



CAL FIRE - Classification Specification Consolidations/Revisions Frequently Asked Questions (FAQs)

(Attachment to Memo re: Bargaining Unit 08 Classification Specification
Consolidation/Revision dated August 28, 2025)

The following list of frequently asked questions aims to reduce confusion surrounding the Fire Fighter classification consolidation and specification revision recently approved by the State Personnel Board. This list of questions will continue to evolve as more questions are asked and will be available on the [CAL FIRE Personnel Services Intranet page](#).

Changes by Classification:

(CTRL + Click on the blue boxes below to access the updated Classification Specification)

Fire Fighter I (1083)	<ul style="list-style-type: none">•Classification specification was revised.
Fire Fighter II (1082)	<ul style="list-style-type: none">•Classification specification was revised.•Consolidated with Fire Fighter II (Paramedic) (1755)
Fire Apparatus Engineer (1077)	<ul style="list-style-type: none">•Classification specification was revised.•Consolidated with Fire Apparatus Engineer (Paramedic) (1756)
Fire Captain (1095)	<ul style="list-style-type: none">•Classification specification was revised.•Consolidated with Fire Captain (Paramedic) (1757)

The classification consolidation is in alignment with CalHR's continued focus on reducing the amount of civil service classifications. The consolidation offers the benefit to employees of being eligible to apply for paramedic or non-paramedic positions without having to take two separate examinations. A key benefit of the classification revisions is that they remove a critical barrier to interested paramedic candidates by expanding the Minimum Qualifications (MQs) to include the possession of a **National Registry EMT-P license**. The intent of which is to expand the candidate pool, reduce the number of vacant paramedic positions, thus reducing forced overtime. The revisions also update outdated language, address evolving requirements, and ensure alignment with industry standards.

☑ **Q1: What is a classification specification?**

A1: A classification specification (often referred to as a “class spec”) is the official job description of a position in the California state service. It typically defines:

- Name of the classification (position title) and class code (number assigned to the class).
- Definition/scope of the classification.
- Typical tasks performed on the job.
- Minimum qualifications (MQs) that must be met to become eligible for the examination and/or hire.
- Knowledge and abilities needed to perform the job.
- Special requirements (certifications, licensure, etc.) required for the job.

Click [HERE](#) to access the California Department of Human Resources’ (CalHR) “**Class Spec Search**” function. (Or CTRL + click the blue boxes on Page 1 to review the spec for each of the classifications listed.)

☑ **Q2: What is a class spec consolidation?**

A2: A class spec consolidation occurs when two or more separate job classifications are combined into a single classification.

☑ **Q3: What is a class spec revision?**

A3: A class spec revision occurs when the official job description and/or requirements for a state position (classification) is updated. Revisions can clarify and/or update job duties to comply with industry standards, update old terminology and certifications, change MQs, and/or edit the knowledge and abilities required of the position, etc.

☑ **Q4: What is an alternate pay range?**

A4: An alternate pay range is a salary range within a state job classification that applies under specific conditions, such as an employee’s education, experience, licensure, or assigned duties. Classifications may include multiple ranges (e.g., Range A, Range B, Range C), and placement into the appropriate range is determined by the alternate range criteria outlined in [CalHR’s pay scales](#).

☑ **Q5: Were significant changes made to the minimum qualifications outlined in the class specs?**

A5: Yes, the primary changes were made to the Fire Fighter II (1082), Fire Apparatus Engineer (1077), and Fire Captain (1095) to add paramedic duties via the addition of a new range. The new class specs allow for a candidate to possess a current California Emergency Medical Technician (EMT-P) license **OR National Registry EMT-P license**. Additionally, a requirement to possess a valid Class A, B, or C Driver’s License was added to the class spec for Fire Fighter I and Fire Fighter II. (See Q13) We recommend a thorough review of the class specs to

capture all updates. You may easily access by CTRL+clicking on the blue boxes on Page 1 which are hyperlinked to the class spec for the classification listed.

☒ **Q6: What impact does this consolidation have on incumbents currently working in the paramedic classes (1755, 1756, and 1757)?**

A6: Current incumbents will now be able to move between paramedic and non-paramedic positions without having to compete in both examinations and obtain list eligibility for both classifications. This will provide more job opportunities for current incumbents. There are no changes to the workweek group, salary, reporting relationships, or typical tasks.

