

Fire Captain

Grade 18
FLSA : Non-Exempt

General Definition of Work

Performs challenging protective service work managing fire, rescue, and emergency medical services on an assigned shift, assigning staff and equipment, overseeing, and participating in the maintenance, servicing, repair, and operation of apparatus and equipment, participating in continuing training, maintaining reports and records, and related work as apparent or assigned. Continuous supervision is exercised over assigned shift personnel. Work is performed under the general direction of the Assistant Fire Chief of Operations.

Qualification Requirements

To successfully perform the duties of this position, an individual must satisfactorily demonstrate the capability of each essential function. Job requirements for this position illustrate the knowledge, skill, and ability required to be proficient. Reasonable accommodation may be made to enable an individual with disabilities to perform essential functions.

Essential Function

Provides standard services by Federal, State, and Local regulations.

Completes daily apparatus inventory, ensuring cleanliness and state of readiness.

Drives fire apparatus and operates pumps.

Serves as the station or shift commander; oversees personnel on emergency and non-emergency calls.

Leads and directs companies on the fire ground to safeguard personnel and effectively mitigate hazards.

Inspects personnel, maintains discipline, and supervises staff to guarantee the achievement of assigned duties and tasks.

Assist with maintenance and upkeep of apparatus, pumps, and associated equipment.

Organizes company-level training on fire, rescue, and emergency medical skills or materials.

Develops and participates in community awareness, fire prevention, and public education classes.

Provides direction and operates in firefighting, emergency medical services, life support, rescue, extrication of persons, and hazardous materials activities related to saving life and property

Performs pre-fire incident surveys and company-level inspections of businesses and high-hazard structures.

Performs incident command functions.

Maintains personnel and training records on employees, including development and evaluations; maintains and submits time sheets to the Deputy Fire Chief; manages the scheduling of staff, leave, and coverage for planned and unplanned absences.

Performs annual hydrant, hose, and equipment testing following department policies.

Ensures completion of shift, station, and monthly records as assigned.

Assist with fire investigations, cause determination, evidence documentation, and reporting.

Participates in adverse weather planning, preparedness, response, and mitigation efforts, including emergency operation center functions, mitigation planning, and other emergency management task as assigned.

Assist with recruiting and selecting department personnel; assigns, directs, trains, and inspects staff work; rewards, disciplines, coaches, counsels, and evaluates staff performance.

Knowledge, Skills, Abilities

Thorough knowledge of firefighting techniques and procedures as applied to fire suppression; thorough understanding of emergency medical techniques and procedures correlating with appropriate scope of practice; thorough knowledge of hazardous material awareness and operations; Widespread understanding of rescue and extrication principles; In-depth knowledge of pump operations; Detailed ability to make decisions; aptitude in command presence and fire ground decision making; ability to work at heights, in confined spaces, and extreme conditions; ability to follow oral and written instructions; ability to effectively communicate; possession of physical endurance and agility.

Minimum Requirements

- Firefighter

- EMT
- Hazmat Level 1 or equivalent
- NIMS ICS 100, 200, 700, and 800
- NIMS ICS 300 and 400
- Driver Operator EVD
- Driver Operator Pumps
- Driver Operator Aerials
- Class B, Non-CDL License
- Fire Instructor I
- Fire Officer I

Preferred Requirements

- NFA PICO, STICO, and/or DMICO
- Fire Instructor II
- Fire Officer II
- Fire Life Safety Educator
- Probationary Level I Fire Inspector (Ability to Obtain Standard Level I)

Physical Requirements

This work requires the regular exertion of up to 10 pounds of force, frequent exertion of up to 25 pounds of force and occasional effort of up to 100 pounds of force; work regularly requires speaking or hearing, using hands to finger, handle or feel and reaching with hands and arms, frequently requires standing, walking, pushing or pulling and lifting and occasionally requires sitting, climbing or balancing, stooping, kneeling, crouching or crawling, tasting or smelling and repetitive motions; work requires close vision, distance vision, ability to adjust focus, depth perception, color perception, night vision and peripheral vision; vocal communication is required for expressing or exchanging ideas by means of the spoken word and conveying detailed or important instructions to others accurately, loudly or quickly; hearing is required to perceive information at normal articulated word levels and to receive detailed information through oral communications and/or to make fine distinctions in sound; work requires preparing and analyzing written or computer data, visual inspection involving minor defects and/or small parts, using of measuring devices, operating machines, operating motor vehicles or equipment and observing general surroundings and activities; work regularly requires exposure to outdoor weather conditions, frequently requires exposure to fumes or airborne particles, exposure to vibration and exposure to bloodborne pathogens and may be required to wear specialized personal protective equipment and occasionally requires wet, humid conditions (nonweather), working near moving mechanical parts, working in high, precarious places, exposure to toxic or caustic chemicals, exposure to extreme cold (non-

weather), exposure to extreme heat (non-weather), exposure to the risk of electrical shock and wearing a self-contained breathing apparatus; work is generally in a moderately noisy location (e.g. business office, light traffic).

5.1.2023