

Lakeport Fire Protection District
445 North Main Street
Lakeport, CA 95453
Phone: (707) 263-4396
Web Site: www.lakeportfire.com



Employment Opportunity

Full Time Firefighter/Paramedic

Lateral Candidates encouraged to apply.

Apply immediately – open until filled.

Applications available at <http://www.lakeportfire.com/jobs.asp>

Applications and Resumes may be dropped off, mailed to station address above or emailed to pfossa@lakeportfire.com

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**Salary Range: \$4,215.64 to \$6,213.62 Monthly**

**Paramedic Incentive: \$450.00 Monthly**

**District Paid Employee Benefits:**

- California Public Employees Retirement System (CalPERS) 2% at 50 (2.7% at 55) years of age retirement plan for “Classic” PERS employees with one year final compensation and 9% employee-paid contribution of reportable compensation. New PERS employees (CalPERS definition = “New Member”) is 2.7% at 57 with three-year final compensation period and 50% of normal cost employee-paid retirement contributions (currently 13% of reportable compensation). Sick leave conversion to service credit and pre-retirement death benefits are included in both plans. The District does not contribute to Social Security.
- Maximum of 10% of base pay for education incentive(s).
- Paid Fair Labor Standards Act overtime.
- Medical health plan, providing coverage for the employee, spouse and eligible dependent children (District pays 92.5% - employee pays 7.5%, as of July 1<sup>st</sup>, 2023, District pays 90% - employee pays 10%).
- A 5% COLA will go into effect on July 1<sup>st</sup>, 2023.
- Dental plan providing the same coverage as medical plan. Includes orthodontia up to \$2,500.00 lifetime, per patient.
- Vision plan providing the same coverage as medical plan.
- Group Life/AD&D Insurance – The District provides employee group term life insurance coverage totaling \$41,351.
- Vacation leave accrued at 9 days per year, up to a maximum accrual of 432 hours.
- Sick leave accrual at 24 hours per month.

- District observes 13 holidays per year and pays eight (8) hours for each holiday, paid in two installments throughout the year.
- Uniform allowance of \$650.00 per year.
- Fully or partially paid medical health insurance upon retirement, post-retirement medical available.
- Union Membership with Teamsters Local 856, paid by employee.
- HRA Account funded by the District \$1,000 each year.

**Optional benefits available to and paid by the employee:** 457 Deferred Compensation Plan administered by Nationwide Ins. Co. or Cal PERS

**Job Summary:** This position description is broadly written and shall be interpreted to include, rather than exclude, duties and responsibilities that are reasonably similar to those written herein. This person will function as an integral member of a team of firefighters and paramedics to accomplish a series of tasks associated with the position and will be supervised by higher classified personnel.

**Distinguishing Characteristics:** With the entry level and lateral position with the District, personnel in all classifications are expected to perform at a high level of competency in all emergency and non-emergency activities. This includes, but is not limited to, firefighting, fire apparatus operation and emergency medical responses. Personnel in this classification are expected to acquire requisite skills and knowledge of the District's operations, policies and apparatus while performing their job duties satisfactorily.

### **Duties & Responsibilities:**

- The knowledge and skills necessary to safely perform the tasks required of entry level and lateral firefighters.
- Respond to rescue and medical aid calls, provide emergency medical care and transport patients to the hospital. Periodically may perform inter-facility transfers as directed.
- Perform daily maintenance of station, living quarters, fire rescue and emergency medical apparatus and equipment.
- Perform a multitude of firefighting, both structural and wildland, duties under the direction of a Company Officer.
- Assist in ventilation, overhaul and salvage operations.
- Operate and maintain a variety of tools and equipment related to fire suppression and rescue activities, including testing fire hydrants.
- Participate in fire drills and training exercises.
- Establish and maintain a cooperative working relationship with fellow employees and those contacted during the course of work.
- Communicate clearly and concisely both orally and in writing.
- Act in a professional and courteous manner with the general public.
- Understands and carry out oral and written directions and communications.
- Know and understand all aspects of the job and the District's operations, observing and following safety rules and practices, especially within responding to emergency life support and fire suppression situations and incidents.