☒ **Q7: What is Footnote 24 and how does it affect the paramedic classifications included in this consolidation?**

A7: Footnote 24 was added to the pay scales for the paramedic classifications (1755, 1756, and 1757). It states that no new hires can be made into these classes after the Board's approval date and that the classifications must be abolished once they are vacant.

As of July 31, 2025, CAL FIRE is no longer able to hire employees into the paramedic classifications. Employees already in these positions will stay in their current classifications (1755, 1756, and 1757).

☒ **Q8: What will happen to the current eligibility lists for Fire Fighter II, Fire Fighter II (Paramedic), Fire Apparatus Engineer, Fire Apparatus Engineer (Paramedic), Fire Captain, and Fire Captain (Paramedic)?**

A8: The current eligibility lists will be abolished prior to the release of the new examinations. CAL FIRE plans to abolish the existing six eligibility lists on Sunday, August 31, 2025. All candidates with active list eligibility for the affected classifications will be removed on this date. To obtain eligibility, candidates must apply for, take, and pass the new examinations. These examinations will establish new eligibility lists for Fire Fighter II (1082), Fire Apparatus Engineer (1077), and Fire Captain (1095). Because the classifications have been consolidated, candidates seeking paramedic positions will take the same examinations as those applying for non-paramedic roles. CAL FIRE anticipates the exams will be available online on or around Tuesday, September 2, 2025.

☒ **Q9: If a non-paramedic incumbent holds a paramedic certification and wants to move into a paramedic position, will they be able to transfer directly into that role?**

A9: Yes. Incumbents may transfer using a PO-104 (Request for Voluntary Transfer) form as long as they meet the appropriate criteria. If incumbents do not qualify (i.e., they are limited term), they may apply through the regular hiring process.

- ☑ **Q10: Will there be a two-year commitment requirement for those assigned to a non-paramedic position and receiving the appropriate corresponding pay?**

A10: There is no change to the current two-year commitment requirement outlined in the Memorandum of Understanding (MOU).

- ☑ **Q11: At the time of hire, will candidates know if they are being hired into a paramedic role or a non-paramedic role?**

A11: Yes. Applicants for the paramedic and non-paramedic positions will be required to take and pass the same examination but are expected to apply separately for the type of position they wish to obtain. If an individual would like to work as a paramedic, they will need to apply for a paramedic job advertisement, which will include a duty statement identifying the work the incumbent is expected to perform. Only applicants for a paramedic position will need to possess a California EMT-P by the time of job offer.

- ☑ **Q12: How will paramedic incumbents be compensated now that the paramedic classifications are no longer being utilized?**

A12: No changes have been made to the compensation paramedics are currently receiving. Paramedic pay ranges will have the same salary ranges as the previous paramedic classifications. For example, a Fire Fighter II incumbent in a paramedic position (Range B) will have the same salary as previous incumbents in the Fire Fighter II (Paramedic) (1755) classification. Via CalHR Pay Letter 25-25A, Range B was established for Fire Fighter II, Fire Apparatus Engineer, and Fire Captain to address the paramedic pay difference. Additionally, Alternate Range Criteria 500 specifies that Range B shall apply to incumbents who are appointed to positions that are assigned paramedic duties.

- ☑ **Q13: The revised Fire Fighter II (1082) class spec now includes the following as part of the MQs: *“Possession of a Class A, Class B, or Class C driver’s license, with any applicable endorsements, issued by the Department of Motor Vehicles, or applicable agency.”* What should be done if a 1082 incumbent does not possess a valid driver’s license?**

A13: Incumbents that do not possess the required valid driver’s license will be granted a six-month timeframe in which to obtain it. The designated six-month period will begin on the date the revised class specs were posted (August 27, 2025) and will end six-months from that date. Employees that fail to secure the appropriate license within that timeframe will be handled on a case-by-case basis. (Note: the requirement to possess a valid Class A, B, or C driver’s license was also added to the class spec for Fire Fighter I.)

- ☑ **Q14: Does the updated Fire Fighter II class spec require any firefighting experience prior to appointment?**

A14: No. The experience requirement has been removed from the Fire Fighter II MQs. However, the Fire Apparatus Engineer and Fire Captain classifications still include experience requirements.

