



**Thornton Fire District  
Job Announcement  
Lieutenant  
\$52,243 Annual Salary  
\$54,043 with Benefits**

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**The Thornton Rural Fire District is currently establishing a hiring list for the position of full-time Lieutenant as defined in the MOU between the Thornton Rural Fire Protection District and the Thornton Firefighters. The following are eligibility requirements to be placed on this list.**

**Application Process:**

Applications can be acquired online at [www.thorntonfiredistrict.org](http://www.thorntonfiredistrict.org) or by contacting the station, in person at:

25999 N. Thornton Rd  
Thornton CA, 95686  
or, by phone (209) 794-2460  
or email at [thornton.fire@thorntonfiredistrict.org](mailto:thornton.fire@thorntonfiredistrict.org)

All applications shall be submitted via email to [thornton.fire@thorntonfiredistrict.org](mailto:thornton.fire@thorntonfiredistrict.org) within the filing period. A verification email will be sent confirming the receipt of the candidate's application. Incomplete or illegible applications will not be accepted; resumes will not be accepted in place of the application. Applications received before opening or after closing will not be considered.

**Definition: Lieutenant**

The Fire Lieutenant class performs a full range of firefighting duties. The Fire Lieutenant is responsible for shift supervision and responsibility of the station. Incumbents participate in fire prevention, suppression, and rescue activities of the department.

**Job Summary:**

Performs all duties listed in the Intern Firefighter and Intern Engineer classes, in addition to providing direction to subordinates through safe and effective leadership in duties including but not limited to fire prevention and suppression services, community outreach and education, station and apparatus maintenance, and other administrative responsibilities while ensuring district policies and guidelines are met.

**Duties:**

The duties listed below are intended 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 this class. The Fire Lieutenant performs all duties listed in the Intern Firefighter and Intern Engineer classes, in addition to:

- Responds to fire, medical, and other emergency alarms by driving assigned equipment to appropriate locations.
- Operates equipment and assists in the suppression of fires, medical emergencies, and in the protection of life, property, and the environment.
- Drives assigned firefighting apparatus to and from fires; operate pumps, and other mechanical equipment as required.
- Performs tactical incident management and directs the activities of fire fighters until relieved by a senior officer.
- Assists in conducting residential and commercial inspections to discover and eliminate potential fire hazards.
- Educates the public in fire prevention and life safety methods.
- Services and make minor repairs on fire emergency equipment.
- Assists in conducting training programs for firefighters.
- Assists in maintaining fire apparatus and equipment, fire station and grounds, and other equipment.
- Provides training, supervision and direction to staff including fire apparatus engineers and extra help firefighters, on assigned shifts.
- Keep records and prepare reports as required.
- Assures adherence to established safety standards in daily operations.
- Attends training and drills as required.
- May prepare and conduct training courses
- May investigate fire scenes and origin of fires.
- May administer emergency medical care.
- Obtain and meet the necessary requirements to obtain OSFM Driver Operator 1B within six (6) months of appointment.

**Ability to:**

The abilities listed below are intended to illustrate the various types of work that may be performed. The omission of specific statements of abilities does not exclude them from the position if the work is similar, related or a logical assignment to this class.

- Work and communicate effectively with people of various education and socioeconomic backgrounds by respecting beliefs, interpersonal styles and behaviors of both clients and co-workers.
- Operate contemporary office equipment inclusive of computer, keyboard, and all applicable electronic equipment.
- Plan, direct, and organize fire suppression and support activities during emergencies.
- Effectively apply fire suppression and prevention methods and techniques.
- Operate and maintain firefighting, rescue and emergency medical equipment, tools, and supplies.

- Follow oral and written instructions, react quickly in emergencies, and display sound judgment in making decisions.
- Analyze situations accurately and adopt an effective course of action.
- Direct activities of firefighters.
- Understand and carry out oral and written instructions.
- Establish and maintain effective working relationships with the public, staff, and others.
- Make effective decisions and solve problems.
- Prepare clear and concise reports and records using personal computers.
- Operate radio communication equipment.

**Requirements for Fire Lieutenant:**

- Highschool Diploma or GED
- Must be eighteen (18) years of age, prior to appointment.
- Possession of a valid California Class C Driver's License.
- Valid American Heart Association CPR certification
- San Joaquin County EMT Certificate, CA EMT, or NREMT
- OSFM Firefighter 1
- OSFM Driver Operator 1A
- HazMat FRO (CSTI or OSFM)
- OSFM Confined Space Awareness
- Valid CPAT within 1 year prior to appointment
- Driving record in good standing with DMV H6 Printout

**Desired Qualifications for Fire Lieutenant:**

- OSFM Accredited Fire Academy
- OSFM Firefighter II
- OSFM Company Officer 2A, 2B, or 2C
- OSFM I-200

**Incentives:**

The base salary of a Fire Lieutenant begins at \$52,243 annually. The Thornton Fire District will cover the cost of any certifications and/or classes required by the district. Additional certifications and/or classes may also be covered, pending approval by the Fire Chief. The District offer Blue Shield Medical as well as Dental, vision, AD&D for employee only and additional family members will be at the cost of employee.

**Physical Requirements:**

This position is involved in active public safety duties, which include the incumbents engaging in moderate physical exertion, associated with the ability to but is not limited to, lifting and/or dragging of heavy weight, bending, stretching, stooping, squatting, climbing, balancing, kneeling, crouching, crawling, running, jumping, pushing, pulling, twisting, and other forms of moderate to extreme physical. This position also requires extensive and repetitive physical activity involving the arms, wrists, and hands. It also requires physical abilities associated with the ability to read, write, and communicate in a work environment.

## **Working Conditions:**

Positions in this class require the incumbents to be able to:

- Work various shifts, overtime, weekends, holidays non-routine hours.
- Work outside in all types of climatic conditions including inclement and very hot weather, road hazards, substantial heights, vibration, confined spaces, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes.

## **Testing Process:**

Following the pending review, candidates most qualified will be invited for an assessment center.

Assessment Center: 70% of overall score

The Assessment Center will consist of:

- 1) Oral Board Panel.
- 2) In Box Exercise.
- 3) Incident Simulator.

The evaluation panel will consist of three individuals within the fire service ranks. They will be tasked with evaluating your Knowledge, Skills and Abilities relevant to the position of Lieutenant with the Fire District. In order to successfully pass the assessment center, the candidate must achieve a 70% or greater. In the case of a tie score the score from the Incident Simulator will be used as the tie breaker.

Fire Chief's Interview: 30% of the overall score. After successful completion of the Assessment Center applicants with a passing score will be invited to a Fire Chief Interview.

Candidates must pass pre-employment drug screening, background check, Live Scan fingerprinting and physical exam prior to being placed on shift at discretion of the Fire Chief.

## **Eligibility:**

Candidates who are most qualified will be placed on an eligibility list, good for two years.

## **Tentative Dates:**

**Application Period: 08/05/2024 – 09/05/2024**

**Oral Interview: 09/09/2024 – 09/11/2024**

**Chiefs Interview: 09/12/2024-09/13/2024**

*Thornton Rural Fire Protection District is committed to the full inclusion of all qualified individuals. In keeping with our commitment, Thornton Rural Fire Protection District will take the steps to assure that people with disabilities are provided reasonable accommodations. Accordingly, if reasonable accommodation is required to fully participate in the job application or interview process, to perform the essential functions of the position, and/or to receive all other benefits and privileges of employment, please contact Thornton Rural Fire Protection District at (209)-794-2460 or email at [thornton.fire@thorntonfiredistrict.org](mailto:thornton.fire@thorntonfiredistrict.org)*