

# Lathrop-Manteca Fire District

800 "J" Street

Lathrop, California 95330

[www.lmfire.org](http://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!*

## **Fire Engineer**

**(Promotional/Lateral)**

\$57,890.56-63,889.28 Annually

**Excellent Benefit Package**

**October 29, 2018 – November 1, 2018**

The Lathrop Manteca Fire Protection District is recruiting to establish an eligibility list from which current and future vacancies may be filled during the next 24 months. Our District is looking for quality personnel 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 minutes east of San Francisco. It was formed in 1936 to provide fire protection for the rural farmland and the unincorporated communities in south San Joaquin County. The Fire 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 areas of Manteca.

## **Definition:**

The position of Fire Engineer within a modern fire department 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.

The Fire Engineer will respond to fire alarms 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.
- Do 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.
- 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 his/her 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.

## **Ability to:**

- Supervise the work of subordinates.

- Possesses or has the ability to maintain an appropriate California driver's license and a satisfactory driving record.
- 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:**

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. Basic life support, rescue, resuscitation equipment and practices.

- 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 elapsed 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 weighing up to 165 pounds and be able to wear a self-contained breathing apparatus
- Be legally authorized to work in the United States

### **Required Education and Experience:**

- Valid California EMT certificate or Paramedic License.
- High school diploma or equivalent
- California State Driver's License
- 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.
- Internal Candidates: 18 Months Driver/Operator experience at the time of appointment
- External Candidates: Four years full-time experience at the rank of Engineer or higher within a comparable Fire Department at the time of application.
- Valid Physical agility (CPAT) will be required by time of appointment for external candidates <http://www.cffjac.org/go/jac/cpat/> (Visit the link for CPAT information)

### **Desirable Qualifications:**

- Associates degree or higher, or sixty college-level units with a Fire Science major
- State of California Fire Officer Certification
- HazMat Tech/Spec, USAR Certifications, CFSTES/FSTEP Instructors

### **Application Process:**

- All applicants are required to complete a Lathrop-Manteca Fire District application form and return it to the Administration Offices, 800 J Street, Lathrop, Ca. 95330. Applications will be accepted beginning Monday, October 29<sup>th</sup> - Thursday, November 1<sup>st</sup>, 2018. During regular office hours (Monday thru Friday, closed 12 p.m.-1 p.m. for lunch).

- Candidates must provide 2 self-addressed stamped envelopes at the time of application.
- Candidates should be prepared for correspondence after the application phase to be distributed via email, a valid email address must be provided.

**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.

**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 (may be Pass/Fail or scored based on number of candidates).
- 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, Water Supplies, Firehose Stream Practices, Hydraulics, Emergency Vehicle Operation, Written Communications and Reports, Microsoft Word, Microsoft Excel, local maps/geography/target hazards, and/or Firehouse Records Management System.

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

**Compensation and Benefits:**

- **Compensation:**
- Fire Engineer: \$57,890.56-\$63,889.28 Annually.
- **Education:**  
Up to 5% of base pay
- **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
- **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 Protection District is an EQUAL OPPORTUNITY EMPLOYER, and E-Verify participant