

# JOB ANNOUNCEMENT



**THE FRENCH CAMP MCKINLEY  
FIRE PROTECTION DISTRICT IS RECRUITING FOR THE POSITION OF:**

**Fire Captain/Duty Officer**  
(Lateral)

\$85,691.72 - \$93,637.65 Annual  
5% pay incentive (on base salary) when acting as Duty Officer  
*\*Current Contract Under Negotiations*

APPLICATION DEADLINE: May 26, 2025  
(Applications must be postmarked no later than May 26, 2025)

## **THE DISTRICT**

The French Camp Fire Protection District responds to approximately 2,200 calls for service a year. It provides Fire and EMS service to both the French Camp and Mountain House Communities in California's Central Valley. The combined service areas cover approximately twenty square miles and present hazards associated with high-density population centers, industrial complexes, major transportation corridors, health care facilities, and wildland interface.

## **MINIMUM QUALIFICATIONS**

The French Camp Captain Candidate will possess the following minimum qualifications:

- 18 years of age or older
- California State Firefighter I & II
- California State Fire Driver Op 1A & 1B
- California State S-231 Engine Boss
- California State Fire Instructor 1
- ICS-300
- CSFM Company Officer Certificate (supersedes FFII)
- High School diploma or GED
- California Driver's License (Class "C" FF Endorsement or Class "B")
- Certified State of California EMT
- Possession of a Candidate Physical Abilities (CPAT) card obtained within the last 12 months (if the candidate is not currently a career fire officer).
- Two (2) years' experience as a career fire officer (company officer) in a department of equivalent size or three (3) years' experience as a volunteer/reserve company officer.

## **DESIRABLE QUALIFICATIONS**

- ICS 400
- CSFM 3A, 3B, 3C, 3D
- CSFM Instructor II

## **BENEFIT PACKAGE**

- The district contributes up to 100% of employee health, vision, and dental care plan.
- The district also will cover up to 80% of the cost of employee's dependents.
- The district contributes 12% of employee base pay to a 401(a)-retirement account.
- Voluntary participation in 457 supplemental retirement plan.
- Ten (10) hours of sick leave per month.
- Up to Twenty (20) hours of vacation per month.
- Overtime Opportunities
- Education Pay – 2.5% for associate degree from accredited university, 5% for 4-year bachelor's degree or higher from accredited university (Max 5% for this incentive).
  - Bilingual Pay – 2.5% for up to one additional language with accredited certificate of proficiency at the CEFR B1 Level or specific language equivalent.

## **Captain/Duty Officer Responsibilities**

### **Definition:**

Under the direction of the Fire Chief or designee, the Captain/Duty Officer plans, assigns, and directs both emergency and non-emergency activities, for both companies and stations; commands emergency response scenes; directs and performs specified staff assignments in addition to normal emergency response and fire suppression activities; may be assigned to oversee activities of a fire division; performs related work as assigned. This class may serve as the Captain/Duty Officer, this position must promote professionalism and promote the fire district in a positive light.

### **Duties:**

- It is the responsibility of the oncoming Duty Officer to review and complete incident reports on Emergency Reporting from the previous off-going shift by the end of their tour.
- When acting as the Duty Officer is it his/her responsibility to act as the incident commander (I.C.) on any multi-company response until relieved by the Fire Chief or Deputy Chief.
- Brief the Fire Chief or Deputy Chief on situations, explain strategy and tactics being employed when turning over command to the Fire Chief or Deputy Chief.
- Brief the Fire Chief or Deputy Chief on any major incidents that occur within either district.
- Brief the Fire Chief or Deputy Chief on any injuries or illnesses within the period of their assigned shift.
- Act as the fire district liaison in various district, county, and state committees.
- Present fire reports at board meetings when directed by the Fire Chief or designee.
- When acting as the Duty Officer it is his/her responsibility to check in with all assigned station officers daily.
- When acting as the Duty Officer it is his/her responsibility to attend trainings with both stations.
- When acting as the Duty Officer it is his/her responsibility to respond to emergency incidents to assist the first due companies (i.e. responding to French Camp to either cover Sta.11-1 or to the emergency scene and assist with I.C. or operations).
- It is the responsibility of the Duty Officer to ensure station Captains complete training reports and incident reports in Emergency Reporting prior to leaving assigned shift.
- When acting as the Duty Officer it is his/her responsibility to request the following but not limited to.
  - a. Additional resources
  - b. Station coverage (tones & active 911)
  - c. Sending out messages on Active 911

## **SELECTION PROCESS**

To be considered for this opportunity, candidates must meet the minimum qualifications. Please submit:

- Fire District application. The application is available at [www.frenchcampfire.com/employment-opportunities](http://www.frenchcampfire.com/employment-opportunities)
- Professional Resume, with three work-related references.
- External Applicants must provide copies of Licenses & Certificates.
- This process will be to establish an eligibly list for current vacancies.
- Testing Process will include a written exam, oral interview and emergency scenarios.

Send or deliver to:

Jason Fullmer/Deputy Chief  
French Camp McKinley Fire Protection District  
310 E. French Camp Rd  
French Camp, CA 95231  
(209) 932-8631