



FIRE CAPTAIN

SAFETY (NON-EXEMPT)

56-HOUR WORKWEEK (48/96 SCHEDULE)

100% MEDICAL BENEFITS / 15% DISTRICT CONTRIBUTION 401A

\$114,294 - \$127,471 (CAPTAIN - PARAMEDIC)

\$105,839 - \$119,016 (CAPTAIN - EMT)

(INCLUDES HOLIDAY PAY, UNIFORM ALLOWANCE)

APPLICATION DEADLINE: OCTOBER 23RD, 2026 BY 5:00 P.M.

Job Description:

Employees within the Fire Captain job classification operate as the supervisor of a fire company that responds to fire, rescue, hazardous material, medical and other emergencies to protect life and property from the effects or potential effects of emergency conditions. Employees in this classification also respond to and supervise non-emergency events and participate in supervision of training, equipment and station maintenance, fire prevention and public education activities.

Supervision Received and Exercised:

Employees in the Fire Captain job classification are supervised by a Battalion Chief, Acting Battalion Chief, or Fire Chief. Employees within the Fire Captain job classification supervise Fire Engineers and Firefighters.

Examples of Duties:

Duties may include, but are not limited to the following, which are listed in no particular order or significance:

- Serve as a first line supervisor and manage the day-to-day operations of a fire company.
- Provide competent command, control, operational awareness, and a safe work environment for personnel on emergency scenes. Operate in a safe and competent manner as a single resource or in charge of one or more companies (resources) at emergencies.
- Complete required reports and maintain records in a manner that meets District requirements.
- Keep assigned personnel, peers, and supervisor informed of District and station activities that impact their ability to perform their job responsibilities.
- Ensure operational readiness of all equipment, apparatus and personal protective equipment assigned.
- Remain proficient and maintain certifications to drive all types of fire apparatus and other District vehicles to and from emergencies and during all other District activities that require the operation of fire apparatus and other vehicles.
- Remain proficient in pump operations, and other firefighting equipment at emergencies and during all other District activities that require the operation of fire apparatus and related equipment.
- Analyze and initiate basic life support care to the sick and injured and provide oversight of others providing basic life support care.
- Coordinate, supervise and participate in fire company inspections and other fire prevention and public education activities
- Coordinate, supervise and participate in fire company public education activities including facility tours, career days, neighborhood programs and public education presentations.
- Coordinate, supervise and participate in fire company training in firefighting techniques, hazardous material response, emergency medical care, proper use of all equipment and related tools, strategy and tactics, policies and procedures and other didactic and manipulative training activities.
- Coordinate, supervise and participate in maintaining pre-fire plans and updating maps as required.

- Respond to public complaints regarding weed abatement and fire and life safety hazards.
- Perform related duties as assigned.

Working Conditions:

- Environmental Conditions- Emergency response environment; exposure to hot and humid work environment making rapid transitions from rest to near maximal exertions without warm-up period.
- Physical Conditions- Essential and marginal functions will require maintaining physical condition necessary for bodily mobility to operate and crawl in restricted space; work, stand, or sit for prolonged periods of time; operate motorized equipment and vehicles; and the ability to work in hot and humid environments while wearing firefighting equipment which may inhibit all necessary senses.

Minimum Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Abilities and Knowledge

Ability to:

- Supervise assigned personnel to ensure they perform work within specifications.
- Effectively, competently, and safely supervise fire companies at emergencies.
- Read, interpret, and explain documents such as safety rules, operating and maintenance instructions, and procedure manuals.
- Write professional, comprehensive reports that meet the District specifications.
- Communicate effectively before the public and with District personnel.
- Understand and act in accordance with District policies, rules, and instructions.
- Apply firefighting and medical techniques and procedures.
- Demonstrate mechanical aptitude as required in the operation of firefighting equipment.
- Perform emergency medical practices and procedures at the level of a competent California State certified Emergency Medical Technician (EMT) or California State certified Emergency Medical Technician Paramedic (EMT-P).
- Retain and communicate operational awareness in emergencies.
- Think and act quickly and effectively in emergencies.
- Give and follow oral and written directions promptly and accurately.
- Perform occasional heavy lifting up to 100 lbs. and physical maneuvering.
- Perform general office and clerical duties in support of assigned activities.
- Operate a computer and learn how to use general and job-specific computer applications.
- Communicate effectively, both orally and in writing.
- Establish and maintain cooperative working relationships with subordinates, peers, supervisors, the public, and members of other public agencies.

