



City of Turlock Firefighter

SALARY	\$6,140.00 - \$7,463.00 Monthly	LOCATION	156 S. BROADWAY, TURLOCK, CA 95380, CA
JOB TYPE	FULL-TIME	JOB NUMBER	2026-FF-1770-01
DEPARTMENT	FIRE	OPENING DATE	06/11/2026
CLOSING DATE	6/26/2026 5:00 PM Pacific		

Position Information/Definition

The City of Turlock is accepting applications for the Firefighter position. Under general supervision performs the full range of fire and fire suppression and medical response duties. This classification is assigned to the Fire bargaining unit for labor relation's purposes and is subject to call back and overtime assignments.

DISTINGUISHING CHARACTERISTICS

The Firefighter classification is the entry-level classification in the professional Firefighter series. Employees in this classification perform all firefighting duties at a fire station under the direction of a superior officer, however, considerable leeway is granted for the exercise of independent judgment and initiative. The principal function of an employee in this class is to respond to fires, medical emergencies, and other emergency and non-emergency situations to ensure the protection of life and property of the public in the City.

SUPERVISION RECEIVED AND EXERCISED

Works under the general supervision of a Fire Captain or other supervisor as assigned. May assist in the training of paid personnel.

Essential Functions - Include But Are Not Limited To The Following:

1. Responds to fire alarms with assigned company; lays and connects hose; maintains pumping apparatus; holds nozzles and directs water streams; raises and climbs ladders.
2. Operates all types of portable fire extinguishers, pike poles, hand lines, smoke ejectors, salvage covers, forcible entry tools, aerial ladder equipment, emergency medical equipment and other rescue equipment.
3. Provides basic life support at emergency medical incidents, applies techniques to control bleeding, administers first aid, C.P.R. and defibrillator, and assists paramedics at medical emergencies.
4. Responds to hazardous materials incidents.
5. Participates in fire inspection activities and other fire prevention and public education activities as assigned.
6. Participates in fire drills; attends training sessions which include firefighting techniques, emergency medical care and the proper use of all equipment and related tools.
7. Cleans apparatus and equipment and performs general custodial duties as required.
8. Issues bicycle licenses.

9. Performs related duties as assigned.

Qualifications:

Knowledge of:

- Firefighting rescue methods and techniques;
- Emergency medical skills and techniques, including first aid and Cardiopulmonary Resuscitation.

Ability to:

- Learn to apply firefighting and medical techniques and procedures;
- Learn the basic operation and mechanics of firefighting equipment;
- Maintain, inspect and make minor adjustments and repairs to fire apparatus and equipment;
- Analyze emergency and non-emergency situations and adopt effective courses of action;
- Identify fire hazards and conduct inspections;
- Interpret, understand and carry out City and Department rules and regulations, policies, procedures and training evolutions;
- Retain presence of mind, think and act quickly and effectively in emergency situations;
- Read and interpret maps, and pre-fire plan drawings;
- Learn the geography of the City, including the layout of the City's water main system and street numbering system;
- Demonstrate a basic knowledge of the principles of mathematics;
- Understand and follow oral and written directions promptly and accurately;
- Communicate effectively, both orally and in writing;
- Establish and maintain cooperative-working relationships with those contacted in the course of work;
- Perform office work as assigned;

Experience and Training Guidelines

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience:

Minimum 18 years of age at time of application.

Training:

Equivalent to graduation from high school. College level courses encouraged.

Desirable:

- Possession of either a California State Fire Marshal's Office Firefighter I certificate or an IFSAC/Pro-Board Firefighter I certificate from outside the State of California
- Completion of a California State Fire Marshal's Office accredited Firefighter I academy
- Completion of fifteen (15) or more semester units of college course work in fire science or a related field
- Two (2) or more years active service with an honorable discharge from any branch of the US military

Licenses:

- Possession of a valid California driver's license at time of appointment, to be maintained as a condition of employment.
- Possession of current national registry EMT or current California EMT certification at time of appointment. Must possess a California and/or National registry EMT certification at time of appointment, to be maintained as a condition of employment. A course completion certificate is NOT adequate.
- Possession of a current Cardiopulmonary Resuscitation (CPR) Certificate for the Health Care Professional.
- Passing score of 70% or higher on the FCTC Written test must be obtained within the past twelve months from the final application filing date.

