

Lathrop – Manteca Fire District

19001 Somerston Parkway

Lathrop, CA 95330

www.lmfire.org



Our Mission:

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

Fire Engineer

(Promotional / Lateral)

Base Pay - \$64,529.01 - \$71,177.26 Annually

Excellent Benefit Package

Application Deadline: November 20, 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 24 months. The eligibility 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. Bring your leadership qualities and positive teamwork to make a contribution leading our District.

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 communities. 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. We have 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 Engineer Position:

The position of Fire Engineer within a modern fire department. 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 and praised among us. The rigors of emergency duties and the ever-present danger require an individual to be in top physical condition. The Fire Engineer 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; and assist in maintenance, repair, and general upkeep of stations, grounds, and apparatus.

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, which may include but not be limited to driving and operating fire apparatus at emergencies.
- Maintain fire apparatus and equipment in good working order; perform equipment tests and checks.
- Perform company inspection of designated commercial structures to discover and eliminate fire hazards.

Examples of Essential Duties (continued):

- Maintain fire stations, grounds, and hydrants.
- Participate in fire service and related training exercises and classes.
- 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.
- Writes reports on computers, conducts research and statistics, give demonstrations, instructs classes and assigned training.
- Assists in the investigation and cause of fires.
- Performs any and all other tasks properly assigned by their superior.

***Note: The omission of a specific statement of duty 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:

- 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.
- Operate apparatus and equipment used in modern firefighting activities in accordance with departmental policies and California State Law.
- 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 the State of California and the San Joaquin County EMS Agency.
- Prepare complete and concise reports.
- Conduct public education training for the general public.

Minimum Qualifications:

AT TIME OF APPLICATION:

- Minimum age of 18 years old at the time of application
- Valid Driver's License (valid California license required upon appointment)
- High School Diploma or Equivalent
- 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, AND,
 - Applicants must have a current BLS Health Care Provider card at time of appointment.
 - Licensed Paramedics will need to obtain San Joaquin County accreditation prior to practicing ALS services.
- California Office of the State Fire Marshal Firefighter 1 Certificate
- California Office of the State Fire Marshal certifications in Fire Apparatus Driver/Operator 1A: Driver/Operator and Fire Apparatus Driver/Operator 1B: Pumping Apparatus Operations at the time of appointment.

Minimum Qualifications (continued)

AFTER CONDITIONAL OFFER:

- Pass an Extensive Pre-Employment Medical Examination (lateral candidates only)
Including but not limited to:
 - Drug Test
 - TB Test
- Be legally authorized to work in the United States
- Successful completion of Background Investigation (lateral candidates only)
- Must possess a valid Candidate Physical Ability Test (CPAT) issued within the last 12 months, by time of conditional offer. *(Only applies to lateral candidates)*

Required Experience:

- Internal Candidates: Current full-time employee with 18 Months experience at the time of appointment and be eligible in accordance with District Policy #1.17 – Promotional Policy.
- External Candidates: Four 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 or sixty college-level units with a Fire Science major
- Valid and Current California State Paramedic License
- State of California Fire Officer Certification
- HazMat Tech/Spec, USAR Certifications, CFSTES/FSTEP Instructors

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, November 20, 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: November 21, 2022 through November 23, 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 essentials, emergency vehicle operation, knowledge and use of equipment and apparatus, water supplies, fire stream practices, water supplies, hydraulic principles and calculations.

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

Tentative Date: December 2, 2022

- **Practical Assessment**

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

Candidates should anticipate any of the following subjects may be a part of the practical assessment process: Firefighting essentials, emergency vehicle operation, knowledge and use of equipment and apparatus, water supplies, fire stream practices, water supplies, hydraulic principles and calculations.

Tentative Date: December 2, 2022

Testing and Selection Process with Tentative Timelines (continued):

- **Oral Interviews**
Banding System (Weighted 100%)
Tentative Dates: December 7, 2022 through December 9, 2022
- **Chiefs Interview**
Banding System (Weighted 100%)
The Fire Chief will make a final appointment using the Rule of Three.
Tentative Dates: December 13th and December 14, 2022
- **Conditional Offer**
Tentative Date: December 16th, 2022
 - **Background Investigation**
Tentative Dates: December 19th, 2022 through February 6th, 2023
 - **Pre-Employment Physical Examination to include Drug Screening**
(Exam will also be used for San Joaquin County Retirement program requirements)
Tentative Dates: December 19th, 2022 through February 6th, 2023
- **Official Offer of Employment**
Tentative Date: February 10th, 2023

Probationary Period:

New lateral employees 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.

Promoted employees shall be required to be on probation for 12 months. The final determination to complete or extend a promoted employee's probation shall be determined upon the completion of the 12-month probationary period.

Compensation and Benefits:

Fire Engineer Base Pay:	\$64,529.01 - \$71,177.26
Education / Incentive Pay:	Up to 10% of Base Pay; Paramedic Incentive 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
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



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