

CITY OF MOUNTAIN VIEW  
RESOLUTION NO.  
SERIES 2019

A RESOLUTION AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO EXECUTE A SIDE LETTER AMENDING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1965, AND THE CITY FOR JULY 1, 2017 THROUGH JUNE 30, 2020 ESTABLISHING A REPLACEMENT CAREER DEVELOPMENT PROGRAM TO BE IMPLEMENTED THE PAY PERIOD INCLUDING JULY 1, 2019, AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO SET THE COMPENSATION FOR THE CAREER DEVELOPMENT PROGRAM CLASSIFICATION SYSTEM, AND REVISE THE CITY OF MOUNTAIN VIEW'S SALARY PLAN FOR FISCAL YEAR 2019-20 TO REFLECT THESE COMPENSATION CHANGES

WHEREAS, the City of Mountain View ("City") and the International Association of Firefighters ("IAFF"), Local 1965, are parties to a Memorandum of Understanding ("MOU") for the period of July 1, 2017 to June 30, 2020; and

WHEREAS, the provisions in the IAFF MOU Career Development Program do not meet the CalPERS interpretation of the Public Employee Retirement Law ("PERL"); and

WHEREAS, the affected provisions in the current MOU that are being modified to comply with the CalPERS interpretation of special compensation are set forth in the side letter agreement, attached hereto as Exhibit A;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Mountain View authorizes the City Manager or his designee to execute the side letter agreement modifying those provisions of the MOU related to the Career Development Program for IAFF as set forth in the agreed-upon side letter agreement and revise the City's salary plan to reflect these compensation changes.

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LB/3/RESO  
035-06-11-19r-1

Exhibit: A. Side Letter Agreement

**SIDE LETTER AGREEMENT AMENDING  
THE MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF MOUNTAIN VIEW AND  
THE MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS, LOCAL 1965  
JULY 1, 2017 TO JUNE 30, 2020**

1. The City of Mountain View ("City") and the Mountain View Professional Firefighters, Local 1965 ("Union") are parties to a Memorandum of Understanding ("MOU") with a term of July 1, 2017 through June 30, 2020.
2. The California Public Employees Retirement System (CalPERS) recently notified the City and Union that it does not consider pay provided under the Career Development Program contained in MOU Section 1.02 to meet the definition of special compensation under the Public Employees Retirement Law (Cal. Govt. Code Section 20636).
3. The parties are committed to maintaining cooperative labor relations, now and in the future, and desire to enter into this Side Letter Agreement to allow bargaining unit members to continue to receive pensionable compensation for the Career Development Program.
4. Therefore, the parties hereby modify the MOU as described below.

**CAREER DEVELOPMENT PROGRAM: Replace Section 1.02 of the MOU with the following:**

**1.02 Career Development Program**

**1.02.01 Previous Incentive Program**

- A. Historically, the City maintained a five (5) level Career Development Program for bargaining unit members. This program provided a pay incentive for members who achieved combinations of education, training, and years of service as prescribed in each of five (5) identified levels. Those levels were:
  - Basic (Level 1);
  - Intermediate (Level 2);
  - Intermediate Plus A.A. or A.S. Degree (Level 3);
  - Advanced (Level 4); and
  - Advanced Plus B.A. or B.S. Degree (Level 5).

- B. Pay under this program was incremental (not cumulative), with a maximum incentive payment of \$600 per month.
- C. Payments under the prior program were as follows:

Basic Level (Level 1)	\$175.00 per month
Intermediate Level (Level 2)	\$325.00 per month
Intermediate Level Plus A.A. or A.S. Degree (Level 3)	\$400.00 per month
Advanced Level (Level 4)	\$440.00 per month
Advanced Level Plus B.A. or B.S. Degree (Level 5)	\$600.00 per month

