

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!

Fire Captain

(Promotional/Lateral)

\$68,344.64 - \$79,119.04 Annually

Excellent Benefit Package

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 officers 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 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 and 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 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 general public.

Education and Experience:

- As a condition of employment, must possess a valid California EMT certificate or Paramedic License.
- Must maintain a valid California State Driver's License
- Must have a California Office of the State Fire Marshal Company-Officer Certification within one year of appointment and/or a California Office of the State Fire Marshal Company-Officer Taskbook at the time of appointment.
- Three years' fulltime 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, 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, March 12, 2018 thru Wednesday, March 14, 2018. During regular office hours (8:30 a.m.- 5:00 p.m., closed 12:00 p.m.-1:00 p.m. for lunch).
- Candidates must provide 2 self-addressed stamped envelopes at the time of application.
- Candidates should be prepared for all correspondence after the application phase to be distributed via email, so a valid email address should 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 with a minimum passing score of 70% combined.
- 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 Firehouse Records Management System.

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

Compensation and Benefits

- **Compensation:**
Fire Captain: \$68,344.64 - \$79,119.04 Annually, Acting Captain: \$67,063.36 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 District is an
EQUAL OPPORTUNITY EMPLOYEER.**