- ☑ **Q15: Do I need a current California Emergency Medical Technician – Paramedic (EMT-P) license to be hired into a CAL FIRE paramedic position?**

A15: Yes. A current California EMT-P license is required by the time of job offer. However, you may take the examination before securing the EMT-P license as long as you possess a **National Registry EMT-P license** or are within six months of completing your paramedic training program.

- ☑ **Q16: Will a Fire Fighter II or Fire Apparatus Engineer applicant receive a job offer if they haven't submitted a valid California Physical Ability Test (CPAT) card?**

A16: No. While previously required prior to appointment, possession of a CPAT card is now a documented part of the MQs. Applicants must submit a valid CPAT card to receive a job offer as part of meeting the MQs. Incumbents who have worked as a Fire Fighter II or Fire Apparatus Engineer with CAL FIRE and have not had a break in service greater than 12 consecutive months, do not need to obtain a new CPAT card.

- ☑ **Q17: Does military training as a paramedic apply towards the minimum qualifications for CAL FIRE paramedic positions?**

A17: Military training may be equivalent to the CAL FIRE MQs for paramedic positions. However, all applicants must possess a valid California EMT-P license before receiving a job offer. (See Q15)

- ☑ **Q18-A: Currently Fire Fighters and Fire Fighter (Paramedics) bid for vacation time from separate lists. Will the class spec consolidations/revisions require everyone to be placed on a single bid list?**

A18-A. Units/Programs are responsible for determining bidding pools/modules/lists. The consolidations/revisions will not require everyone be placed on a single bid list; however, Units/Programs are not precluded from making changes based on operational need.

- ☑ **Q18-B: Will the changes made to the classifications necessitate a “meet and confer” to amend the Approved Annual Vacation (AAV) agreement?**

A18-B: Changes to a Unit/Program's vacation procedure(s), including bidding pools/modules/lists should be reviewed by the Labor Relations Office to determine if a notice obligation exists.

- ☒ **Q18-C: If significant changes are required, do they need to be implemented prior to the October AAV?**

A18-C: Generally speaking, Units/Programs should provide the Labor Relations Office with an opportunity to review proposed changes to their vacation bidding procedures. Should a notice obligation exist for a change occurring for the October bidding period, the notice must be provided to the union no later than September 1st (30-days prior to implementation).

- ☒ **Q19: What is the new examination process for the consolidated classifications (1082, 1077, and 1095)?**

A19: The examinations for Fire Fighter II (1082), Fire Apparatus Engineer (1077), and Fire Captain (1095) will be administered on a new online testing platform. Interested candidates should carefully review the examination bulletin(s) and follow the step-by-step instructions provided in [CalCareers](#) to apply for and take the examination(s). The new online testing platform allows candidates to self-certify that they meet the MQs (listed in the class specification) therefore permitting accepted candidates to take the examination(s) at any time. All candidates should receive their examination results with 24 hours of testing. Successful candidates will be automatically added to the eligibility list(s) for 12 months.

- ☒ **Q20: How long do examination candidates need to wait before retaking one of these new exams?**

A20: Regardless of whether a candidate passes or fails an exam, they must wait a minimum of 11 months before they are permitted to test again.

- ☒ **Q21: How long will a candidate's list eligibility last once they take the new exam(s)?**

A21: Successful candidates will receive 12 months of list eligibility. After the 12-month period, eligibility will expire, and candidates will need to test again to regain list eligibility. **Please note that under rare circumstances, departmental needs may necessitate a change in this period.*

- ☒ **Q22: Will the new eligibility lists still use the 3-Rank Scoring Model?**

A22: Yes. The new examinations will create 3-Rank lists. This means that all successful candidates will be placed in Ranks 1, 2, or 3, and are immediately reachable to hiring managers.

- ☒ **Q23: Will the consolidations and revisions of these classifications impact Statewide hiring that begins in the Fall?**

A23: The department anticipates some adjustments to the typical hiring timeframes. Please continue to check [CalCareers](#) to ensure no opportunities (exams or job vacancies) are missed!

- ☑ **Q24: I received a score of 65 on the examination and so did several of my colleagues. Is this a mistake?**

A24: No, this is not a mistake. Similar to how Rank 1, Rank 2, and Rank 3 always receive scores of 95, 85, and 75 respectively, candidates who are not successful will always receive a score of 65.

