



FIRE DEPARTMENT SANTA CLARA COUNTY



Internationally Accredited
Agency

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❖ ABOUT THE FIRE DEPARTMENT

The Santa Clara County Fire Department exists to protect the lives, property, and environment within the communities served from fires, disasters, and emergency incidents through education, prevention, and emergency response.

The Santa Clara County Fire Department is a special fire district that has evolved into a progressive, full service fire department over the past sixty years. The Department provides a variety of fire protection services to the cities of Campbell, Cupertino, Los Altos, Monte Sereno, Morgan Hill and Saratoga; the towns of Los Altos Hills and Los Gatos; and adjacent unincorporated county areas. In addition to providing fire suppression services to these communities, the Department also provides fire prevention services, emergency medical services, hazardous materials regulation and response, rescue and extrication, public education, and fire investigation services.

Kenneth L. Waldvogel is the Fire Chief for the Department. He has been involved with the fire service for over thirty-four years. Included with his responsibilities of managing the Department, he also functions as the Santa Clara County Fire Marshal and the Area Fire Coordinator, responsible for all fire mutual aid in Santa Clara County.

Assistant Fire Chief Steven E. Staump has also been involved with the fire service for over thirty-eight years. As Assistant Fire Chief, he is responsible for overseeing the five Santa Clara County Fire Department divisions: Administration, Training, Support Services, Operations, and Fire Prevention.



ABOUT THE FIRE DEPARTMENT – *continued*

Four of the five divisions are managed by a Deputy Chief: Deputy Chief Hal Rooney, Support Services; Deputy Chief Donald F. Jarvis, Operations; Deputy Chief Kenneth R. Kehmna, Training; and Deputy Chief Dirk J. Mattern, Fire Prevention.

Administration is the fifth division of the Department and consists of two sections: Business Services and Personnel Services.

CFAI Accreditation

The Department was awarded “Accredited Agency” status in August 2005 by the Commission on Fire Accreditation International (CFAI). The Department continues to participate in the accreditation process, which includes updating the Strategic and Business Plans, meeting Standards of Cover guidelines, and conducting a comprehensive self-assessment.

Strategic Plan

In conjunction with the new Business Plan, the Strategic Plan sets forth a vision and mission statement that provides County Fire with a clear path into the future. The Strategic Plan identifies the Department’s goals, objectives and strategies for the next five years. To ensure success, performance measures and timelines are established to track results and evaluate progress.

Standards of Cover

The Standards of Cover (SOC) document is an emergency response evaluation process. The SOC is comprised of service level and resource allocation studies, risk assessments and data analysis. This document assists in developing guidelines to ensure a safe and effective workforce and covers various types of responses such as fire and medical emergencies, hazardous materials incidents, technical rescues, natural disasters, and acts of terrorism.

Self-Assessment

The Self-Assessment process measures the Department’s overall performance and identifies specific areas where changes can be made to ensure continuous improvement of all fire department functions and services.

There are 10 categories within the CFAI Self-Assessment Manual that the Department uses to evaluate performance:

- Governance & Administration
- Assessment & Planning
- Goals & Objectives
- Financial Resources
- Programs
- Physical Resources
- Human Resources
- Training & Competency
- Essential Resources
- External Systems Relationships



FIREFIGHTER/ENGINEER

❖ FIREFIGHTER/ENGINEER TRAINEE

Positions in the classification of Firefighter/Engineer Trainee are unrepresented during the approximate twelve (12) week period of the Joint Fire Academy. Upon the successful completion and graduation of the Joint Fire Academy, a Firefighter/Engineer Trainee will be appointed to the classification of Firefighter/Engineer and serve a probationary period of eighteen (18) months.

❖ FIREFIGHTER/ENGINEER

Positions in the classification of Firefighter/Engineer perform a variety of skilled, semi-skilled, and unskilled duties involving fire suppression, prevention, emergency medical response, and related activities. As basic experience is acquired in these areas, incumbents are assigned to more responsible and advanced fire suppression duties, such as the regular operation of fire apparatus and equipment.

The essential duties of a Firefighter/Engineer may include, but are not limited to, the following:

- Respond to fire suppression and medical emergencies.
- Operate fire hoses, including pulling and laying working lines, holding a nozzle to direct a stream of water on a fire, operating engine pumping equipment, placing, raising, lowering and climbing ladders, and assisting in overhaul and salvage operations.
- Drive and operate fire apparatus and/or other vehicles as directed.
- Inspect, maintain, clean, and test fire hose, rescue equipment, fire apparatus, fire hydrants, and other support equipment.
- Operate a variety of tools and equipment related to fire suppression and emergency medical activities, including radio, telephones and computer equipment.
- Work various shifts as assigned.
- Participate in fire drills and training exercises.
- Understand the principles and operations of alarm systems, automatic fire sprinkler systems and other relevant technology.
- Learn Department rules and regulations, policies and procedures, fire hazards, firefighting techniques, hazardous materials, emergency medical procedures, fire prevention laws and regulations. To be able to apply the techniques of said rules, regulations, policies, procedures, and laws in an effective manner.