**1.02.02 Replacement Program**

- A. Effective the pay period including July 1, 2019, the existing Career Development Program will be eliminated and replaced by a revised classification system. The purpose of the revised classification system is the same as the Career Development Program: to award represented employees in recognition of achievement of education, training, and experience, and to raise the level of education and competence in Fire service personnel. The replacement program classification tiers will be established with the current compensation levels described in Section 1.02.01.
- B. Upon implementation of the replacement program, each represented classification will be converted to a six (6) tiered class (e.g., current Firefighter without career development requirements, and new Firefighter Tier 1 through Firefighter Tier 5) outlined in Attachment A. The untiered classification, for which no career development pay is included, remains the same in compensation and in required minimum qualifications, neither of which is subject to this side letter. Each classification Tier will have specific minimum qualifications. For instance, a Firefighter Tier 2 must: (1) meet the requirements of the Firefighter classification; (2) have completed the probationary period; (3) achieve and maintain accreditation to operate as an EMT in Santa Clara County; (4) possess and maintain a valid California

driver's license with a firefighter endorsement; (5) have four (4) years of experience with the Mountain View Fire Department; (6) be qualified and willing to work in the rank of Fire Engineer when assigned; (7) complete five (5) classes from the CSFM State Fire Training Certification track for Fire Officer or Company Officer; and (8) complete between five (5) and thirty (30) training and education points, depending on years of experience with MVFD.

- C. Advancement in classification tiers will be effective the pay period following the date the completed Career Incentive Application, Personnel Status Change (PSC) form, and supporting documents are received in the Human Resources Division.
- D. Requirements to work in a higher rank: For classification tiers for which qualification and willingness to work in a higher rank is required, eligibility and qualification are consistent with Sections 1.03 and 9.06. Refusal to work in the higher rank will result in an employee's disqualification from such tier.
- E. The use of tiers is limited to the application of Sections 1.00, 1.02, and 9.06 of the MOU and is intended to apply only to the Career Development Program.
- F. Grace Periods

Suppression Classifications: Members who promote to a suppression position represented by MVFF will retain their current classification tier for two (2) years following the completion of their promotional probationary period in order to provide them adequate time to achieve eligibility for the same tier in their new classification. For example, if a Fire Engineer meeting the requirements of Fire Engineer Tier 4 is promoted to Fire Captain, he/she will be classified as Fire Captain Tier 4 for a grace period of two (2) years from the completion of his/her probation, to allow time meet the requirements of Tier 4 Fire Captain.

Deputy Fire Marshal: Members transferring from the Suppression Division in a Tier 5 classification shall have a three (3) year grace period after promotion to allow time to achieve higher-level qualifications. For example, if a Fire Captain Tier 5 is promoted to Deputy Fire Marshal, he/she will be classified as a Deputy Fire Marshal Tier 5 for a grace period of three (3) years from the date of

promotion, to allow time to meet the requirements of Tier 5 Deputy Fire Marshal.

To continue to be classified at Tier 1 or above the conclusion of the grace period, employees are required to complete the following steps prior to the expiration of the grace period:

- Meet the requirements of the current tier in the new classification and submit a new, complete Career Incentive Application with supporting documents to continue pay at the current tier; or
- If the requirements of the current tier in the new classification will not be complete by the end of the grace period, submit a new, complete Career Incentive Application with supporting documents to begin pay at the tier for which they are qualified. The Career Incentive Application for a tier reduction may be submitted at any time during the grace period and will not be effective until the pay period in which the grace period ends.

Attachment A to this Side Letter summarizes the revised classification structure for the new classification tiers.

### **1.02.03 List of Approved Courses**

#### California State Fire Marshal-Approved Courses

- All classes associated with the following CSFM Professional Certification Tracks are approved:
  - Chief Fire Officer
  - Chief Officer
  - Company Officer
  - Fire Apparatus Driver/Operator Pump
  - Fire Apparatus Driver/Operator Aerial
  - Fire Apparatus Driver/Operator Tillered
  - Fire Apparatus Driver/Operator Wildland

- Fire Apparatus Driver/Operator Water Tender
- Fire Inspector I
- Fire Inspector II
- Fire Investigator I
- Fire Investigator II
- Fire Officer
- All classes associated with the following CSFM course categories are approved:
  - Command Courses
  - Driver/Operator Courses with the exception of Basic Emergency Vehicle Operations and Basic Pump Operations
  - Fire Fighting/Rescue Courses
  - Incident Command Courses
  - ICS-All Risk Courses
  - Instructor Courses
  - Investigation Courses
  - Management Courses with the exception of: Fire Service Supervision: Increasing Personal Effectiveness, Fire Service Supervision: Increasing Team Effectiveness, and Volunteer Fire Service Management
  - Prevention Courses
  - Technical Rescue Courses

The Fire Chief reserves the right to add courses approved by the California State Fire Marshal.

