



City of Lindsay
PUBLIC SAFETY FIRE LIEUTENANT
EMPLOYMENT OPPORTUNITY
OPEN RECRUITMENT

Class Title: PUBLIC SAFETY FIRE LIEUTENANT
Department: PUBLIC SAFETY
Location: 185 N GALE HILL AVE, LINDSAY, CA 93247

Compensation: \$28.57-38.28 HR STEP 1-7
Status: NON-EXEMPT/UNION
Date: June 7, 2021

Please submit your resume and applications on the City of Lindsay Website at www.lindsay.ca.us
Deadline Extended: Friday, July 30, 2021 or until position is filled.

GENERAL PURPOSE:

Performs firefighting activities including driving fire apparatus, operating pumps and related equipment, laying hose, and performing fire suppression, containment, and extinguishment tasks. Performs emergency aid activities including administering first aid and providing other assistance as required. Participates in the inspection of buildings, hydrants, and other structures in fire prevention programs.

SUPERVISION RECEIVED:

Works under the general direction of the Public Safety Services Division Commander and/or guidance of the Director of Public Safety.

SUPERVISION EXERCISED:

Exercises general supervision over volunteers, fire inspectors and/or other assigned staff.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

These duties are a representative sample; position assignments may vary

- Performs all essential duties of Firefighter, Fire Engineer, and Fire Lieutenant Classifications;
- Adheres to and ensures compliance with department policies and procedures;
- Provides leadership for fire service personnel, supervises non-emergency/routine activities as well as emergency scenes;
- Assist in development and implementation of work program objectives and preparation of reports and records;
- Provides training and job development to department personnel related to fire service, medical, and life safety topics;
- Ensures adequate supervision and safety of paid personnel and volunteers. Prepares performance evaluations and assists with staff development for department members. Coordinates and supervises technical training of personnel;
- Acts as a liaison between subordinates and management/executive staff;
- Manages routine maintenance of physical assets and provides recommendations for program and department budgets and planning;
- Provides uniformity of procedures by developing, updating, and/or implementing lesson plans;
- Performs fire and life safety inspections located within the City of Lindsay's jurisdiction. Completes fire safety inspection reports and maintains inspection files. Conducts and prepares pre-fire plans;
- Maintains effective working relationships.

PERIPHERAL DUTIES:

- Assists in training new employees as assigned. Assists with programs such as weed abatement, arson investigation, and public information programs.
- Conducts public education programs, makes presentations in schools, services clubs or other public gatherings of fire and burn prevention, represents the department at public functions to promote fire and burn prevention by the general public.
- Attends and participates in training activities, and practice drills

QUALIFICATIONS / SKILLS / REQUIREMENTS:

Knowledge of:

- Essential duties to maintain and meet all qualifications, knowledge, skills and requirements of the Firefighter, Fire Engineer, and Fire Lieutenant Classifications;



City of Lindsay

PUBLIC SAFETY FIRE LIEUTENANT EMPLOYMENT OPPORTUNITY OPEN RECRUITMENT

- Skills to instruct, evaluate, mediate, and motivate subordinates.
- Incident Command System and tactics
- City of Lindsay emergency routes, street names/locations, hydrant locations, fire department connections, and target hazard/building locations;
- Knowledge, understanding and the ability to implement City and Department policies and objectives with minimal direct supervision;
- Emergency Vehicle Operations, tactical driving methods, and defensive driving techniques;
- Fire service safety practices;
- Technical report writing;
- Building construction as related to structural fire response and rescue;
- Ability to get along well with management, city employees, coworkers and other agencies, and to maintain effective work relationships;
- Ability to use a computer to perform essential duties of the classification;
- Physical stamina to work with limited sleep and meals as needed;
- Adherence to City and Department policies including smoking, drugs, alcohol, grooming, etc.
- Adherence to knowledge, health, and physical fitness standards established by the Lindsay Department of Public Safety;
- Applicable Federal, State, and local laws, rules and regulations

Skills In:

- Applying principles and techniques of modern firefighting prevention, suppression, and investigation;
- Incident Command;
- Analyzing, prioritizing, and organizing tasks under pressure;
- Applying basic supervision theories and practices;
- Providing basic emergency medical services;
- Mechanical aptitude;
- Multi-Tasking and decision making while under pressure and/or stress
- Safely and skillfully using firefighting tools and equipment;
- Safely and effectively operating vehicles and fire apparatus;
- Providing positive and effective leadership to staff;
- Instructing classes and developing and leading training activities;
- Building and maintaining effective working relationships with the public, fellow employees, and other agencies;
- Communication and interpersonal skills as applied to interaction with coworkers, supervisors, and the general public, sufficient to exchange or convey information and receive work direction.