- Work in a communal environment that includes common sleeping, eating, and restroom facilities.
- Analyze fire and emergency conditions and employ effective courses of action.
- Rescue and evacuate victims from buildings, vehicles, and other entrapments.
- Pass required oral, manipulative, and written exams.
- Provide lead supervision over fire suppression personnel when assigned.

Knowledge of:

- Principles, practices, and procedures of modern firefighting and firefighting vehicles, equipment, and apparatus.
- Principles and application of the Incident Command System.
- District policies and procedures.
- Supervisory responsibilities and expectations.
- Firefighter Bill of Rights and proper application related to disciplinary actions.
- Fire apparatus, equipment, tools, devices, facilities, and their proper use.
- Safe driving practices.
- Basic life supports emergency medical principles and practices.

Required Experience / Education / Training / Certifications:

- Four years of full-time, paid firefighting experience with a minimum of two years' operating fire department apparatus.
 - *All internal candidates are subject to follow current MOU in regards to promotional requirements*
- High school diploma or equivalent

Required License and/or Certificates:

- Possession of California State Fire Marshal Firefighter II Certificate.
- California State Fire Training – Company Officer Certification
- California State Fire Training – HazMat IC
- Possession of a current Class C Driver's License with firefighter endorsement or greater and satisfactory driving record
- Possession of California State Fire Marshal Firefighter I Certificate.
- California State Fire Training – Apparatus Driver Operator 1A Certificate
- California State Fire Training – Apparatus Driver Operator 1B Certificate
- Possession of a current Cardiopulmonary Resuscitation (CPR) card for the Health Care Professional
- Possession of a California Emergency Medical Technician certification; or
 - Possession of National Registry Paramedic License at time of application; **or**
 - California Paramedic License by time of appointment;

- Possession of a California Boater Card
 - *Shall be obtained with one year of appointment, at employees' expense*
- California State Fire Training – Water Rescue Technician (2024) or River and Flood (prior to 2024), within 1 year of appointment
 - *Shall be obtained with one year of appointment, at employees' expense*
- Qualified as an Engine Boss
 - S-215; or CICCIS course equivalency
 - S-230; or CICCIS course equivalency
 - S-231; or CICCIS course equivalency
 - S-290
- ICS 100
- ICS 200
- ICS 300
- ICS 400
- L-180
- S-190

All internal candidates are subject to follow the current M.O.U; and any of the above required licenses and/or certifications that are not currently held; the candidate shall obtain, within 12 months of appointment; at employees' expense.

Desired Qualifications:

License and/or Certificates:

- Associate's and /or bachelor's degree from a regionally accredited or FESHE recognized college or university
- Completion of 30 semester units (or equivalent) from an accredited college with at least 15 semester units (or equivalent) in Fire Science/Fire Technology.
- Bilingual

Physical Requirements:

- Mobility- Pulling and pushing objects, sitting, standing, walking on uneven or slippery surfaces; kneeling, bending twisting, turning, stooping, squatting, climbing, and working from ladders
- Lifting- Ability to perform tasks requiring strength and stamina, such as heavy lifting and moving equipment and objects weighing over 100 pounds
- Vision- Constant use of overall vision; frequent reading of gauges, documents and street maps using color and depth vision
- Dexterity – Frequent grasping, holding, and reaching, manual dexterity to use tools, assemble fittings, and perform hose and ladder placement evolutions
- Hearing/Speaking – Verbal communication including projecting voice that can be heard in a noisy environment, hearing, and distinguishing various sounds, such as alarms, voices of co-workers and warning horns or sirens in both quiet and noisy environments

- Emotional/Psychological – Frequent concentration and decision making, frequent public and co-worker contact, ability to maintain high level of cognitive, interpretive and judgment skills
- Environmental – Must be willing to work in adverse conditions and life-threatening emergencies; subject to odors, dust, pollen, chemicals, skin irritants, fumes, and solvents
- If appointed, successfully pass a medical examination in compliance with NFPA 1582.

