

Lathrop – Manteca **Fire** District

19001 Somerston Parkway

Lathrop, CA 95330

www.lmfire.org



The mission of the Lathrop – Manteca Fire District is to protect life and property through efficient and dedicated response to the emergency needs of our community delivered with care, skill and compassion to all who need our aid!

Fire Captain

(Promotional / Lateral)

Base Pay - \$73,958.98 - \$85,632.02

Excellent Benefit Package

Application Deadline: March 18, 2021 at 5:00 p.m.

Intent:

Our District is looking for quality, motivated individuals to participate in a customer service, employee empowered organization. Bring your leadership qualities and positive teamwork to make a contribution leading our organization into the future.

The Fire District:

The Lathrop – Manteca Fire District is located in the spacious San Joaquin Valley about 50 miles east of San Francisco. It was formed in 1936 to provide fire protection for the rural farmland and the unincorporated communities in the South San Joaquin Valley. The District is a full service organization that operates out of five fire stations. As an extension of county government, the Fire District has limited rights to impose or levy taxes for operations. Composed of approximately one-hundred square miles, we are charged with protecting the City of Lathrop, surround rural areas and unincorporated areas of Manteca. The Fire District is organized to maintain career personnel on duty, twenty-four hours a day, year round. The Fire District's Administration Office is located at Station 35, in the River Islands Development in Lathrop.

Definition:

The Fire Captain will participate in emergency, prevention, and customer service activities and is responsible for overall management of the fire station / Engine Company including training and supervision of personnel.

Authority Empowerment:

- The Fire Chief or an Authorized Representative within the Chain of Command provides authority and direction.
- Authority exercised through direct supervision over subordinate personnel in assigned company.

Company Officer Characteristics:

- The position of Fire Captain within a modern fire department is a complex role that demands leadership and management skills. Good physical condition is a must, previous experience is desirable, and the rigors of emergency duties and the ever-present routine assignments require a progressive and motivated individual.
- A Fire Captain is the first level of supervision. The ability to establish and maintain cooperative relationships with fellow employees, supervisors and the public is a desired trait in our company officers and highly praised among us.
- The operational readiness of the fire company is the responsibility of the Fire Captain with regard to personnel, apparatus, and equipment. A positive attitude and a "Can-Do" Approach to problem solving are essential functions for which the Fire Captains are held accountable.

Examples of Essential Duties:

- Respond to fire, emergency medical, emergency rescue, public service alarm, and hazardous materials incidents as a company officer, and as such is responsible for supervision, performance, and safety of firefighter personnel on the scene of the emergency incident.
- Directs personnel and equipment, and orders placement of equipment for effective operations until relieved by a chief officer.
- Operates radio and telephone equipment.
- Maintain written and computer logs, records, and reports.
- Supervise and personally assist first aid and basic life support at an emergency incident.

- Take charge of the fire station, supervises, and participates in the maintenance of quarters and equipment during assigned shift.
- Perform a variety of general staff work as assigned.
- Obtain and otherwise preserve evidence at a fire scene.
- Instruct and drill fire district personnel in firefighting methods, techniques, and related subjects.
- Supervise and participate in the inspection of buildings and installations for fire hazards and fire safety systems as required by state law and Fire District Ordinances.

Note: The omission of specific statement of duties does not exclude them from the position if work is similar, related or a logical assignment.

Minimum Qualifications

Knowledge of:

- Principles, practices, and procedures of modern firefighting and protection of lives and property.
- Rules, regulations, and operational procedures of the Fire District in modern firefighting activities.
- Principles of supervision, training, and performance evaluation.
- Basic life support, rescue, resuscitation equipment and practices.

Ability to:

- Plan, assign and supervise the work of subordinates.
- Lead personnel effectively and maintain discipline.
- Possession of or ability to obtain an appropriate California Driver's License with a Firefighter Endorsement and a satisfactory driving record.
- Operate apparatus and equipment used in modern firefighting activities.
- Learn local streets, routes of travel, and locations of public buildings.
- Learn geography, including location of hydrants, and major fire hazards of District.
- Obtain and maintain EMT certification from approved San Joaquin County EMS Agency.
- Prepare complete and concise reports.
- Conduct public education training for public.

