



Lincoln Fire Department

Volunteer Reserve Firefighter Program

The Position: The Reserve Firefighter is a volunteer, non-sworn position, working under the supervision of the Reserve Coordinator and/or Company Officer. This position is an opportunity for entry level Firefighters to gain knowledge and experience in the fire service. While on duty, Reserve Firefighters will perform under the supervision of an assigned Company Officer. Reserve Firefighters will volunteer his or her time a minimum of four 24-hour shifts per month. Reserve Firefighters are assigned to workdays by their availability, by their assigned Company Officer, and may be rotated as needed. The Reserve Coordinator acts as a resource and liaison to the Reserve Firefighters. Although functioning as a volunteer, the Reserve Firefighter does receive a nominal stipend to help cover expenses of food and transportation of \$150.00 per month.

Benefits: By choosing to participate in this program, Reserve Firefighters who volunteer their time will gain valuable experience and training that will assist them in obtaining their California State Fire Marshall - Firefighter 1 Certification. Those that are already CSFM Firefighter 1 certified will gain valuable experience and training to keep their skills well honed. The Lincoln Fire Department benefits by having Reserve Firefighters as additional personnel to assist its paid staff.

Duties: Reserve Firefighters will respond on a fire apparatus as part of a crew to provide fire suppression, emergency medical service, and rescue. Under supervision of the Company Officer, Reserve Firefighters will lay hose lines, use nozzles, operate fire extinguishers, portable generators, ventilation fans, and other hand tools and equipment necessary for firefighting operations, and will operate as an Emergency Medical Technician (EMT) providing patient care under the Sierra-Sac-Valley EMT scope of practice.

Essential Job Functions: The Reserve Firefighter will respond to and participate in fire suppression, hazardous materials, rescue and medical operations requiring full unassisted ambulatory activity including bending, stooping, lifting up to 100 pounds, walking on uneven surfaces, squatting, climbing, lying prone, and running. Work is performed indoors and outdoors, and exposure to water, heat, fire, smoke and other hazardous substances. Reserve Firefighters will wear self-contained breathing apparatus (SCBA), protective clothing and boots, operate heavy rescue equipment and administer medical treatment to ill and injured persons.

Minimum Qualifications: Must possess and provide proof of the following at the time of appointment:

Level 1

- High School diploma or equivalent
- Valid California Class C driver's license
- Valid EMT card
- Valid CPR card

Level 2

- High School diploma or equivalent
- Valid California Class C driver's license
- Valid EMT card
- Valid CPR card
- Completion of a California State Fire Marshal Firefighter 1 Academy and or possession of a California Firefighter 1 Certification

Selection Process

- Complete City of Lincoln employment application and submit by due date.
- Selected applicants will be invited to an oral interview.
- Successful applicants will undergo live scan criminal records check.
- Successful applicants will undergo a background check
- Successful applicants will undergo medical exam / drug screening.
- Final appointment of candidate.

Orientation/Academy

- 1) Reserve Firefighters will attend an orientation prior to beginning the program. This orientation will provide the Reserve with department background and information (uniforms, personal protective equipment, time sheet and stipend process) as well as what to expect while in the program.
- 2) Additional training will outline expectations of reserves, department etiquette, department procedures, chain of command, duties, and skills.
- 4) All reserves will need to have a basic knowledge of fire apparatus, fire ground skills, other emergency scene skills, and EMS skills.

Utilization of Reserves Firefighters

- 1) Even though volunteers, Reserve Firefighters shall be a working part of a fire company under the direct supervision of a Company Officer. The purpose of the program is to provide those who are seeking a career in the Fire Service with an opportunity to develop the skills and abilities necessary to gain a job in the fire service. Producing well trained reserves has an added benefit to the department, by creating a pool of individuals which the department will have a working knowledge of should they test successfully when Lincoln is in the position of hiring new firefighters.
- 2) Reserve Firefighters shall be held to the same standards as paid personnel. Their appearance, attitude, work ethic, and motivation should reflect someone who is proud and fortunate to perform in this position. Reserve Firefighters will remain busy during the shift and consistently train on firefighter related material, skills, perform station maintenance, and clean up. Given their limited availability, they should utilize this time to the best of their ability and to become more proficient at their position.
- 3) Reserve Firefighters should be encouraged to seek advanced certifications to allow themselves a more competitive edge when participating in a testing process.
- 4) Reserve Firefighters will work a minimum of two– 24 hour shifts per month. They will be assigned to a specific shift and station for a term of approximately six months. At the end of the rotation they will be evaluated and considered for rotation to a different shift. The purpose of this is to allow them a chance to gain more exposure to individuals with different skills and specialties in the fire service.
- 5) Reserve Firefighters will maintain a task book outlining their proficient skills and accomplished training and certificates. Reserves shall be measured/evaluated in their proficiency by each new shift which they are assigned. This will ensure they are remaining sound in their abilities, and will show the career staff their strengths and weaknesses.
- 6) Reserves will be responsible for monitoring their issued city e-mail account in order to keep updated with department communications.
- 7) Priority for this program may be given to applicants with a primary residence located in the City of Lincoln.