

## **CITY OF SALINAS**

### **FIRE CAPTAIN**

#### **BARGAINING UNIT/CLASS CODE:**

**IAFF / O09**

#### **DEFINITION**

Under the administrative direction of the Battalion Chief, assumes command of an engine/truck company on an assigned shift; maintains a high level of preparedness for emergency response situations; the Fire Captain may act in the absence of the Battalion Chief.

#### **DISTINGUISHING CHARACTERISTICS**

The Fire Captain has overall charge of personnel and equipment of assigned crew. The Fire Captain provides leadership to an assigned crew and supervises the actions of subordinates in a single or multiple-company station.

#### **SUPERVISION RECEIVED AND EXERCISED**

Receives direct supervision from the Battalion Chief and Deputy Chief. Exercises supervision over assigned shift personnel.

#### **ESSENTIAL JOB FUNCTIONS OF THE POSITION** Duties may include, but are not limited to the following:

Assigns and directs crews for emergency responses, including fire suppression, hazardous material incidents, accidents, rescue and emergency medical services. Preserves on-scene evidence and initiates preliminary cause and origin investigations. Conducts and supervises pre-emergency planning, inspection and prevention activities. Prepares written work as required including fire reports, budgets and schedules for station personnel. Instructs, trains and develops subordinates. Supervises and evaluates subordinates' performance. Counsels employees and recommends disciplinary action as necessary. Reviews, recommends and implements departmental policies. Promotes and maintains effective relations with staff and the public. Performs special projects as assigned. Promotes and develops safe work practices in the work place. Promotes mission, organizational values, goals and objectives of the Department.

#### **PHYSICAL AND MENTAL CHARACTERISTICS**

Physical mobility to sit, stand, walk, crawl, kneel, crouch, squat, lay on back or stomach, climb and balance, reach at shoulder length and above shoulder length, push, pull, twist and rotate for periods of between five minutes to two and one-half hours per eight hour shift. Stamina to run, walk, and stand wearing protective equipment weighing up to 100 pounds, for periods of time ranging from 5 minutes to two and one-half hours. Physical agility to walk and run over uneven, wet surfaces, climb ladders of up to 50 feet in height, push/pull, squat, twist, turn, bend, stoop, climb and reach overhead. No severe allergic reactions to dust or pollen. Physical strength to lift, carry and drag persons weighing more than 120 pounds for transport to triage, and up to 300 pounds with assistance, while carrying fifty pounds of equipment attached to the body. Physical strength to lift up to 75 pounds on a frequent basis, and to pull, drag and extend a two and one half-inch charged fire hose and 75 pound ladders. Ability to work at heights on an aerial lift of up to 50 feet above ground. Manual dexterity of neck, wrists, waist, hands and fingers sufficient to wear respirators and other protective gear, to climb through small confined spaces, use hand and power tools, handling and grasping equipment and or debris, and to administer first aid. Hearing and speaking ability sufficient to converse over the telephone, two-way radio and in person often over the noise of machinery and traffic, to detect and describe noises in machinery or to hear running water. Uncorrected vision of 20/40 or better in one eye, and 20/100 in the other, or corrected to 20/20 in one eye and 20/40 in the other; ability to distinguish colors to recognize flame, smoke, hazardous materials placards and skin signs. Mental acuity to act under stress in life threatening situations, and to maintain calm efficient judgment in serious situations involving quick action or mental stress.

**CITY OF SALINAS  
FIRE CAPTAIN (continued)**

**WORKING CONDITIONS**

A Fire Captain is required to wear protective gear, carry appropriate tools, and wear self-contained breathing apparatus, weighing a combined total of 100 pounds, while performing many of the emergency-related duties. Fire Captain work in a variety of very hot and very cold temperatures, and often in a wet environment. The Fire Captain must be able to respond physically to alarms and/or calls for help, and be a full sprint from a standstill or sleep, in a matter of seconds. While performing emergency aid, a Fire Captain may lift and carry victims and move equipment requiring the use of stomach and back muscles. It is required that they be able to hear a variety of warning devices and alarms, gas leaks or calls for help. Tools used by a Fire Captain require precise arm-hand positioning and movements, such as when operating a chain saw, or using emergency medical equipment. The operation of said equipment often requires the coordinated movement of more than one limb simultaneously. Emergency situations may require work to be performed in small cramped crawl spaces, areas where vision is limited, and/or heights including roof-tops and ladders. Balance is required working in slippery wet conditions, maneuvering on beams and other structural parts of building, hillsides, and fences.

**QUALIFICATIONS:**

**Knowledge of:**

Fire suppression and emergency medical care procedures. Fire chemistry and hazardous materials including flammable liquids, explosives, gases, toxic and radioactive materials. Geographic layout of the City, stations and immediate response areas. Applicable Federal laws, State Codes and local ordinances pertaining to fire prevention and fire causes and arson. Techniques of supervising personnel and managing personnel under emergency situations. Firefighter safety.

**Skills and Ability to:**

Assess situations and make immediate decisions under emergency conditions. Effectively direct, lead, motivate and supervise. Understand, interpret and carry out verbal and written orders. Communicate effectively orally and in writing. Schedule, plan, assign, organize, supervise and evaluate work of subordinates. Teach and instruct subordinates in Departmental practices. Build and maintain effective relationships with staff and the public. Positively lead subordinates by effectively representing and promoting City and Departmental missions, goals, objectives and organizational values.

**License or Certificate:**

Must possess and maintain a valid Class B California Driver's license. Must possess and maintain EMT-1A Certification and all other applicable certifications pursuant to the Salinas Fire Department regulations. Fire Officer certification is highly desired.

**Education and Experience:**

An example of the education and experience which mostly likely demonstrates the knowledge, skills, abilities required to perform the duties would be any combination equivalent to completion of high school or GED and three and one-half years of full-time experience as a Firefighter and/or Fire Engineer with the Salinas Fire Department. The successful completion of at least 30 semester units of accredited fire technology training is highly desired.

Reviewed \_\_\_\_\_  
Department Director

Approved \_\_\_\_\_  
Human Resources Officer

Approval Date \_\_\_\_\_

**ORIG: 2-84, REV: 6-93, REV: 2-94, REV: 2-05**