Education and Experience:

- As a condition of employment, must possess and maintain a valid California EMT certificate or Paramedic License
- Must maintain a valid California State Driver's License with a Firefighter Endorsement and have a Satisfactory Driving Record
- Must have a California State Fire Marshal *Company Officer* Task Book at the time of appointment.
- Must have a California State Fire Marshal *Company Officer* Certification within one year of appointment
- Three years full-time experience with Lathrop-Manteca Fire Protection District at the time of appointment or five years full-time experience at the rank of Engineer or higher within a comparable Fire Department at the time of application.

Desirable Qualifications:

- Associates degree or higher in Fire Science / Technology
- Sixty college-level units with a Fire Science/ Technology Major
- California State Fire Marshal Fire Officer Certification
- HazMat Technician/Specialist, USAR Certifications, CFSTES/FSTEP Instructors

Application Process:

Applications may be downloaded on our website, www.lmfire.org, or picked up at the District's Administration Office, 19001 Somerston Parkway, Lathrop, CA 95330. Applications will be accepted starting Monday, March 15th through Thursday, March 18th during normal office business hours. A copy of a valid California Driver's License will be required with the application. Once the application, along with all required supporting documents are received, a control number will be given. The control number is how all candidates will be referenced throughout the process.

No faxes, e-mails or postmarks will be accepted. All applications *must* be turned in personally at the Administration Office prior to 5:00 p.m. on March 18th.

Selection Process:

- Applications will be thoroughly reviewed for qualifications.
- Only individuals whose applications satisfy all specifications and requirements upon application review will be eligible for further consideration by testing or interview.

Candidates should be prepared for all correspondence from the District regarding the interview and selection process to be distributed via email. Please ensure that you have access to the e-mail you listed on your application.

Testing for this position may include the following:

- Application review and screening
- Written Examination
- Oral and Assessment Lab
- Candidates' assessment scores will be a cumulative total number of points consisting of the Written Test and Oral/Lab Assessment
- Chief's Oral Assessment (Pass/Fail)
- Background check for external candidates.
- Final appointment will be made by the Fire Chief (using the Rule of Three).
- Candidates should anticipate the following subjects may be a part of the testing process:
 - Firefighting Tactics and Strategy, Fire Inspection, Incident Command, Supervision and Management, Written communications and Reports, Microsoft Word, Microsoft Excel, and/or Emergency Reporting.

**** Any testing items listed above may be omitted at the discretion of the Fire Chief ****

Compensation and Benefits

- **Compensation:**
Fire Captain Base Pay: \$73,958.98 - \$85,632.02 Base Annually
Acting Captain Base Pay: \$70,454.09 Base Annually
- **Education:**
Up to 5% of base pay after initial probation
- **Special Operations Incentive:**
Up to 5% of base pay per MOU
- **Uniform Allowance:**
\$900.00 Annually
- **Holiday Pay:**
108 hours pay Annually
- **Vacation:**
Based on years of employment
- **Sick Leave:**
18 hours per month
- **Retirement:**
SJCERA, 1937 County Safety Retirement
Per current MOU with Local 4317
- **Benefits:**
Medical: CalPERS Health Care System – Employee plus eligible dependents in Accordance with MOU
Vision: Vision Service Plan
Dental: Sun Life Dental Plan
Life Insurance: \$10,000.00 through Sun Life

Special Requirement:

This position is subject to a criminal background investigation, drug screen, live scan fingerprinting, medical evaluation clearance and functional capacity assessment.

Recruitment Contact:

Hailey Salazar, Executive Assistant
(209) 941-5107
hsalazar@lmfire.org



Members of the Bargaining Unit are members of the International Association of Firefighters and California Professional Firefighters, LOCAL 4317.

Lathrop Manteca Fire District is an Equal Opportunity Employer.