Work Environment:

Work is performed in both inside and outside in seasonal climate and weather conditions wearing protective clothing. Position requires 24-hour shift assignment and overtime work as required.

Employee Medical Examinations:

To assure that employees can perform their duties safely, medical examinations may be required to determine fitness for duty. Such examinations will be held in compliance with NFPA 1582 and scheduled at reasonable times and intervals and performed at the District's expense.

Benefits:

- **Vacation:**
 - 112 – 336 hours per year dependent on years of service per current MOU
- **Sick Leave:**
 - 156 hours per year. Credit for unused sick leave can be used for retirement benefits.
- **Holidays:**
 - Fourteen (14) recognized holidays per year
- **Uniform Allowance:**
 - \$1,000.00 per year, as defined in the current MOU
- **Health, Dental and Vision Insurance:**
 - Provided by the District for employee and dependents per MOU.
- **Life Insurance Plan:**
 - \$100,00 Provided by the District
- **Retirement:**
 - The District contributes 15% of employee's salary to the employee's retirement 401 plan. Employee has the option of contributing to 401 and 457 plan.
- **Education Incentives:**
 - AA/AS \$0.35/hour & BA/BS \$0.50/hour (not accumulative, employees can only receive one of the two stipends)
- **Bilingual Incentive:**
 - 2% of top step Firefighter
- **Ambulance Transport Incentive:**
 - 5% of Base rate
- **Paramedic Incentive:**
 - 10% of top step Firefighter

A complete list of benefits for this position can be found in the current M.O.U., a copy can be requested by contacting the District at (209) 599-4209 or emailing Battalion Chief Burns at pburns@riponfire.com.

Selection / Testing Process:

- To be considered for this opportunity, candidates must meet all of the minimum qualifications listed in the above job description.
- Submit the following by **October 23rd, 2026, by 5:00 p.m.**
 - District Application
 - *Internal candidates do not need to submit an application, a letter of interest for the position of Captain shall be submitted in leu of an application.*
 - Copies of all certificates that are listed under “*Minimum Qualifications*”
 - *Internal candidates do not need to submit copies of their certifications.*
 - *Internal candidates shall submit a copy of their completed task book for the position of Captain with application packet.*
 - Professional Resume, with three work-related / professional references.
 - All application packets shall be delivered via email to:

Ripon Consolidated Fire District:
Attn: Captain
recruitment@riponfire.com

Application documents shall be received by Friday, October 23rd, 2026, by 5:00 p.m. Postmarked or faxed copies are not acceptable methods to meet the deadline.

SCORING / SELECTION PROCESS

- Candidates will be scored for every question/ scenario/ skill that they complete. Each question/skill will have a point value associated with it.
- All candidates receiving a passing score of 70% will have their names placed on an eligibility list for 12 months. (The eligibility list may be extended with approval from the Fire Chief). Candidates will be ranked from the highest to the lowest based on their final test scores with the highest-ranking candidate being placed as number one on the list.
- The testing process may include any or all of the following:
 - Oral Interview (panel interview style; three to five interviewers)
 - Written test
 - Oral Presentation
 - Tactical Operational Scenario
 - Residential Structure Fire, and/or
 - Commercial Structure Fire, and/or
 - Wildland Fire, and/or
 - Multi-Casualty Incident
 - Personnel Issue Management Conflict Resolution
 - Fire Chief and/or designee's interview
 - The interview may consist of one to four interviewers
- The Ripon Consolidated Fire District reserves the right to appointment any candidate with a passing score

Testing Dates

- Tentative Interview and Testing dates will be held on **November 5th, and 6th, 2026**. Make-up / rescheduled interviews/ testing will not offered.
- Fire Chief Interviews are tentatively scheduled for **November 9th, 2026**. Make-up / rescheduled interviews will not offered.

Equal Opportunity Employer:

The Ripon Consolidated Fire District is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age.

The job description does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

FOR ADDITIOANL INFORMATION & QUESTIONS:

Contact Battalion Chief Burns
(209) 599-4209
pburns@riponfire.com