- ☑ **Q25: I received a failing score on the examination. Is this accurate?**

A25: Yes, the score you received after taking the examination is accurate. All CAL FIRE online exams have been extensively audited for accuracy and are verified to be scoring as intended.

- ☑ **Q26: I applied for the exam and then closed out of CalCareers before testing. How can I find the link to take the exam?**

A26: In your CalCareers account, click on “**EXAM/ASSESSMENT APPLICATIONS**” on the left side of the screen.

CalCareers

Home Find Jobs Help/Tutorials My Account Logout

CalCareer Account Cal Fire

Account Management

- CalCareer Account
- Contact Information
- Additional Records

Templates / Documents

- Application Templates (STD678)
- Uploaded Documents
- Equal Employment Opportunity

Jobs

- Job Applications
- Saved Jobs

Exams / Assessments

- Exam / Assessment Applications
- Exam / Assessment Records

Emails / Messages

- Saved Searches (E-mail Alerts)
- Messages (2)

CalCareer ID: [Redacted] Email Address: [Redacted]

Name: [Redacted] Address: [Redacted]

Phone Numbers: [Redacted]

Edit Contact Information Change Password

Keep your Account Current

If this is your first time logging in or it has been a while since you last updated your account, make sure you create or update the following:

My Application Templates Create / update your application template so that when you apply for an exam or job, you have all your information ready to be populated in the application.

My Contact Information Update your contact information so that an Agency or Department can get a hold of you, and the information will be used in your application process.

Resources

- How to Get a State Job Tutorial Videos
- Persons With Disabilities
- Veterans' Information

Once you are on that page, click on the **ACTIVE** tab. A list of your active exam applications will appear.

CalCareers

Home Find Jobs Help/Tutorials My Account Logout

Exam / Assessment Applications Cal Fire

Your examination applications will be saved in your CalCareer account for 12 months from the last status date.

Not Submitted Active Completed

Exam Code	Date Applied	Class	Department	Status	Actions
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Click on **EXAM CODE** for the appropriate examination you are attempting to take.

Exam Code	Date Applied	Class	Department	Status	Actions
EX-4473	09/09/2025	FIRE APPARATUS ENGINEER	Department of Forestry & Fire Protection	Eligibility Established	N/A

If you have not answered the MQ questions, you will see a button that says **“TAKE MQs”** under the *Minimum Qualification Status* section. You MUST do this before taking the examination. If you have taken and passed the MQs, you will see a button that says **“TAKE EXAM”** under the Test Components section. For the FAE and FC exams, it is highly recommended that you not click the “Take Exam” button unless you are able to fully commit to completing the exam in one sitting and within the 90-minute timeframe allotted.

☒ **Q27: I passed the MQs. Why do I not see a button to take the examination?**

A27: If you indicated on your exam application that you need a Reasonable Accommodation (RA), the examination will lock, pending review, and you will be unable to move forward with the testing process. The Reasonable Accommodation Coordinator will be made aware of your request and will reach out to you directly. Once an accommodation has been determined, your examination will be opened and you may move forward with testing. If you have *mistakenly* requested an RA, please reach out to the Examination Unit. If your RA has been *approved* and you are still unable to take the exam, the Examination Unit is likely still processing the request in the system.

☒ **Q28: I clicked “Save and Exit” when I finished the exam. Why have I not received a score?**

A28: When you complete the examination, you must click **“SUBMIT”**. **“Save and Exit”** will not submit your examination or initiate the scoring process.

☒ **Q29: I am taking the Fire Fighter II exam (EX-4603). Can I have reference materials open?**

A29: Yes, since the Fire Fighter II examination is based on your own experience, education, and training, you may use references such as your STD 678, your resume, your transcripts, and your past or current duty statements.

☒ **Q30: I submitted my examination and have not received my results. How long will it take to see them?**

A30: Results are sometimes available immediately after submitting the examination but may take up to 24 hours.

- ☒ **Q31: I am taking the Fire Fighter II examination, and I do not see a time clock. Is this exam timed and can I leave the examination and finish it later?**

A31: The Fire Fighter II examination (only) can be exited and completed later. It is not timed and we are not aware of a limit on how many times you can re-enter the examination.

