

Senior Firefighter Program (VFA)

PURPOSE

The purpose of the Senior Firefighter Program is to provide recognition in the form of compensation to Firefighters who have acquired special skills or managed special programs that have added value to the services provided to the community. This program also recognizes the value of continued years of service, academic achievement, and the development of skills and knowledge through assignments and specialties within the Department.

The Department recognizes that Firefighters increase their relative value to the organization through consistent efforts to enhance their formal education and professional training and by seeking assignments to one or more of the special assignments or projects available within the Department. The Department also recognizes that Firefighters who dedicate a number of years to the service of the City of Vacaville acquire knowledge of the local community, trends in fire and EMS services, and other related issues that provide an added value to their work as a Firefighter. The Senior Firefighter Program is to provide a visible means of recognizing Firefighters, as well as compensating them for their continual efforts to seek to professionally develop their skills and knowledge.

AUTHORITIES

This program is applicable to all employees in the classifications of Firefighter, Fire Engineer, Fire Engineer/Paramedic, Firefighter/Paramedic, Firefighter/Paramedic Trainee, Firefighter Apprentice, and Fire Captain. The compensation for obtainment of the certification is governed by the applicable MOU. Changes to this policy that may impact the compensation shall be discussed and agreed to by the impacted Union and the City.

POLICY

The requirements for the Senior Firefighter Program are set at two levels and are summarized below:

Senior Firefighter I

- Successful completion of probation (based on classification)
- Two years paid and continuous experience with the City of Vacaville
- California State Fire Marshal Firefighter II certification

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Senior Firefighter II

- Six years paid experience (at least five with Vacaville)
- Special assignment(s) working a 40-hour work week schedule for a cumulative total of 6 months (in Vacaville, not including “light duty” assignments) or involvement in special project(s) or program(s) approved by the Department for a total of at least 12 months (in Vacaville).

Senior Firefighter III

- Ten years paid experience (at least nine with Vacaville)
- Certification in any California State Fire Marshal specialty track or CSTI hazardous materials technician or specialist or certified confined space operations or certified rescue systems 1 or 2
- Completion of California State Fire Marshal Fire Officer education courses.
- Special assignment(s) working a 40-hour work week schedule for a cumulative total of at least 12 months (in Vacaville, not including “light duty” assignments) or involvement in special project(s) or program(s) approved by the Department for a total of at least 24 months (in Vacaville).

Examples of Qualifying Programs or Projects

- Map Book/Run Card Maintenance
- School Fire & Life Safety Training Program
- Safety Program
- Wellness Program
- Physical Fitness Program
- Tools and Equipment
- Paramedic Preceptor Program
- Emergency Medical Dispatch Program
- Radio Equipment Program
- MEDS Program
- Safety Clothing
- EMS Equipment and Supply Purchasing Program
- Company Inspection Program
- Grant Development
- Technical Rescue Program
- Swift Water Rescue
- EMT Recertification Manager

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- Life Safety Rope Coordinator
- Vehicle Equipment inventory Coordinator
- Smoke Detector Program
- Driver License Program Coordinator
- Pre-Fire Plan Coordinator
- Hose Inventory and Testing Coordinator
- Records Management System Coordinator
- Ladder Inventory and Testing Coordinator
- Shift Rotation Tracking Specialist
- Fire Extinguisher maintenance and Testing Coordinator
- SCBA maintenance and Fit Testing Coordinator

The Fire Chief can approve programs/projects as necessary.

Compensation

Compensation for obtainment of a certification shall be outlined in and controlled by the applicable MOU. Current compensation rates are 2.5% for level I, 6% for level II and 11% for level III (no compounding).

RESPONSIBILITIES

EMPLOYEE. It is the responsibility of the employee to:

1. Provide the application to the appropriate Battalion Chief at the time of eligibility.
2. Provide any supporting documentation with application for approved programs/projects that meet the above outlined criteria.

BATTALION CHIEF. It is the responsibility of a Battalion Chief to:

1. Review application and supporting documents.
2. Determine eligibility.
3. If not eligible, notify employee of what is missing.
4. If eligible, submit all documents to Deputy Chief/Fire Chief for final department review.

DEPUTY CHIEF/FIRE CHIEF. It is the responsibility of the Chief to:

5. Review application and supporting documents.
6. Upon satisfactory review, sign and submit all documents to Human Resources for final approval.

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HUMAN RESOURCES. It is the responsibility of Human Resources to:

1. Review application and all supporting documentation from the Fire Department.
2. Upon satisfactory review, begin compensation with the pay period immediately after all required documentation has been received and approved by Human Resources.