# Qualifications

**Education:** The Employee shall be a high school graduate or have an equivalency diploma.

**Licenses & Certifications:** The Employee shall possess and maintain, at the District's expense, a California Paramedic License and accreditation as a Paramedic by North Coast EMS prior to starting date and possession of a California State Fire Marshal Office Firefighter 1 Certificate.

**Required Examinations:** Candidates that successfully pass the Oral Board interview will be required to pass a firefighter skills exam that may include, but is not limited to, Firefighter I/Paramedic questions. Dates to be determined.

**Physical Abilities:** Current Candidate Physical Ability Test (CPAT) required.

**Personal Characteristics:** The position involves relatively frequent changes in work priorities, difficult public relations, interruptions beyond the employee's control, meeting work deadlines, and/or related mental demands. The position also requires the ability to effectively handle interpersonal conflicts and to be consistent when dealing with fellow employees and the public under stressful conditions.

**Medical Examination:** A medical examination and drug screening is required of all appointees.

**Background Testing:** Background testing will be given to the top candidate(s).

**Probationary Period:** Employees serve a twelve (12) month probationary period.

**To be considered as a Firefighter Lateral candidate, an applicant must have:**

- Two years full-time paid experience with a fire agency performing the full range of all-risk fire/EMS duties. Seasonal wildland firefighting experience does not qualify as all-risk experience.
- A California Operator's Class B License or Class C with Firefighter Endorsement.
- Pay will be determined on education and experience level.

## **The Community & District:**

Lakeport Fire District is an independent, all-risk fire district located in the county seat of Lake County on the west shore of Clear Lake, California's largest natural fresh-water lake. Lakeport Fire responds to over 2,800 calls per year, including structure and wildland fires, vehicle accidents, technical rescue, hazardous materials, and medical aid. The Lakeport Fire Department was formed in 1894 to provide fire protection to the City of Lakeport. In 1956, the Lakeport County Fire Protection District was formed to provide fire protection to the unincorporated areas of Lakeport. In 2000, the Lakeport County Fire Protection District merged with the Lakeport Fire Department, forming the Lakeport Fire Protection District. The District provides fire protection and ALS ambulance service to the citizens in the unincorporated and incorporated areas of Lakeport and surrounding areas through a boundary drop dispatch agreement with neighboring fire districts. The District operates out of two fire stations. The main station (Station

50) is always scheduled with four personnel on duty. Station 52 is an unstaffed substation. Lakeport Fire is a combination department, both paid and volunteer. Paid staff includes one Chief, three Captains, nine Firefighters, one Administrative Assistant and one Office Assistant. Volunteer firefighter roster is currently at 19. The District operates a fleet of eleven vehicles, three Type I (Structural) fire engines, two wildland/interface engines (one Type III and one Type II), one Ladder Truck (Quint), one water tender, two ambulances, one utility vehicle and one Chief/Command vehicle. The Lakeport Fire District is governed by an appointed Board of Directors comprised of five (5) citizens that live within the District.

The City of Lakeport in beautiful Lake County is in the heart of Northern California's wine country just north of the San Francisco Bay Area. Lakeport is a full-service, general law city under the council manager form of government. The City, with a population of 5,500 is the regional center of commerce and governmental activity in Lake County. The Lakeport area supports about 45 percent of the County's jobs. Lakeport has a low crime rate, small-town character, and offers many of the amenities of a larger city. A popular site for water sports, car races, and equestrian events, the City offers no shortage of fun activities including hiking, biking, antiquing, off-roading, camping, boating, fishing, bird watching, excellent restaurants, breweries, and wine tasting. With over 30 wineries and more than 9,000 acres of vineyards, Lake County is one of the fastest growing winemaking regions in America. Lakeport is the home of the Lake County Fairgrounds which hosts numerous events year-round.