- ☒ **Q32: What is my exact score? Can I see which questions I answered correctly and/or which questions I missed?**

A32: Due to regulations on examination information, we are not able to provide you with your exact score or tell you which questions you answered correctly or incorrectly. We are also not able to discuss specifics about scoring parameters for any of our examinations.

- ☒ **Q33: How do I view my examination results if I am not automatically directed to them after the login screen?**

A33: Once you sign into your CalCareers account and navigate to the “**My Account**” page, select “**Exam / Assessment Records**” on the left of the page. Your results can be found under the “**Exam / Assessment Notifications**” tab, where you can click on the Exam Code for information regarding your results. If you were successful in the examination, you should also see the exam under the “**Active Eligibility**” tab, and you can click on the List Code for more information.

- ☒ **Q34: I closed out of the Fire Apparatus Engineer (or Fire Captain) exam before answering all of the questions and I can’t get back into the test. Can I retake the exam?**

A34: As clearly outlined in the examination bulletin, the Fire Apparatus Engineer and Fire Captain examinations are 90-minute timed examinations, and there is no way to pause, stop, or reset the timer once you start. Retakes or re-entries into the examination will not be granted for this reason.

- ☒ **Q35: I got called to a fire while taking the Fire Apparatus Engineer (or Fire Captain) exam and could not complete it. Can I retake the exam?**

A35: It is outlined in the examination bulletin that the Fire Apparatus Engineer and Fire Captain examinations are 90-minute timed examinations, and there is no way to pause, stop, or reset the timer once you start. It is also cautioned in the bulletin that no additional time will be provided due to calls out to the field while on shift. We recommend that you do NOT start the examination until you are able to complete the exam in its entirety, uninterrupted and with a stable internet connection. A retake will not be granted for this situation.

- ☒ **Q36: I am having issues with my internet or browser while taking the test and some of the questions aren’t loading. Can I retake the exam?**

A36: Because there is no way to pause, stop, or reset the timer once you start the exam, a stable internet connection is recommended as no additional time will be provided for internet loss, power loss, or computer/browser issues. A retake will not be granted for this situation.

- ☒ **Q37: I have passed the examination for this classification before, so why did I fail the examination this time?**

A37: Past success on examinations does not guarantee future success on any examinations. We reiterate that these are new examinations, and we strongly encourage candidates to review the Knowledge, Skills, and Abilities outlined in each examination bulletin to prepare for the exams. The content, grading standards, and delivery of these examinations have been re-developed by incumbents in the classification and their supervisors, to ensure that these examinations are evaluating candidates on relevant subject matter and competencies that are required for success, first day on the job.

- ☒ **Q38: What do the buttons within the examination do? I don't know what the symbols mean.**

A38: Once you begin the test, there are several buttons that you will encounter within the exam. If you hover your mouse over each button, a label will appear to describe its function. When all questions are completed and you reach the **"Review"** page, you can choose to review your answers or click on the blue button to **"Submit"**. You may have to scroll down on the page to reveal the blue submit button completely. Do NOT click on the blue submit button until you are ready to submit. It will end your examination immediately and redirect you to the login page to receive your score.

- ☒ **Q39: I am taking the Fire Fighter II examination, and I am receiving an error message telling me that I have left some areas on the examination blank. What should I do?**

A39: The test should allow you to submit regardless of whether or not you have filled out every box or selected an option from every dropdown the exam provides. The test is designed to warn you as a precaution and should not interfere with submission.

**Reminder: This FAQ document is subject to change during this transitional period. New information will be added as it becomes available, so please check back regularly for the latest updates.*

Questions? Please see the contacts listed below:

Topic	Contact	Contact Information
Exam related / eligibility list questions:	CAL FIRE Examination Unit	(916) 894-9580 or CALFIREexams@fire.ca.gov
Fire Fighter I / Fire Fighter II Statewide Hiring questions:	CAL FIRE Southern Region	(951) 901-5051 or FFHiring@fire.ca.gov
Fire Apparatus Engineer / Fire Captain Statewide Hiring questions:	CAL FIRE Northern Region	(707) 576-2963 or CALFIRECNRHiring@fire.ca.gov
Recruitment & Outreach questions:	CAL FIRE Talent Acquisition & Outreach	(916) 894-9585 or CALFIRErecruitment@fire.ca.gov