

City of Stockton

FIREFIGHTER TRAINEE

Spec Amended: 10/3/2023  
Date to CSC: 10/19/2023  
Spec Amended: 12/11/2025  
To CSC: 01/05/2026

Unit: Fire  
CS Status: Classified  
FLSA Status: Non-Exempt

See Historical Note

DEFINITION

This is a non-sworn training position. Incumbents attend a fire academy to train to respond to fires, medical emergencies and other emergency and non-emergency situations; and performs related work as assigned.

CLASS CHARACTERISTICS

This position is an apprentice-level, non-sworn position in the Fire Department. Incumbents are assigned to the Fire Academy and must satisfactorily pass all the requirements of the Academy before becoming candidates for the sworn position of Firefighter. Assignment to this classification is temporary. If incumbents do not successfully complete a fire academy, they will be terminated.

PRINCIPAL DUTIES (Illustrative Only)

- Attend and successfully complete a fire academy to prepare for the position of Firefighter.
- Represents the City with dignity, integrity, and the spirit of cooperation in all relations with staff and the public.
- Fosters an environment that embraces integrity, service, inclusion, and collaboration.
- Builds and maintains positive working relationships with co-workers, other City employees and the public using principles of good customer service.
- Performs related duties as assigned.

QUALIFICATIONS

*Duties may include, but not limited to, the following:*

Knowledge of:

- English usage, spelling, grammar, and punctuation;
- Basic principles and practices of emergency medical care at the basic life support level; and
- Safety practices and precautions pertaining to the work.

Skill in:

- Following oral and written directions;
- Establishing and maintaining effective working relationships with those encountered in the course of the work;
- Learning and applying the principles, practices, procedures, laws and ordinances, terminology, and operation of equipment used in firefighting;
- Maintaining accurate records and preparing clear and concise reports and other written materials; and
- Remaining calm, making sound decisions, and responding appropriately in emergency

situations.

Education:

Possession of a high school diploma or GED. College-level fire science course work desirable.

Experience:

No experience required. Previous experience fighting fires in a volunteer or paid capacity is desirable.

Other Requirements:

- Must possess and maintain a valid California Class C driver's license. If driver's license is not issued in the State of California, then must be able to obtain prior to the completion of the Fire Academy as a condition of continued employment.
- Must possess a valid CAL-JAC Candidate Physical Ability Card (CPAT) issued by the Firefighter Candidate Testing Center (FCTC). CPAT must be issued no more than one year prior to date of application.
- Must obtain a Firefighter endorsement from the California Department of Motor Vehicles within seventeen (17) months of appointment.
- Must possess or be able to acquire and maintain, within one (1) year of employment, current certification as an Emergency Medical Technician/Level I issued by the National Registry.
- Must meet the physical standards and successfully complete a background investigation, which shall include criminal, employment, and reference checks, as well as a psychological evaluation, a medical examination, and obtain a California Department of Justice fingerprint clearance.
- Some positions may require a valid Paramedic license issued by the National Registry at the time of application. Must obtain accreditation in San Joaquin County within one (1) year from date of hire.
- Required licenses and certifications must be maintained as a condition of continued employment.

Physical/Mental Abilities:

- Mobility- Occasional sitting, walking, running, bending, squatting, climbing, kneeling, crawling and twisting;
- Lifting and Carrying- Must possess and maintain adequate physical strength, agility, and stamina sufficient to lift and carry equipment and patients weighing up to 165 pounds; frequent lifting and carrying of more than 165 lbs. with assistance and/or use of proper equipment - heights and weights may vary depending on size of patient needing assistance and type of rescue;
- Vision – ability to read fine print, read and see PC screens and other visual devices;
- Dexterity – occasional grasping, pushing, pulling, and reaching;

## Attachment B

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- Hearing/Talking- constant hearing and talking, in person and on the phone or other communication devices; ability to understand what people are saying in normal conversation and frequently over noise; ability to detect specific noises;
- Emotional/Psychological- frequent decision making and concentration often in stressful situations; frequent public and/or coworker contact; occasional working alone;
- Working Conditions – Must be willing to work outdoors in all weather conditions and to work with exposure to hazardous materials, chemicals, fumes, gases, and other environmental substances and constituents; working with biohazards such as blood borne pathogens, sewage, waste, etc.; walking on uneven ground; working around equipment and machinery; must be willing to work in confined spaces, wearing self-contained breathing apparatus, from heights, in heavy traffic, tunnels, water, and other hazards; must administer life support or life-saving treatment to emergency patients or victims of fire.
- Environmental Conditions- primarily performed in an outdoor environment; frequent exposure to noise, extreme heat and other environmental conditions; and
- Special Requirements – must be willing to work twenty-four-hour fire service shifts and work mandatory overtime shifts when necessary. Shift schedule will include nights, weekends and holidays.

*This class specification should not be interpreted as all inclusive. It is intended to identify the essential functions and requirement of this job. Incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this specification. Any essential function or requirement of this class will be evaluated as necessary should an incumbent/applicant be unable to perform the function or requirement due to a disability as defined by the American with Disabilities Act (ADA). Reasonable accommodation for the specific disability will be made for the incumbent/applicant when possible.*

APPROVED:

*Rosemary Rivas*

ROSEMARY RIVAS  
DIRECTOR OF HUMAN RESOURCES

DATE: *December 11, 2025*

Historical Note:

Established:	12/13/2005
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