

CALIFORNIA FIRE SAFE COUNCIL (CFSC)

We are an Equal Employment Opportunity employer committed to providing equal access to employment and a discrimination free work environment.

FAQ Working for the California Fire Safe Council

The CFSC is a non-profit corporation to create a fire resilient California and provide education and assistance to its citizens by serving as the Grant Clearinghouse for large master grants; providing technical assistance and support on a statewide basis to ensure successful grant projects; and engaging communities through education and materials for community wildfire preparedness.

Currently, the CFSC is located at 5834 Price Avenue, McClellan, CA 95652 in Sacramento County; we anticipate relocating within the Sacramento City area by the end of the year. Office hours are between 8:00 a.m. and 5:00 p.m.

General Summary of Employment and Benefits of the CFSC:

- All employees of the CFSC are considered "Employment-at-will" which, in general, means the organization does not utilize employment contracts; employees may resign or be terminated at any time; and hours worked beyond a regular 40 hour workweek are not compensated.
- Compensating Time off (CTO) may be accrued for extreme hours worked beyond a regular 40 hours work week, to recognize the employee's extra efforts.
- Twelve (12) recognized holidays are paid non-work days for employees.
- Vacation leave accrual is based on length of service earning 1/12 of their annual vacation benefit per month = 10 days upon completion of one year and a set schedule of increased accrual is followed thereafter.
- Illness (sick) days are accrued at the rate of one (1) day per month.
- Personal Days (2 days) are accrued by regular full-time employees on January 1 of each year to be used by December 31; individuals hired after July 1 will receive one personal day to be used by December 31.
- Other paid or unpaid leaves (military, bereavement, etc.) are also available.
- Medical Insurance and Life/Accidental Death and Dismemberment) insurance for regular full-time employees are effective on the 1st of the month following 90 days of employment.
- Eligibility and participation in a Simple IRA is effective after 90 days of regular full-time employment.

Note: The above information is a general summary of employment and benefits information. Upon hire, the employee will receive detailed information of all benefits, policies and procedures through an employee orientation.