FIREFIGHTER/ENGINEER

❖ PARAMEDIC ASSIGNMENT

Additional examples of duties may include, but are not limited to, the following:

- Deliver and administer emergency medical care within the guidelines of the Santa Clara County Emergency Medical Services Agency and according to the State of California Paramedic Licensure requirements.
- Provide treatment for victims at the scene of an emergency, transfer patient care to agency health care partner, or provide continuous treatment to appropriate Emergency Department facility.
- Deliver basic and advanced emergency medical care as authorized under laws, protocols, policies and guidelines.
- Keep accurate records and makes reports concerning emergency medical care procedures.

❖ ADDITIONAL MINIMUM QUALIFICATIONS

- Firefighter/Engineer and Firefighter/Engineer assigned to Paramedic duties – candidate must be between the ages of 21 years old and 35 years old. The maximum hiring age of 35 for Safety positions does not apply to individuals who have held a permanent position providing fire suppression services for a minimum of five full years within the ten years immediately preceding the individual's application.
- Paramedic Assignment - Valid State of California EMT Paramedic License
- Paramedic Assignment - Minimum of one (1) year, full-time experience, or equivalent, as a paramedic.
- Candidates' visual acuity needs to be not less than 20/40 uncorrected vision in each eye, with only mild red/green color defects being acceptable; be in good physical condition; weight in proportion to height in accordance with medical standards.
- Applicant must be in possession of a valid California driver's license.
- Applicant must hold a current EMT-1 certificate with the ability to certify within the County of Santa Clara at time of appointment.
- Applicant must hold a current CPAT (Candidate Physical Agility Test) at time of Oral Board AND at time of the beginning of the Joint Fire Academy.



COMPENSATION

COMPENSATION

Firefighter/Engineer Trainee

Trainees will be compensated at a flat rate of \$4,500 per month (approximately \$25.96/hour) until successful completion of the Joint Fire Academy training course and appointment to the classification of Firefighter/Engineer.

Firefighter/Engineer

Effective November 16, 2009, the monthly base 5-step salary range for FF/E, without 5.417% holiday-in-lieu-of pay, is \$7,771.01 to \$9,445.72.

Paramedic Assignment

A Firefighter/Engineer regularly assigned to perform paramedic duty will be compensated as follows:

During the first year of assignment, 7.5% of current step will be added to base without holiday in-lieu-of pay.

After the first year of assignment, 10% of current step will be added to base without holiday in-lieu-of pay.

Successful candidates who are hired by the Department to perform Firefighter/Engineer - Paramedic duties must commit to a minimum of five (5) years.

BENEFITS

Firefighter/Engineer Trainee

The unrepresented classification of Firefighter/Engineer Trainee is not eligible for medical benefits, leave accruals, or PERS contributions until successful completion and graduation of the Joint Fire Academy training course, and appointment to the Firefighter/Engineer classification. Firefighter/Engineer Trainees are not represented by the Union (International Association of Firefighters, Local 1165).

Firefighter/Engineer

Current benefits include: full Department payment of medical and dental premiums; paid life insurance of \$40,000; LTD insurance plan; vision plan; education reimbursement plan; direct deposit plan; sick leave; vacation; voluntary deferred compensation plan; PERS 3% at 50; and credit union service.



LIST OF FIRE DEPARTMENT FACILITIES

- Cupertino Station, 20215 Stevens Creek Boulevard, Cupertino, CA 95014
- Seven Springs Station, 21000 Seven Springs Parkway, Cupertino, CA 95014
- Los Gatos Station, 306 University Avenue, Los Gatos, CA 95030
- Redwood Station, 21452 Madrone Drive, Redwood Estates, CA 95030
- Winchester Station, 14850 Winchester Boulevard, Los Gatos, CA 95032
- Shannon Station, 16565 Shannon Road, Los Gatos, CA 95030
- Monta Vista Station, 22620 Stevens Creek Boulevard, Cupertino, CA 95014
- Quito Station, 18870 Saratoga/Los Gatos Road, Los Gatos, CA 95030
- West Valley Station, 19800 Cox Avenue, Saratoga, CA 95070
- Sunnyoaks Station, 485 W. Sunnyoaks Avenue, Campbell, CA 95008
- Campbell Station, 123 Union Avenue, Campbell, CA 95008
- El Toro Station, 18300 Old Monterey Road, Morgan Hill, CA 95037
- Dunne Hill Station, 2100 E. Dunne Avenue, Morgan Hill, CA 95037
- Los Altos Station, 10 Almond Avenue, Los Altos, CA 94022
- Loyola Station, 765 Fremont Avenue, Los Altos, CA 94024
- El Monte Station, 12355 El Monte Road, Los Altos, CA 94022
- Saratoga Station, 14380 Saratoga Avenue, Saratoga, CA 95070
- Administrative Headquarters, 14700 Winchester Boulevard, Los Gatos, CA 95032

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