

# **Lathrop – Manteca Fire District**

19001 Somerston Parkway

Lathrop, CA 95330

[www.lmfire.org](http://www.lmfire.org)



## **Our Mission:**

Through professionalism and compassion, we will serve all by empowering our members who embody our core values.

## **Firefighter**

Base Pay - \$51,610.61 - \$61,441.20

Excellent Benefit Package

## **Application Deadline:**

**October 23, 2022 at 11:59 PM**

## **Intent**

The Lathrop – Manteca Fire District is recruiting to fill one current vacancy and establish an eligibility list from which current and future vacancies may be filled during the next 12 months. The list may be extended for up to one year by the Fire District Board. Our District is looking for quality individuals to participate in a customer service, employee empowered organization.

## **Who We Are**

Our members strive to provide professional progressive public safety service delivered with sincerity, dignity and respect to the growing and diverse needs of our community. We are a District that is preparing for the future, developing skilled leaders, training for our community's needs and serving together in solidarity.

## **What We Do**

The Lathrop – Manteca Fire Protection District is charged with the preservation of life and property within the City of Lathrop and the rural communities surrounding both Lathrop and the City of Manteca.. The dedicated men and women of the Lathrop – Manteca Fire Protection District deliver service to the community out of five fire stations, and serve approximately 35,000 residents within the District. In 2021, our members responded to over 3,800 calls for service. The District values our members and embraces a servant leadership style of management. Our personnel serve professionally with both passion and honor. The District prides itself on having highly trained firefighters that are provided with top notch equipment to effectively and efficiently respond to fires, rescues, medical emergencies, dive responses, hazardous materials incidents and natural disasters. The District supports three special operations teams which include Urban Search and Rescue (USAR), Dive Rescue and Recovery, and Hazardous Materials. The District is a recently approved Advanced Life Support (ALS) provider within San Joaquin County. It is anticipated the District will begin providing ALS service to constituents within the jurisdiction by January 2023.

## **The Firefighter Position:**

The Firefighter is an entry-level position within a modern fire district. The role is increasingly complex and requires a progressive and motivated individual. The ability to maintain cooperative relations with fellow employees, supervisors, and the public is highly desired. The rigors of the essential duties and the ever-present danger require an individual to be in top physical condition. The Firefighter will respond to fire alarms, emergency medical, and other emergency calls to protect life and property; participate in fire prevention, fire inspection and public education/awareness programs; assist in maintenance, repair and general upkeep of stations and grounds.

### **Examples of Essential Duties:**

- Under direction, respond to alarms with a fire company; connect and lay hose lines; enter burning areas of buildings with hose lines; operates nozzles and directs a stream of water onto fire; carry and operate fire extinguishers; raise, lower and climb ladders; make forcible entry into buildings as necessary.
- Respond to emergency calls, related to fires, emergency medical, hazardous materials, vehicle accidents, and other incidents.
- Operates fire district equipment as directed.
- Maintain fire apparatus and equipment in good working order; perform equipment test and checks.
- Perform company inspection of designated commercial structures to discover and eliminate fire hazards.
- Maintain fire stations, grounds, and hydrants.
- Participate in fire service and related training exercises and classes.

### **Examples of Essential Duties (continued):**

- Study fire department manuals, fire hazards, and fire-fighting techniques; attend drills and staff training activities.
- Educate the public in fire prevention, safety awareness, and CPR techniques; make presentations to elementary students in Fire Awareness Programs.
- Assist in the investigation and cause of fires.
- Performs any and all other tasks properly assigned by his/her superior.

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

### **Knowledge of:**

- The principles, practices, and procedures of modern firefighting and protection of lives and property
- Basic life support, rescue, and resuscitation equipment and practices.

