CITY OF PATTERSON, CALIFORNIA
EMPLOYMENT OPPORTUNITY
EQUAL OPPORTUNITY EMPLOYER

DEPARTMENT OF HUMAN RESOURCES
1 PLAZA, PATTERSON, CA 95363
(209)895-8011

INVITES APPLICANTS FOR THE POSITION
FIRE CAPTAIN

MONTHLY SALARY
$8,064.69 - $9,802.68

OPEN: October 21, 2026

DEPARTMENT: Fire

RECRUITMENT: Internal Candidates Only

DEADLINE TO APPLY: November 4, 2026 at 5:00 P.M.

TENTATIVE RECRUITMENT SCHEDULE:

- Instructional Presentation Due: November 16, 2026
- Assessment Center: November 19, 2026
- Fire Chief's Interview: November 23, 2026

TO APPLY: Apply at www.pattersonca.gov

The position of Fire Captain is a "safety" position and can be either Career or Volunteer. The person filling this position will operate and maintain all types of fire apparatus and equipment, participate in firefighting and emergency activities and training, perform mechanical maintenance on vehicles and equipment, and provide emergency medical services and will share in the "On-call officer status".

The Fire Captain reports directly to the Battalion Chief-Operations, or the Division or Deputy Chief or in his/her absence, the Fire Chief. The Fire Captain-Operations is responsible for the overall operations and supervision of Fire Department Personnel until relieved by a Chief Officer, both on and off the emergency scene.

PRINCIPAL DUTIES:

The following duties are typical for this classification. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.

Respond to all fire alarms with designated equipment while on duty.

May drive, operate and locate fire apparatus and other fire related equipment at fire scenes; set, control and direct the flow and pressure of water to fire.

Respond to emergency medical care incidents, provide basic life support, operate emergency vehicles and assist paramedics, as necessary.

Respond to hazardous materials incidents.

Inspect commercial properties for fire prevention and pre-fire planning as part of engine company inspection program.

Maintain and repair fire apparatus and equipment.

Perform station and hydrant maintenance.

Clean apparatus and equipment and perform general fire station custodial duties as required.

Assists in the planning, development, and administration of all fire protection activities within the City and Fire District.

Directs and supervises subordinates; assists in establishing operating policies, goals, plans, and objectives, and oversees their implementation.

Assists in the preparation, justification, and implementation of department budgets.

Responsible for review, processing applications, reports, records and other fire department related material.

Assists in the enforcement and interpretation of codes, laws, and City/District ordinances related to implementation of an effective community fire prevention program.

Assists in public fire and safety education, development of community ties, including speaking at clubs, schools and other community events.

May attend meetings of planning agencies for the City, District and County or regularly scheduled meetings of the Patterson City Council, West Stanislaus Board of Directors, and Stanislaus County Board of Supervisors.

Assists in fire cause analysis, fire investigations, working with allied agencies, assisting in the apprehension, arrest and prosecution of offenders.

Responsible for completion of company assignments in a timely manner.

Assists in maintaining an adequate record system.

Assists in the development and administration of disaster plans and emergency operations for the City and the Fire District.

May be assigned to make repairs to fire pumps, valves, trucks, motors and other emergency apparatus or equipment, as necessary.

Other duties as assigned.

MINIMUM QUALIFICATIONS:

Any combination of education, training and experience that would likely provide the required knowledge, skills, and abilities. Normally this would include:

Education: Possession of a high school diploma or GED.

Experience: Minimum two (2) years as a career Engineer with the City of Patterson.

LICENSE OR CERTIFICATES:

Possession of a valid California driver's license in compliance with California Department of Motor Vehicles regulations and requirements related to driving and operating fire apparatus. Maintenance of a valid California driver's license with the appropriate endorsements, qualifications, and medical clearances is required as a condition of employment for the position of Fire Captain.

Completion of all courses of the California State Board Fire Officer classes.

Current CPR and First Aid certification.

Currently qualified as the First Responder level in Hazardous Materials.

ICS 200 certification.