The foregoing represents the full agreement of the parties. All terms and conditions set forth in the MOU which are not specifically modified by this Side Letter shall remain in full force and effect.

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CITY OF MOUNTAIN VIEW

DATE

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MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS,  
LOCAL 1965

DATE

IAFF MINIMUM QUALIFICATIONS FOR EACH TIER OF CAREER DEVELOPMENT PROGRAM

FIREFIGHTER MQs for Tier 1	FIREFIGHTER MQs for Tier 2	FIREFIGHTER MQs for Tier 3	FIREFIGHTER MQs for Tier 4	FIREFIGHTER MQs for Tier 5
<p>Meet education MQs of Firefighter in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: Completion of initial probation with MVFD Suppression Division</li> <li>• <u>C/L</u>: Accredited in SCC to operate as an EMT or Paramedic</li> <li>• <u>C/L</u>: CA DL with FF endorsement</li> </ul>	<p>Meet MQs of Firefighter Tier 1 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 4 years of experience with MVFD</li> <li>• <u>Experience</u>: Qualified and willing to work in the rank of Fire Engineer when assigned</li> <li>• <u>Training</u>: Completion of 5 classes from the CSFM State Fire Training Certification track for Fire Officer or Company Officer</li> <li>• <u>Training/Education</u>: Completion of additional training/ education points as follows: <ul style="list-style-type: none"> <li>• 4 yrs. experience: 30 pts.</li> <li>• 6 yrs. experience: 20 pts.</li> <li>• 8 yrs. experience: 5 pts.</li> </ul> </li> <li>• <u>Highly Desirable</u>: Completion of Acting Captain and agreement to work in that capacity. This may substitute for 10 training/education points</li> </ul>	<p>Meet MQs of Firefighter Tier 2 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an AA/AS degree from an accredited college or university</li> </ul>	<p>Meet MQs of Firefighter Tier 1 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 8 years of experience with MVFD</li> <li>• <u>Experience</u>: Qualified and willing to work in the rank of Fire Captain when assigned</li> <li>• <u>Training</u>: Completion of CSFM Fire Officer 1 or Company Officer Certificate, or effective July 2017, completion of the coursework required to obtain the Company Officer Certificate</li> <li>• <u>Training/Education</u>: If less than 12 years of experience with MVFD, completion of additional 15 training/ education points</li> </ul>	<p>Meet MQs of Firefighter Tier 4 in addition to:</p> <p>IN ADDITION:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an BA/BS degree from an accredited college or university</li> </ul>



FIREFIGHTER/PARAMEDIC MQs for Tier 1	FIREFIGHTER/PARAMEDIC MQs for Tier 2	FIREFIGHTER/PARAMEDIC MQs for Tier 3	FIREFIGHTER/PARAMEDIC MQs for Tier 4	FIREFIGHTER/PARAMEDIC MQs for Tier 5
<p>Meet education MQs of Firefighter/Paramedic in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: Completion of initial probation with MVFD Suppression Division</li> <li>• <u>C/L</u>: Accredited in SCC to operate as a Paramedic</li> <li>• <u>C/L</u>: CA DL with FF endorsement</li> </ul>	<p>Meet MQs of Firefighter/Paramedic Tier 1 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 4 years of experience with MVFD</li> <li>• <u>Experience</u>: Qualified and willing to work in the rank of Fire Engineer/Paramedic when assigned</li> <li>• <u>Training</u>: Completion of 5 classes from the CSFM State Fire Training Certification track for Fire Officer or Company Officer</li> <li>• <u>Training/Education</u>: Completion of additional training/ education points as follows: <ul style="list-style-type: none"> <li>• 4 yrs. experience: 30 pts.</li> <li>• 6 yrs. experience: 20 pts.</li> <li>• 8 yrs. experience: 5 pts.</li> </ul> </li> <li>• <u>Highly Desirable</u>: Completion of Acting Captain and agreement to work in that capacity. This may substitute for 10 training/education points</li> </ul>	<p>Meet MQs of Firefighter/Paramedic Tier 2 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an AA/AS degree from an accredited college or university</li> </ul>	<p>Meet MQs of Firefighter/Paramedic Tier 1 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 8 years of experience with MVFD</li> <li>• <u>Experience</u>: Qualified and willing to work in the rank of Fire Captain when assigned</li> <li>• <u>Training</u>: Completion of CSFM Fire Officer 1 or Company Officer Certificate, or effective July 2017, completion of the coursework required to obtain the Company Officer Certificate</li> <li>• <u>Training/Education</u>: If less than 12 years of experience with MVFD, completion of additional 15 training/ education points</li> </ul>	<p>Meet MQs of Firefighter/Paramedic Tier 4 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an BA/BS degree from an accredited college or university</li> </ul>