### **Ability to:**

- Operate equipment used in modern firefighting activities
- Possess and have the ability to maintain an appropriate California Driver's License and maintain a satisfactory driving record to maintain insurability under the District's insurance policy.
- Obtain and maintain a Class C Driver's License with a Firefighter Endorsement
- Learn local streets, routes of travel, and location of public buildings
- Learn geography including location of hydrants and major fire hazards of District

### **Minimum Qualifications:**

#### **AT TIME OF APPLICATION:**

- 18 Years of Age or Older
- High School Diploma or Equivalent
- Valid California Class C Driver's License
- Current California EMT certification or National Registry EMT certification at the time of application (California Paramedic license or National Registry Paramedic certification accepted).
  - Applicants must be certified as an EMT in California or licensed as a Paramedic in California at time of appointment
- California Office of the State Fire Marshal Firefighter 1 Certificate or completion of an accredited fire academy through an Accredited Regional Training Program (ARTP).
- Must possess a valid California Physical Ability Test (CPAT) issued within the last 12 months of the date of application.

#### **AFTER CONDITIONAL OFFER / DURING PROBATIONARY PERIOD:**

- Be legally authorized to work in the United States
- Successful completion of Background Investigation
- Pass an Extensive Pre-Employment Medical Examination
  - Including but not limited to:
    - Drug Test
    - TB Test
- Must be able to obtain a Firefighter Endorsement from the CA DMV within 3 months of the date of hire.

*\*Note: Licensed paramedics will need to obtain San Joaquin County accreditation prior to practicing ALS.*

## **Desired Education and Experience:**

### **ANY OF THE FOLLOWING CERTIFICATIONS / LICENSES:**

Firefighter II, Auto Extrication, Firefighter Survival, RIC Operations, HazMat FRO, Rescue Systems I, Confined Space Operations, Driver Operator 1A and/or Driver Operator 1B, California Paramedic License

## **Application Process:**

The information contained herein is subject to change and does not constitute either an expressed or implied contract or offer.

Qualified candidates are encouraged to apply. **Candidates must apply online through Government Jobs at: <https://www.governmentjobs.com/careers/lmfire>. The application and required certification documents must be completed and submitted together by Sunday, October 23, 2022 at 11:59 P.M.**

## **Testing and Selection Process with Tentative Timelines:**

Testing for this position may include the following:

- **Application Review and Screening**

*Tentative Dates: October 24, 2022 through October 28, 2022*

- **Written Examination**

Pass or Fail (*Must score 70% or higher*)

Candidates should anticipate any of the following subjects may be a part of the testing process: Firefighting tactics and strategy; communication; reading comprehension; mathematics; mechanical reasoning; teamwork/public relations; EMT; computer skills.

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

*Tentative Date: November 5, 2022*

- **Oral Interviews**

Banding System (Weighted 100%)

*Tentative Dates: November 15, 2022 through November 17, 2022*

- **Chiefs Interview**

Banding System (Weighted 100%)

*Tentative Dates: November 21, 2022 through November 23, 2022*

- **Conditional Offer**

*Tentative Date: November 28, 2022*

- **Background Investigation**

*Tentative Dates: November 28<sup>th</sup> through January 9, 2023*

- **Pre-Employment Physical Examination to include Drug Screening**

*(Exam will also be used for San Joaquin County Retirement program requirements)*

*Tentative Dates: November 28<sup>th</sup> through January 9, 2023*

- **Official Offer of Employment**

*Tentative Date: January 13, 2023*

## **Probationary Period:**

The new employee shall be required to be on probation for a total of 18 months. The final determination of permanent status shall be determined upon successful completion of this period.

## **Compensation and Benefits:**

Firefighter Base Pay:	\$51,610.61 - \$61,441.20
Education:	Up to 5% of Base Pay
Uniform Allowance:	\$900.00 Annually
Holiday Pay:	108 Hours of Holiday Pay
Vacation:	Based on Years of Employment per MOU (starts at 12 Hours / Month)
Sick Leave:	Based on Years of Employment per MOU (starts at 18 Hours / Month)
Health Insurance:	Employee plus eligible dependents—according to MOU
Medical:	CalPERS Health Care System
Vision:	Vision Service Plan
Dental:	Sun Life Dental Plan
Retirement:	SJCERA, 1937 County Safety Retirement per current MOU with Local 4317
Life Insurance:	\$10,000.00 through Sun Life

In accordance with the Americans with Disabilities Act, should special accommodations be necessary at any stage of the selection process, please contact the HR Administrator at (209) 941-5107 or via e-mail at [hsalazar@lmfire.org](mailto: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 Protection District is an Equal Opportunity Employer and E-Verify Participant