- Possession of a CPAT Certificate issued within the past twelve months from the final application filing date.

Additional Information

Physical Conditions:

Incumbents must possess at the time of appointment to this position and maintain the physical ability and stamina to meet fire and safety protection line duties including: Vision corrected sufficiently to drive City vehicles and apparatus and meet medical standards established by the Department of Motor Vehicles to maintain a Class C Driver's License, read blueprints, fine print and MDT's; hear well enough to identify mechanical noises, converse on the radio, telephone, and in person over incident noise; bodily mobility to crawl in attics, maintain balance on narrow platforms, to climb ladders, make rapid transitions from rest to near maximal exertion without warm-up periods; use of hands and fingers to write, drive vehicles and administer medical treatment; must be able to lift equipment and people as necessary; free from any physical, emotional or mental condition that might adversely affect the ability to exercise the duties of the position; tolerate extreme fluctuations in temperature while performing essential functions, must perform physically demanding work in hot (up to 400 F), and humid (up to 100% humidity) atmospheres while wearing firefighting equipment which significantly impairs body cooling mechanisms.

An eligibility list will be established from this recruitment that will be valid for six (6) months. All employees are required to serve a twelve (12) month probationary period.

Selection Process:

1. All applicants must complete City of Turlock application for employment form, supplemental questionnaire and attach documents/certifications/license demonstrating possession of minimum qualifications stated in this job announcement.
2. You may submit your required documentation using the following options:
 - Attach a scanned copy in the "Add Attachment" option (of the NEOGOV online application) or
 - Fax a copy to (209) 668-5529 or
 - Email a copy to jvue@turlock.ca.us or
 - Hand deliver copies of your attachments to the Human Relations Department, located at 156 S. Broadway, Suite 235, Turlock, CA on or before the final filing date.

Applications will be rejected if applicant fails to attach required documentation to the employment application prior to final filing date.

3. Applications will be reviewed for possession of the minimum qualifications.
4. The City will verify Written Examination (A passing score is 70% or more) and CPAT scores with the FCTC. Completed applications will be screened and the most qualified candidates will be invited to participate in the next phase of the testing process, an oral interview. **The oral examination is tentatively scheduled for Wednesday, July 22, 2026, and Thursday, July 23, 2026.**
5. Candidates must receive a passing score of 70% or more on the oral interview to be placed on the eligibility list. Ranking on the eligibility list is based solely on the results of the oral interview.
6. Finalists will be referred to the Fire Chief for final appointment consideration.
7. Final appointment will be contingent upon passing the following:
 - a) Background investigation;

- b) Medical examination (including a strength/stamina exam, drug/alcohol screening, hearing and vision exam); and
- c) Psychological examination.

Veterans' Preference System

The City of Turlock has adopted a veterans' preference system (effective January 1, 2002). The percentage score achieved through entrance (non-promotional) examination which ranks applicants on an eligibility list shall be adjusted to provided: (a) one (1) percentage point added to the final test score for each six (6) months of active service during time of armed conflict, up to a maximum of five (5) points and (b) five (5) percentage points added to the final test score for veterans who are disabled as a result of active military service during time of armed conflict, regardless of length of service. To receive preference points, applicants must provide supporting documentation and proof of honorable discharge. In no event shall an applicant receive more than a five (5) point adjustment. This request should be made in section #12 of the employment application form. *(A copy of your DD214 must be attached for this request to be considered.)*

An Equal Opportunity Employer

The City of Turlock is an Equal Opportunity Employer. We are sincerely interested in receiving applications from qualified minorities, women and the disabled. Qualified applicants receive equal consideration without regard to race, color, religion, sex, sexual orientation, national origin, ancestry, age, marital status, physical or mental disability, medical condition, political affiliation or belief, except where indicated by requirements of the job. The City of Turlock will make every effort to accommodate applicants that have disabilities that would not allow them to compete in the announced process. Applicants are asked to indicate their request for accommodation in the application form.