FIREFIGHTER HAZMAT/ FIREFIGHTER HAZMAT PARAMEDIC MQs for Tier 1	FIREFIGHTER HAZMAT/ FIREFIGHTER HAZMAT PARAMEDIC MQs for Tier 2	FIREFIGHTER HAZMAT/ FIREFIGHTER HAZMAT PARAMEDIC MQs for Tier 3	FIREFIGHTER HAZMAT/ FIREFIGHTER HAZMAT PARAMEDIC MQs for Tier 4	FIREFIGHTER HAZMAT/ FIREFIGHTER HAZMAT PARAMEDIC MQs for Tier 5
<p>Meet MQs of Firefighter HazMat/Firefighter HazMat Paramedic in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: Completion of initial probation with MVFD Suppression Division</li> <li>• <u>C/L</u>: Accredited in SCC to operate as an EMT or Paramedic</li> <li>• <u>C/L</u>: CA DL with FF endorsement</li> </ul>	<p>Meet MQs of Firefighter HazMat/Firefighter HazMat Paramedic Tier 1 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 4 years of experience with MVFD (including 1 year in basic MQs if they were with MVFD)</li> <li>• <u>Experience</u>: Qualified and willing to work in the rank of Fire Engineer HazMat/Fire Engineer HazMat Paramedic when assigned</li> <li>• <u>Training</u>: Completion of 5 classes from the CSFM State Fire Training Certification track for Fire Officer or Company Officer</li> <li>• <u>Training/Education</u>: Completion of additional training/ education points as follows: <ul style="list-style-type: none"> <li>• 4 yrs. experience: 30 pts.</li> <li>• 6 yrs. experience: 20 pts.</li> <li>• 8 yrs. experience: 5 pts.</li> </ul> </li> <li>• <u>Highly Desirable</u>: Completion of Acting Captain and agreement to work in that capacity. This may substitute for 10 training/education points</li> </ul>	<p>Meet MQs of Firefighter HazMat Tier 2 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an AA/AS degree from an accredited college or university</li> </ul>	<p>Meet MQs of Firefighter HazMat Tier 1 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 8 years of experience with MVFD (including 1 year in basic MQs if they were with MVFD)</li> <li>• <u>Experience</u>: Qualified and willing to work in the rank of Fire Captain/HazMat when assigned</li> <li>• <u>Training</u>: Completion of CSFM Fire Officer 1 or Company Officer Certificate, or effective July 2017, completion of the coursework required to obtain the Company Officer Certificate</li> <li>• <u>Training/Education</u>: If less than 12 years of experience with MVFD, completion of additional 15 training/ education points</li> </ul>	<p>Meet MQs of Firefighter HazMat Tier 4 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an BA/BS degree from an accredited college or university</li> </ul>

