



**City of Guadalupe  
Fire Department**

918 Obispo Street, Guadalupe, CA 93434  
Phone (805) 356-3905 Fax (805) 343-0362



**Volunteer Paid Call Firefighter Program**

**DEFINITION:** Serving as a Volunteer Paid Call Firefighter ("PCF") will enable qualified individuals to assist in providing a vital service to the community and play an important role in an exciting profession. Individuals selected for the position must be of high character and at times be willing to forgo personal leisure time to assist in providing our community the effective fire protection it deserves. This is an unpaid volunteer program. PCFs are not employees of the City of Guadalupe and provide services without expectation of compensation for services.

**PARTICIPATION REQUIREMENTS:** To remain in the program, PCFs must cover at least eight 12-hour shifts and two 24-hour weekend duty shifts per month. PCFs are encouraged to sign up for additional shifts. PCFs may also be called upon to participate in fire drills or to respond to special emergencies.

**DUTIES:** Under general supervision, to respond to fire alarms and other emergency calls with the Engine Company or Rescue to which assigned for the protection of life, environment and property; to assist in equipment maintenance and participate in training activities; and to do related work as required. Tasks performed by PCFs during emergencies will include laying of hose line, raising and climbing of ladders, directing hose streams, opening buildings for the purpose of ventilation and entrance, rescue and salvage work, administering first aid, use of all of the department's miscellaneous tools. Must be able to accept the responsibility of being assigned to a scheduled shift and weekend duties, including responding to all working structure fires and major incidents and must be able to attend drills.

**VOLUNTEER STIPENDS:** PCFs shall receive the following stipend amounts, which are intended to cover all costs incurred by PCFs in connection with their volunteer services. This includes, but is not limited to the costs of meals, laundry, dry cleaning, personal hygiene, clothing, gasoline, vehicle maintenance, and vehicle insurance costs. PCFs are not entitled to additional reimbursement above these stipend amounts, nor any other compensation or benefits.

Shift Duty (Minimum 8 shifts per month, 12hr. Shifts 7pm-7am)	\$ 400.00 Monthly Stipend
Weekend Duty (Minimum of 2 per month, 24hr. Shifts 7pm-7pm)	\$ 120.00 Per Shift
Fire Drills	\$ 10.00 Per Drill
Special Emergencies	\$ 5.00 Each

The City of Guadalupe provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.