Medical Examination and Fingerprinting:

The incumbent will be required to take a medical examination including a drug/alcohol screening and be fingerprinted.

Customer Service Policy

The City of Turlock is committed to quality service to our customers. Our goal is to create a positive, productive and courteous atmosphere for our employees and customers. Employees are evaluated on the quality of customer service they provide.

Benefits

- Effective January 1, 2013, all new employees, as defined by AB 340, who are safety members will participate in the Public Employees Retirement System (PERS) Safety Option Plan Two, 2.7% @ 57. New employees shall have an initial contribution rate of at least fifty percent (50%) of the total normal cost rate for the defined benefit plan or the current contribution rate of similarly situated employees, which is currently a 9% PERS contribution, whichever is greater. All employees shall be subject to the mandatory provisions of AB 340. Sworn "Classic" employees covered by this agreement participate in the 3% @50 "Safety" member formula. Sworn classic employees will pay the employee's 9% PERS contribution on a pre-tax basis.
- Generous contribution toward healthcare plan (medical/dental/vision) for employee and their dependents.
- Term Life Insurance at 1 1/2 times annual salary, plus \$5,000 not to exceed \$500,000.
- Long Term Disability Insurance
- Liberal vacation plan
- Sick leave accrual 12 hrs for each month worked
- Holiday time at eight (8), 24 hrs shifts annually
- Uniform allowance \$1,100 annually
- \$100/month Bilingual pay after initial probation period
- Associates Degree or equivalent - \$100.00 monthly
- Bachelors Degree - additional \$100.00 monthly
- Physical fitness incentive pay after initial probation period
- Pay for Performance Program after initial probation period
- Continuous Service Pay

- The City does not participate in Social Security

PLEASE NOTE: Information contained herein does not constitute an expressed or implied contract as it is subject to change.

WHERE TO APPLY

City of Turlock
Human Relations Department
156 S. Broadway, Suite 235
Turlock, CA 95380-5454
(209) 668-5150

OR

Visit our website at www.cityofturlock.org to apply.

**All applications must be returned to the Human Relations Department no later than Friday, June 26, 2026, at 5 p.m.
POSTMARKS WILL NOT BE ACCEPTED.**

Cell phones are typically incompatible with the online application format or browser. We recommend using a desktop or laptop computer. If you are still having technical difficulties, please call NEOGOV at 1-855-524-5627.

Employer

City of Turlock

Address

156 S. Broadway, Ste. 235

Turlock, California, 95380

Phone

(209) 668-5150

Website

<http://www.cityofturlock.org>

Firefighter Supplemental Questionnaire

***QUESTION 1**

Do you currently possess a California Class C Driver's License? If yes, a copy must be attached.

- Yes
 No

***QUESTION 2**

Do you currently possess a valid National Registry EMT or current California Emergency Medical Technician Certificate? If yes, a copy must be attached.

- Yes
 No

***QUESTION 3**

Do you currently possess a California Firefighter I Certification issued by the California State Fire Marshal or proof of academy completion? If yes, a copy must be attached.

- Yes
 No

***QUESTION 4**

Do you currently possess a Candidate Physical Ability Test (CPAT) card from the Firefighters Candidates Testing Center (FCTC), issued within 12 (twelve) months at time of application for this position? If yes, a copy must be attached.

- Yes
 No

***QUESTION 5**

Do you possess a current Cardiopulmonary Resuscitation (CPR) Certificate for the Health Care Professional? If yes, a copy must be attached.

- Yes
 No

***QUESTION 6**

Do you currently possess Written Test results from the Firefighter Candidates Testing Center (FCTC), issued within 12 (twelve) months at time of application for this position? If yes, a copy must be attached.

- Yes
 No

***QUESTION 7**

Do you possess a certificate/diploma equivalent to graduation from high school? If yes, a copy must be attached.

- Yes
 No

***QUESTION 8**

I certify that I have reviewed my application to ensure all required documentation is attached. I understand that my application will be rejected if it is missing any required documents.

- Yes
 No

***QUESTION 9**

I certify that I have read and understand all of the minimum qualifications for this position as listed in the employment announcement and I have truthfully answered all questions in the supplemental questionnaire.

- Yes
 No

*** Required Question**