FIRE ENGINEER/ FIRE ENGINEER/PARAMEDIC MQs for Tier 1	FIRE ENGINEER/ FIRE ENGINEER/PARAMEDIC MQs for Tier 2	FIRE ENGINEER/ FIRE ENGINEER/PARAMEDIC MQs for Tier 3	FIRE ENGINEER/ FIRE ENGINEER/PARAMEDIC MQs for Tier 4	FIRE ENGINEER/ FIRE ENGINEER/PARAMEDIC MQs for Tier 5
<p>Meet MQs of Fire Engineer/Fire Engineer Paramedic in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: Completion of initial probation with MVFD Suppression Division</li> <li>• <u>C/L</u>: Accredited in SCC to operate as an EMT or Paramedic</li> </ul>	<p>Meet MQs of Fire Engineer/Fire Engineer Paramedic Tier 1 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 4 years of experience with MVFD (including 2 years in basic MQs if they were with MVFD)</li> <li>• <u>Training</u>: Completion of 5 classes from the CSFM State Fire Training Certification track for Fire Officer or Company Officer</li> <li>• <u>Training/Education</u>: Completion of additional training/ education points as follows: <ul style="list-style-type: none"> <li>• 4 yrs. experience: 30 pts.</li> <li>• 6 yrs. experience: 20 pts.</li> <li>• 8 yrs. experience: 5 pts.</li> </ul> </li> <li>• <u>Highly Desirable</u>: Completion of Acting Captain and agreement to work in that capacity. This may substitute for 10 training/education points.</li> </ul>	<p>Meet MQs of Fire Engineer/Fire Engineer Paramedic Tier 2 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an AA/AS degree from an accredited college or university</li> </ul>	<p>Meet MQs of Fire Engineer/Fire Engineer Paramedic Tier 1 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 8 years of experience with MVFD (including 2 years in basic MQs if they were with MVFD)</li> <li>• <u>Experience</u>: Qualified and willing to work in the rank of Fire Captain when assigned</li> <li>• <u>Training</u>: Completion of CSFM Fire Officer 1 or Company Officer Certificate, or effective July 2017, completion of the coursework required to obtain the Company Officer Certificate</li> <li>• <u>Training/Education</u>: If less than 12 years of experience with MVFD, completion of additional 15 training/ education points</li> </ul>	<p>Meet MQs of Fire Engineer/Fire Engineer Paramedic Tier 4 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an BA/BS degree from an accredited college or university</li> </ul>

FIRE ENGINEER HAZMAT/ FIRE ENGINEER HAZMAT/PARAMEDIC MQs for Tier 1	FIRE ENGINEER HAZMAT/ FIRE ENGINEER HAZMAT/PARAMEDIC MQs for Tier 2	FIRE ENGINEER HAZMAT/ FIRE ENGINEER HAZMAT/PARAMEDIC MQs for Tier 3	FIRE ENGINEER HAZMAT/ FIRE ENGINEER HAZMAT/PARAMEDIC MQs for Tier 4	FIRE ENGINEER HAZMAT/ FIRE ENGINEER HAZMAT/PARAMEDIC MQs for Tier 5
<p>Meet MQs of Fire Engineer HazMat/Fire Engineer HazMat Paramedic in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: Completion of initial probation with MVFD Suppression Division</li> <li>• <u>C/L</u>: Accredited in SCC to operate as an EMT or Paramedic</li> </ul>	<p>Meet MQs of Fire Engineer HazMat/Fire Engineer HazMat Paramedic Tier 1 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 4 years of experience with MVFD (including 2 years in basic MQs if they were with MVFD)</li> <li>• <u>Training</u>: Completion of 5 classes from the CSFM State Fire Training Certification track for Fire Officer or Company Officer</li> <li>• <u>Training/Education</u>: Completion of additional training/education points as follows: <ul style="list-style-type: none"> <li>• 4 yrs. experience: 30 pts.</li> <li>• 6 yrs. experience: 20 pts.</li> <li>• 8 yrs. experience: 5 pts.</li> </ul> </li> <li>• <u>Highly Desirable</u>: Completion of Acting Captain and agreement to work in that capacity. This may substitute for 10 training points</li> </ul>	<p>Meet MQs of Fire Engineer HazMat/Fire Engineer HazMat Paramedic Tier 2 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an AA/AS degree from an accredited college or university</li> </ul>	<p>MQs of Fire Engineer HazMat/Fire Engineer HazMat Paramedic Tier 1 and:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 8 years of experience with MVFD (including 2 years in basic MQs if they were with MVFD)</li> <li>• <u>Experience</u>: Qualified and willing to work in the rank of Fire Captain when assigned</li> <li>• <u>Training</u>: Completion of CSFM Fire Officer 1 or Company Officer Certificate, or effective July 2017, completion of the coursework required to obtain the Company Officer Certificate</li> <li>• <u>Training/Education</u>: If less than 12 years of experience with MVFD, completion of additional 15 training/education points</li> </ul>	<p>Meet MQs of Fire Engineer HazMat/Fire Engineer HazMat Paramedic Tier 4 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an BA/BS degree from an accredited college or university</li> </ul>