EDUCATION AND EXPERIENCE:

Any combination equivalent to experience and education that could likely provide the required knowledge, skill and ability is qualifying. A typical way to obtain the knowledge, skill and abilities would be:

Graduation from High School or G.E.D. and five (5) years' experience in fire suppression, and demonstrated ability to operate all firefighting equipment and apparatus safely and effectively; and the ability to make sound firefighting decisions, direct the work of others and contribute to the achievement of overall Department goals.

DESIRABLE QUALIFICATIONS:

- AS Degree or Higher in Fire Science or related major.
- Any NFPA or Specialized Fire Service related certifications.



City of Lindsay

PUBLIC SAFETY FIRE LIEUTENANT EMPLOYMENT OPPORTUNITY OPEN RECRUITMENT

SPECIAL REQUIREMENTS:

- Requires successful completion of Firefighter I Academy;
- Basic First Aid / CPR / AED
- Possession of a valid California Class B Commercial Driver License with Tank Endorsement, or California Driver License with Firefighter Endorsement.

TOOLS AND EQUIPMENT USED:

Emergency medical aid unit, fire apparatus, fire pumps, hoses, and other standard firefighting equipment, ladders, first aid equipment, radio, pager, computer/laptop, word processor, copy machine, fax machine, phones.

PHYSICAL DEMANDS:

Strength, stamina and dexterity to sit in vehicles operating on rough roads, wetland areas and off road terrain; endure periods of extreme heat; withstand extended periods of physical exertion; walk on uneven or slippery surfaces; move from place to place within the fire station and at emergency sites; repeatedly stoop, stand and sit. Dexterity and coordination to handle fire equipment, apparatus and large and small tools; occasional lifting/ or moving of objects weighing up to 50 lbs.; strength to move the weight of an average human body; reach for items above the head and below the feet; climb up and down ladders; enter confined spaces and other areas; visual acuity sufficient to read gauges and observe conditions at emergency sites in a variety of lighting conditions, including bright light, low light, and low visibility conditions.

WORK ENVIRONMENT:

Work in outdoor and indoor environments with intermittent to frequent exposure to a variety of extreme weather conditions including heat, rain, snow, cold, wind and dust. Work under significant risk conditions such as fire, injury and death. Occasional work in confined areas. Work is typically performed independently. Exposure to hazardous materials.

SELECTION GUIDELINES:

Formal application; review of education and experience; appropriate testing may include; oral interview; thorough background investigation; physical, tb test examination; drug test; final selection.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

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

SALARY & BENEFITS:

Salary:

\$28.57 HOUR – 38.28 HOUR STEP RANGE 1-7 DOQ

Employee Benefits:

10 Vacation Days, 13 Holidays, 10 Sick Leave days, Medical, Dental and Vision Plans, Life Insurance, Cal-Pers Retirement, 457(b) Deferred Compensation Plan with matching contribution up to 3%, Employee Credit Union, Aflac and Cafeteria Plan, Healthy Rewards Incentive Plan. Please see City of Lindsay website Human Resource page for further benefit details.

ADDITIONAL SALARY INCREASES:

- *Effective on March 24, 2020 or the employee's date of hire, all members shall receive a three percent (3%) hazard pay salary increase or a minimum salary increase of seventy-five cents (\$0.75) an hour, whichever is greater. This hazard pay increase shall continue until the Lindsay City Council takes action to end the declared emergency, the declaration of emergency expires, or until December 31, 2021.*



City of Lindsay

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- *An increase of 3% increase or minimum of seventy-five (\$0.75) effective January 1, 2022.*

COVID-19 CONSIDERATIONS

Protecting the health and safety of our communities — including our teams and of those considering a career with the City of Lindsay — is our highest priority. We continue to closely monitor the evolving situation and we appreciate your understanding and flexibility with any related changes to our interviewing process. Those selected to interview will be contacted via email with instructions for a virtual interview.

The City of Lindsay is committed to doing everything we can to keep our staff and community safe. The City of Lindsay will adhere to all the COVID guidelines as required by law and industry standards