Duties & Administration
- Fire Inspector 1B: Fire & Life Safety
- Fire Inspector 1C: Field Inspection
- Fire Inspector 1D: Field Inspection – California
- Fire Inspector 2A: Fire Prevention Administration
- Fire Inspector 2B: Fire & Life Safety Requirements
- Fire Inspector 2C: Inspecting New & Existing Fire & Life Safety Systems & Equipment
- Fire Inspector 2D: Hazardous Materials, Operations, & Processes
- Handtevy Instructor Recertification (HAND-0A-2024) & Department Training
- Hazardous Materials Technician 1A-1D
- Hazardous Materials Specialist 1E-1G
- Instructor 1: Instructor Methodology
- Instructor 2: Instructor Development
- NENA CTO workshop
- Cumulative PTSI in the Dispatch Environment
- CAL NENA Conference
- IAED Navigator Conference
- CALAPCO Conference
- International CAD consortium
- Central Square Engage
- NFPA 855 Standard for the Installation of Energy Storage
- RAE Certified Technician
- Remote EMD v14 OUTEC v1.0 Training Telecommunicator Core Competencies
- Rope Rescue Awareness Operation
- Rope Rescue Technician
- SFT Confined Space Rescue Technician
- SFT Structural Collapse Specialist 1
- SFT Structural Collapse Specialist 2

CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

August 21, 2025

Page 6

- SFT Structural Collapse Technician 1
- SFT Trench Rescue Technician
- International Association of Fire Chiefs, Executive Development Program

Recruitment Efforts

The Human Resources Department manages recruitment outreach efforts, which focus on communication channels that reach various community segments, including posting on the Fire Department's Facebook page. Job opportunities are advertised in publications and through agencies such as The Record, Modesto Bee, Black Careers, Hispanic Hotline, Asian-Pacific Careers, Daily Dispatch, Central Valley Jobs website, and newspapers in the Bay Area. This broad outreach aims to maintain the Fire Department's commitment to diversity while attracting the most qualified candidates.

The Human Resources Department also promoted the department to the community by taking part in events like the State of the City, Cinco de Mayo, Black Family Day, and Juneteenth. These occasions often lead to connections with people from diverse backgrounds, experiences, and cultures who are interested in a career with the Fire Department.

The Stockton Fire Department Auxiliary program is offered to young adults (18 and older) who participate in weekly drill sessions and regular ride-alongs with fire companies each month. They are requested to assist at multiple alarm fires and other significant emergencies in our community. This organization provides the opportunity for interested and qualified individuals to gain practical experience in the fire service and to obtain state-certified firefighting courses. Many auxiliary firefighters successfully establish a career in the fire service. This group has a diverse membership, and several members of the Auxiliary program have applied and been hired as Firefighters.

Summary

Accomplishments for Fiscal Year 2024-25:

- Expanded Stockton Fire recruitment team, volunteer-based, to 40 members. The recruitment team participated in visiting local educational institutions and job fairs, increasing engagement with potential candidates. The outreach team attended three career fairs at Delta College, Career Fairs at Lincoln, Franklin, and St. Mary's High Schools, Langston Hughes, Bradford College, Las Positas College, Sierra College, and Fresno County Paramedic Training program.
- The recruitment team also attended numerous Firefighter Recruitment Testing Centers to efficiently and effectively identify and recruit qualified candidates for vacant firefighting positions (Livermore and Sacramento).
- The recruitment team attended the annual CALJAC recruitment workshop in Sacramento.
- The recruitment team attended community events to boost visibility and foster stronger community relations, such as Black Family Day at Weber Point, the

CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

August 21, 2025

Page 7

Downtown 5K marathon sponsored by the NAACP, participated in the Cinco De May and 4th of July Parades, Stockton Kings game, Family Fiesta, City of Stockton Youth Employment Event, California Conservation Core career day, & Teen Job fair at Stribley Park

- Continued Auxiliary Firefighter Program, fostering community engagement, and creating a pipeline of candidates.
- Completed approximately 82,000 training hours, including new hire training, ongoing EMS training, day-to-day on-the-job training, and all training required to maintain certifications and for advanced training in water rescue, urban search and rescue, disaster preparedness, tactical emergency medical services, and hazardous materials situations.
- Conducted/Hosted various Emergency Medical Services (EMS) training for SFD personnel: trauma and other emergency response and responder safety, Handtevy Pediatric Response system, Cardiopulmonary Resuscitation (CPR) and related devices/equipment.
- Completed implementation of Power FTO training software program, a complete onboarding, field training, and employee performance solution for dispatch personnel.
- Utilized National Emergency Number Association to provide Training Officer Program for Supervising Telecommunicators.
- Collaborated with Human Resources to conduct a salary analysis for the Emergency Communications Division (ECD), addressing pay disparities between ECD employees and those in similar agencies to enhance employee retention.
- Commissioned Mission Critical Partners to conduct an efficiency study of ECD to identify improvement opportunities and enhance employee retention.

Following are the plans and goals of the Stockton Fire Department for Fiscal Year 2025-26:

- Complete two Fire Academies to address vacant suppression positions.
- Coordinate with HR to enhance recruitment strategies for all Fire Department divisions.
- Seek to get funding for a full-time recruitment position in the Fire Department.
- Conduct promotion testing for Fire Engineer in September of 2025 and the spring of 2026. Fire Captain Promotional testing in Spring of 2026.
- Focus department training on engaging more Firefighters and Engineers to prepare them as future Fire Captains.
- Continuing outreach programs in local high schools and middle schools, including partnering with Stockton Unified School District to start a Career & Technical Education program in fire science at one of the local high schools for the school year 26-27.
- Support and expand the Firefighter Auxiliary program.
- Focus recruitment efforts on FCTC testing sites, local high schools, colleges, and job fairs to recruit local, diverse candidates.

CIVIL SERVICE/EQUAL EMPLOYMENT COMMISSION

August 21, 2025

Page 8

- Dedicate a social media person to post job announcements and recruitment information.
- Host an open house at various firehouses and educate the community about the SFD's history, demonstrate vehicle extrication, emergency medical services, and inform those interested in the steps to becoming a firefighter.
- Attend a multi-day biannual CALJAC recruitment workshop in Palm Springs.

The Stockton Fire Department will continue to support the City Council and the Civil Service Commission/Equal Employment Commission to ensure the goals established by these legislative bodies are carried out and successfully implemented. Our department is committed to recognizing and appreciating the unique beliefs, values, skills, attributes, and characteristics of all employees in an environment that promotes and celebrates individual and collective achievement. We will continue to work closely with the Human Resources Workforce Planning Division to explore a variety of outreach efforts to recruit a diverse applicant pool of qualified candidates.



BRYAN R. CARR
FIRE CHIEF