FIRE CAPTAIN MQs for Tier 1	FIRE CAPTAIN MQs for Tier 2	FIRE CAPTAIN MQs for Tier 3	FIRE CAPTAIN MQs for Tier 4	FIRE CAPTAIN MQs for Tier 5
<p>Meet MQs of Fire Captain in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: Completion of initial probation with MVFD Suppression Division</li> <li>• <u>C/L</u>: Accredited in SCC to operate as an EMT or Paramedic</li> </ul>	<p>Meet MQs of Fire Captain Tier 1 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 4 years of experience with MVFD (including 4 years in basic MQs if they were with MVFD)</li> <li>• <u>Training</u>: Completion of 5 classes from the CSFM State Fire Training Certification track for Fire Officer or Company Officer</li> <li>• <u>Training/Education</u>: Completion of additional training/ education points as follows: <ul style="list-style-type: none"> <li>• 4 yrs. experience: 30 pts.</li> <li>• 6 yrs. experience: 20 pts.</li> <li>• 8 yrs. experience: 5 pts.</li> </ul> </li> </ul>	<p>Meet MQs of Fire Captain Tier 2 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an AA/AS degree from an accredited college or university</li> </ul>	<p>Meet MQs of Fire Captain Tier 1 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 8 years of experience with MVFD (including 2 years in basic MQs if they were with MVFD)</li> <li>• <u>Experience</u>: Qualified and willing to work in the rank of Battalion Chief when assigned</li> <li>• <u>Training</u>: Completion of CSFM Fire Officer 1 or Company Officer Certificate, or effective July 2017, completion of the coursework required to obtain the Company Officer Certificate</li> <li>• <u>Training/Education</u>: If less than 12 years of experience with MVFD, completion of additional 15 training/ education points</li> </ul>	<p>Meet MQs of Fire Captain Tier 4 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an BA/BS degree from an accredited college or university</li> </ul>

FIRE CAPTAIN/HAZMAT MQs for Tier 1	FIRE CAPTAIN/HAZMAT MQs for Tier 2	FIRE CAPTAIN/HAZMAT MQs for Tier 3	FIRE CAPTAIN/HAZMAT MQs for Tier 4	FIRE CAPTAIN/HAZMAT MQs for Tier 5
<p>Meet MQs of Fire Captain HazMat in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: Completion of initial probation with MVFD Suppression Division</li> <li>• <u>C/L</u>: Accredited in SCC to operate as an EMT or Paramedic</li> </ul>	<p>Meet MQs of Fire Captain HazMat Tier 1 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 4 years of experience with MVFD (including 4 years in basic MQs if they were with MVFD)</li> <li>• <u>Training</u>: Completion of 5 classes from the CSFM State Fire Training Certification track for Fire Officer or Company Officer</li> <li>• <u>Training/Education</u>: Completion of additional training/ education points as follows: <ul style="list-style-type: none"> <li>• 4 yrs. experience: 30 pts.</li> <li>• 6 yrs. experience: 20 pts.</li> <li>• 8 yrs. experience: 5 pts.</li> </ul> </li> </ul>	<p>Meet MQs of Fire Captain HazMat Tier 2 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an AA/AS degree from an accredited college or university</li> </ul>	<p>Meet MQs of Fire Captain HazMat Tier 1 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 8 years of experience with MVFD (including 2 years in basic MQs if they were with MVFD)</li> <li>• <u>Experience</u>: Qualified and willing to work in the rank of Battalion Chief when assigned</li> <li>• <u>Training</u>: Completion of CSFM Fire Officer 1 or Company Officer Certificate, or effective July 2017, completion of the coursework required to obtain the Company Officer Certificate</li> <li>• <u>Training/Education</u>: If less than 12 years of experience with MVFD, completion of additional 15 training/ education points</li> </ul>	<p>Meet MQs of Fire Captain HazMat Tier 4 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an BA/BS degree from an accredited college or university</li> </ul>