KNOWLEDGE OF: Department Administrative and Operations policies, procedures, and performance standards; theory, principles, and practices, of progressive fire service management and leadership techniques, including mentorship, professional development and training, positive performance management, participatory leadership, effective conflict resolution. the duties and responsibilities of Firefighter and Engineer classifications; budget preparation and administration to support operational and Departmental goals and objectives; principles, practices, and techniques of firefighting and emergency operations, including structural and wild land firefighting, rescue, hazardous materials, emergency medical care, communications equipment, fire cause and arson characteristics; California mutual aid systems; understanding and effective application of related ordinances, laws, rules and regulations, national codes and standards; Incident Command System (ICS) guidelines related to multi-company operations; effective communication and writing techniques; Department strategic initiatives and related programs; Department fire apparatus and equipment design, operation, maintenance, and safety factors; local geography and emergency resources; high life-hazard occupancies and target hazards; general computer systems and software applications.

ABILITY TO: Develop, direct, and manage the activities and capabilities of subordinate personnel; direct emergency operations, applying sound tactics and fire ground/emergency

medical management principles at emergency scenes; make sound decisions and facilitate implementation in accordance with laws, ordinances, rules, regulations, departmental policies and procedures, labor agreements; assist in planning, development, and implementation of goals, objectives, policies, and procedures to ensure operational effectiveness within applicable budgetary constraints; ensure fulfillment of daily duties and assignments at crew level; apply well developed listening and information gathering skills toward objective problem solving and conflict resolution; recognize and assist with the protection and preservation of evidence for investigation of cause and origin; perform as a team player with excellent interpersonal skills; effectively interact with members of the public as well as members of Department and City staff in both emergency and non-emergency situations; operate vehicles and equipment in a safe manner; exhibit well developed written skills, including spelling, grammar, record-keeping, and report writing standards; demonstrate well developed communication skills, including verbal commands, presentation skills, and ability to effectively facilitate training sessions, meetings, and projects; exhibit well developed organization skills with the ability to be flexible and to multi-task; exhibit well developed analytical skills with the ability to prepare and analyze data; read maps and floor plans; effectively utilize computers and computer software for information retrieval, analysis and planning, records management, status tracking, report and memo writing, and time management; remain focused and diplomatic in stressful situations.

NECESSARY SPECIAL REQUIREMENTS:

Must be 21 years of age or older.

Must be a non-smoker.

This position may work any shift: days, nights, weekdays, weekends, 56 hour firefighter shift schedule or 40 hours a week when applicable. In accordance with daily and other periodic maintenance schedules.

PHYSICAL REQUIREMENTS:

Environmental Conditions:

While performing the duties of this job the employee occasionally works outdoors, which may include occasional exposure to wet, humid, hot, and inclement weather conditions. The employee may work near moving mechanical parts, under hazardous, life-threatening conditions, such as, but not limited to, heights, confined spaces, temperature extremes, crowds, loud noises, limited visibility, the presence of hazardous materials, the presence of victims of death and/or dismemberment. The employee must work effectively as a team member and/or leader of a fire company.

Physical Conditions:

While performing the duties of this job, the employee is frequently required to use hands and fingers to write, operate computer keyboards and complex radio computer equipment, handle or feel objects, tools or controls. The employee is occasionally required to stand, walk, sit or reach with hands and arms, climb or balance, stoop, kneel, crouch, crawl, jog, or run.

The employee must occasionally lift and/or move up to 65 pounds without assistance and up to 300 pounds with assistance.

Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

The employee must have the ability to drive vehicles, operate a personal computer, read small print on documents and maps, detect subtle shades of color, hear and speak well enough to communicate over the telephone, radio and in person at distances up to 50 feet over noise of equipment; must be physically fit enough to carry fire equipment as needed, walk over rough terrain, climb hills, open and close heavy gates, load and unload vehicles, and work outdoors for long periods of time in all types of weather conditions; safely wear and work in a self-contained breathing apparatus (SCBA) without medical or physical restrictions.

Working Conditions

Must be willing and have the ability to work such hours as are necessary to accomplish the job requirements, remain awake for long periods of time (including 24 hour periods) under strenuous situations, remain on-call 24 hours a day, attend meetings, seminars and conferences during or after work hours, travel out of town or out of state for several days at a time, work under adverse conditions such as those inherent in emergency firefighting situations, consistently follow through with duties/assignments and work harmoniously with subordinates and superiors, wear approved uniform. Report for work on a regular, consistent basis and maintain an acceptable attendance record in accordance with Department policy.

The City of Patterson is an Equal Opportunity Employer