

Lathrop Manteca **Fire** District

800 "J" Street
Lathrop, California 95330

www.lmfire.org



Mission Statement:

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!

Firefighter

\$46,300.80 - \$55,153.28

Excellent Benefit Package

Deadline: January 31, 2019

Intent:

Our District is looking for quality individuals to participate in a customer service, employee empowered organization.

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 four fire stations. As an extension of county government, the fire district has limited rights to impose or levy taxes for operations. Composed of one hundred square miles we are charged with protecting the City of Lathrop, surrounding rural areas and unincorporated area of Manteca.

Definition:

The Firefighter will respond to and participate in fire suppression, hazmat and emergency medical calls.

Firefighter Qualifications:

The Firefighter is an entry-level position within a modern fire department, which is a complex role that demands 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.

- 18 years of age by date of application
- Successfully pass a physical health examination
- Meet the vision requirements of 20/30 for vision acuity, either corrected or uncorrected. (Note: if corrected, no worse than 20/100 uncorrected in each eye separately.) For laser surgery, one (1) year minimum elapse time between surgery and qualifying exam. Color blindness will be a cause for rejection.
- Hearing must be within normal range – 5/5
- Strength and stamina sufficient to lift and carry equipment and patients weight up to 165 pounds and be able to wear a self-contained breathing apparatus
- Pass a C-PAT physical agility test
- Be legally authorized to work in the United States

Examples of Essential Duties:

- Respond to fire, emergency medical rescue, public service, and hazardous materials incidents
- Have good writing skills along with computer knowledge
- Participate in maintenance of Fire Stations and equipment during assigned shift
- 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 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
- Obtain and maintain a Class C, with Firefighter Endorsement, Drivers License
- Learn local streets, routes of travel, and location of public buildings
- Learn geography including location of hydrants and major fire hazards of District

Required Education and Experience:

- High school diploma or equivalent
- Valid California Class C Driver's License
- Must be able to obtain a Class C with Firefighter Endorsement drivers license within three months of hire date
- Valid Physical agility (CPAT) will be required by time of appointment
<http://www.cffjac.org/go/jac/cpat/> (Visit the link for CPAT information)
- Must possess a valid EMT by the time of appointment
- Fire Science classes desirable

Application Process:

Applications may be downloaded off the internet at www.lmfire.org or picked up Monday, January 28th, 2019 through Thursday, January 31st, 2019 between the hours of 0900-1600 at the Administration Office located at 800 "J" Street Lathrop, CA. The Administration Office is closed daily from 12:00 p.m. to 1:00 p.m. for lunch. **Applications must be received along with two self addressed stamped envelopes** and a copy of your current/valid Driver's License, in the Administration Office no later than **1600 hours on January 31st, 2019**. Applications will only be accepted during the application period of January 28th – January 31st, 2019. Once the Application is received, a control number will be issued. The control number is how all candidates will be referred throughout the testing process.

Any future correspondence to include testing dates, potential interviews, and or status of application will be mailed using the self-addressed stamped envelopes submitted at time of application and/or emailed to the candidate using the email address provided on the candidate's application.

No faxes, e-mails or postmarks will be accepted; all applications must be turned in at the administration office.

Please no phone calls. Please be respectful of the work environment and schedules before attempting to visit with department staff during the application process.

Selection Process:

Testing for this position may include the following:

- Application review and screening
- Written examination
- Oral interview
- Chiefs oral interview
- Background investigation
- Candidates must receive passing scores in all components of the testing process which will be weighed:
 - Written Test Pass or Fail
 - Oral Interview 100%
- Candidates with Military experience or, are a current LMFD Reserve Firefighter, will receive an extra 5% points.
- Physical Examination to include Drug Screening; exam will also be used for San Joaquin County Retirement program requirements.
- The Fire Chief will make final Appointment using the rule of three.
- 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

Probationary Period:

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

Compensation and Benefits:

Compensation: \$46,300.80 - \$55,153.28

Education: Up to 5% of base pay after initial probation

Uniform Allowance: \$900.00 Annually

Holiday Pay: 108 hours of pay

Vacation: Based on years of employment

Sick Leave: 18 hours per month

Health Insurance: Employee plus dependents—according to MOU

Medical: CalPERS Health Care System

Vision: Vision Service Plan

Dental: Assurant Dental Plan

Retirement: SJCERA, 1937 County Safety Retirement per current MOU with Local 4317

Life Insurance: \$10,000.00



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.