DEPUTY FIRE MARSHAL MQs for Tier 1	DEPUTY FIRE MARSHAL MQs for Tier 2	DEPUTY FIRE MARSHAL MQs for Tier 3	DEPUTY FIRE MARSHAL MQs for Tier 4	DEPUTY FIRE MARSHAL MQs for Tier 5
<p>Meet MQs of Deputy Fire Marshal in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: Completion of initial probation with MVFD</li> <li>• <u>Training</u>: <ul style="list-style-type: none"> <li>• CSM Fire Investigator 1A, and</li> <li>• PC 832, and</li> <li>• CSFM Fire Prevention 1A or Fire Inspector 1A and 1B</li> </ul> </li> </ul>	<p>Meet MQs of Deputy Fire Marshal Tier 1 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 4 years with MVFD</li> <li>• <u>Training</u>: <ul style="list-style-type: none"> <li>• CSFM Fire Investigator 1B, and</li> <li>• CSFM Fire Prevention Officer 1B and 1C or Fire Inspector 1C and 1D</li> </ul> </li> <li>• <u>Training/Education</u>: Completion of additional training/ education points as follows: <ul style="list-style-type: none"> <li>• 4 yrs. experience: 30 pts.</li> <li>• 6 yrs. experience: 20 pts.</li> <li>• 8 yrs. experience: 5 pts.</li> </ul> </li> </ul>	<p>Meet MQs of Deputy Fire Marshal Tier 2 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an AA/AS degree from an accredited college or university</li> </ul>	<p>Meet MQs of Deputy Fire Marshal Tier 1 and Tier 2 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Experience</u>: 8 years with MVFD</li> <li>• <u>Experience</u>: Qualified and willing to work in the rank of Fire Marshal when assigned</li> <li>• <u>Training</u>: <ul style="list-style-type: none"> <li>• CSFM Fire Investigation Classes: 2A &amp; 2B</li> <li>• CSFM Fire Prevention Classes: 2A, 2B &amp; 2C, OR Fire Inspector 2A, 2B, 2C &amp; 2D</li> <li>• <u>Training/Education</u>: If less than 12 years of experience with MVFD, completion of additional 15 training/ education points</li> </ul> </li> </ul>	<p>Meet MQs of Deputy Fire Marshal Tier 4 in addition to:</p> <ul style="list-style-type: none"> <li>• <u>Education</u>: Completion of an BA/BS degree from an accredited college or university</li> </ul>

Training/Education Points:

- A. Training Points: Sixteen (16) classroom hours of Fire Service Training shall equal one (1) training point. Such training must be conducted in a classroom or other appropriate site, in increments of two (2) hours or more per program, taught by a qualified instructor, concluded with appropriate testing and for which regular records are kept. Training points shall be awarded for the completion of approved courses listed in Section 1.02.03.
- B. Education Points: One (1) semester unit shall equal one (1) education point and one (1) quarter unit shall equal two thirds (2/3) of a point. Such units of credit shall have been awarded by an accredited college or university.
- C. All education and training must be supported by copies of transcripts, diplomas, and other verifying documents submitted to the Human Resources Division after review by the Fire Chief or his/her designee. When college credit is awarded, it shall be counted for either training or education points, whichever is to the advantage of the applicant.
- D. Class titles and certification requirements identified by title in Tiers 1 through 5 of each classification may be modified by the California State Fire Marshal (CSFM) and equivalent classes will be accepted. Fire Department management staff will verify the completed classes meet current State Fire Marshal standards prior to submission to Human Resources.