

# WE ARE HIRING!

**SHIFT CAPTAIN**

**\$74,030 - \$92,597 Annually**



**[Click here to Apply](#)**

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# THE COMMUNITY



**Chester (formerly Big Meadows) is in Plumas County, California. Chester is located on Lake Almanor, 30 miles (48.3 km) North-northwest of Quincy. The town is located along State Route 36. The population was 2,144 at the 2010 census, down from 2,316 at the 2000 census.**

**The Elevation of Chester is 4,534. The primary industries in Chester are lumber production and tourism, which brings approximately 10,000 people to the community in the summer months.**

**Chester serves as the retail center for the Lake Almanor region of California, and derives a significant portion of its economy from the tourist trade, and to a lesser degree from construction to new residents and businesses.**





# THE DEPARTMENT

The Chester Fire Department operates under the Chester Public Utility District, which provides water, wastewater, fire, and ambulance services for the community. The department operates out of the headquarters station, which is located next to Rogers Field, Chester Airport.

The daily staffing consists of one Captain and one Firefighter, one of which must be a paramedic. The department provides ALS transport services with an ambulance and cross-staffs either a type I engine or aerial truck (quint) for fire response. Chester Fire Department operates the only truck in the Lake Almanor Basin and provides mutual aid regularly.

The department also employs several Per Diem Firefighters and has a volunteer program that is currently being rebuilt.

The department is managed by a part-time Fire Chief and office staff that provide administrative support.





# THE POSITION



SCAN ME

The Shift Captains works on an assigned shift, working 48-hours on duty, followed by 96-hours off duty (24-day FLSA cycle) and report to the Fire Chief. The Shift Captains are supervisors who enforce the policies, procedures, rules, and regulations of the department. Key responsibilities include leading and managing personnel and directing the activities at fires, other emergencies, emergency medical calls and training activities. Shift Captains are responsible for the morale, daily schedule, and work activities of their company. During the course of their duties, Shift Captains will be required to assume command of emergency incidents and to serve as incident commander or other qualified ICS functions.

In addition, they ensure the proper maintenance of apparatus, equipment, and quarters. Duties also include keeping accurate records, reports, and the filing of documents in a timely manner, including those of their subordinates. Due to the size of the department Shift Captains manage programs and projects assigned by the Fire Chief to keep the operations of the department running. Committee work is required by attending in-person and virtual meetings regularly. The ideal candidate possesses a Firefighter I & II certification, has been working in the fire service as a full-time or Volunteer Firefighter and possesses the knowledge, skills, and abilities to lead a company as a Shift Captain.

Supervisory experience, along with an officer certification is preferred. Leadership, communications, and organizational skills are a must.



# POSITION DETAILS



SCAN ME

## MINIMUM REQUIREMENTS:

- Age 18 at date of hire
- Valid California Driver's License with FF Endorsement
- CA State EMT or Paramedic certification
- Ability to obtain accreditation from Nor-Cal EMS
- Current ACLS (if paramedic)
- Current PALS (if paramedic)
- Current CPR
- CA State Firefighter I and Firefighter II certifications
- Officer Certification (preferred)

## SCHEDULE:

- "48/96" (2 days on-duty, 4 days off-duty) 56-hour work week (24-day FLSA cycle). Employees will work an average of (5) two-day shifts monthly.
- Overtime compensation at one-and-one-half-times the employee's base compensation rate will be paid for all time worked prior to and following the scheduled start or end time of an employee's shift.

## HEALTH BENEFITS:

- Employer pays 100% of the cost of the medical/health, dental, and vision premiums for each employee and eligible dependent(s) under the current plan, with coverage limits of 80/20.

## VACATION:

- 8 shifts, years 1-4
- 10 shifts, years 5-7
- 12 shifts, years 8-10
- 14 shifts, after 11 years

## LEAVES:

- Employees accrue sick leave at the rate of one day per month. Employees are paid in a lump sum for the 11 paid holidays on the first pay period in December annually.
- One (1) floating holiday and one (1) personal development day per calendar year, non-accruable.

## TRAINING:

- Three (3) days per fiscal year of off-site training associated with occupation as an employee of the district.
- Employee paid approved training costs and all costs associated with obtaining and maintaining certifications required by the district.



# POSITION DETAILS



SCAN ME

## **RETIREMENT:**

- Public Employment Retirement System (Known as “PERS“ or “CalPERS“): The Employer makes payments representing the district’s share and the employee pays the employee share to PERS as outlined under PEPR. Employees pay the entire employee contribution rate of fifty percent (50%) of normal costs, up to the maximum defined by law. The retirement benefit for new employees is 2.7%-at-57 as defined under PEPR.
- The Employer contributes a matching deposit to the district’s sponsored Internal Revenue Code Section 457 deferred compensation plan up to a maximum of sixteen dollars (\$16) per month.

## **INCENTIVES:**

- The Employer pays employees an additional education incentive of one hundred and fifty dollars (\$150) each month if the employee obtains the listed degrees or certifications:
  - Bachelor of Arts/Bachelor of Science
  - Fire Officer/Company Officer

## **APPLICATION REQUIREMENTS:**

- Obtain an application from our [website](#)
- E-mail the following documents to [admin@chesterfire.org](mailto:admin@chesterfire.org)
  - Completed application with cover letter of interest & resume
  - Copies of the certifications you possess (FF-I, FF-II, CPR, EMT or Paramedic)
  - Letters of Recommendation

## **HIRING PROCESS:**

- Once applications are received, a panel interview will be scheduled, anticipated during the month of April 2023.
- Candidates who successfully pass will participate in an assessment center handling emergency incidents and responding to personnel situations as the Shift Captain, anticipated in May 2023.
- Candidates who successfully pass the assessment center will be scheduled for a final interview with the Fire Chief.
- Once all candidates have completed the process an eligibility list will be established. One candidate will be hired immediately, and other position is anticipated in the near future.

Chester Fire Department  
P.O. Box 177  
Chester, CA 96020  
(530) 258-3456  
[admin@chesterfire.org](mailto:admin@chesterfire.org)