



City of Guadalupe

FIRE CAPTAIN

Repost October 2025

DEFINITION:

Under general direction of the Chief, the Fire Captain directs the activities of the Engine Company and personnel assigned to the shift through supervision of all personnel on all emergency incidents, and determining performance of routine duties, apparatus maintenance, equipment and facility maintenance, and other activities as may be assigned to the shift by the Chief. The Fire Captain is also responsible for the completion of administrative and fire prevention assignments.

ESSENTIAL FUNCTIONS:

- Responds to fire, emergency incidents and commands the activities of the assigned Engine Company, to include assisting in emergency medical care and rescue, determining best methods of performing rescues, extinguishing structural and wildland fires and extricating victims.
- Assists in the suppression of fire.
- Supervises and/or assists the testing, maintenance and operation of fire equipment, maintaining station, apparatus and equipment and oversees completion and maintenance of apparatus records.
- Maintains discipline and enforces City policies, SOP's, rules and regulations.
- Completes ongoing shift work, project work, fire prevention activities, public education programs, and public service assistance as may be assigned by the Chief.
- Evaluates shift personnel and recommends ways to improve knowledge, skills and abilities through onsite training.
- Responsible for writing incident reports, logging such activities and maintaining such records as required by City policies and procedures and administrative directives.



- Works as the Incident Commander until relieved. Occasionally acts as the City's Duty Officer in the absence of the Chief.
- Conducts inspections of commercial occupancies, participates in pre-fire planning and becomes familiar with the various floor plans, types of construction and hazards associated with each occupancy.
- Drives and operates fire apparatus and staff vehicles.

KNOWLEDGE/SKILLS:

- Principles, practices and techniques of modern structural and wildland fire suppression and prevention activities.
- Principles, practices and skills of emergency medical care, including Cardiopulmonary Resuscitation (CPR) and Automatic External Defibrillation (AED).
- Intermediate to advance fire hydraulic and math, principles of mechanics, and Incident Command System.
- Principles of personnel deployment, supervision, and training.
- Basic knowledge of computer technology and general use of the internet.
- Excellent written and verbal communication and interpersonal skills. Ability to interact with the general public in a helpful and positive manner.
- Understanding and application of a variety of fire suppression, prevention information and materials.
- Perform a variety of physical and mechanical operations; reason and act decisively, quickly and calmly in emergency situations.
- Independent evaluation of complex emergency situations.
- Various methods of firefighting duties and use of firefighting equipment.



EDUCATION & EXPERIENCE:

- High School diploma or equivalent.
- California State Fire Marshal Firefighter I/II Certification.
- Minimum of four (4) years as a Firefighter or two (2) years as a Fire Engineer.
- Currently certified as EMT-I (EMT - I certification must meet the requirements of Title 22, California Code of Regulations).
- California State Fire Marshal Fire Apparatus Driver/Operator I certification (Preferred) or Completion of Driver/Operator IA & IB.
- Completion of ICS 100, ICS 200.
- America Heart Association Healthcare CPR and AED certified.
- Possess a minimum of a valid California Class C Driver's License with a Firefighter endorsement and a satisfactory driving record.

PHYSICAL REQUIREMENTS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- Climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, pushing, pulling, lifting, grasping, feeling, talking, hearing, repetitive motions.
- Frequently reach above, at and below shoulder level.
- Ability to lift, carry, push and pull materials and objects weighing up to 25 to 100 pounds or more.
- Visual acuity which could be corrected sufficiently to perform the essential functions of the position; average depth perception needed.



- Wearing of self-contained breathing apparatus while performing firefighting duties.
- Frequently drives and operates fire apparatus and fire vehicles
- Occasionally uses a computer and telecommunications equipment.

HOURLY SALARY RANGE: \$30.071—\$40.299 plus benefits

BENEFITS: Vacation, Sick Leave, and Holidays. Medical/Dental/Vision/Life Insurance. 2% at 55 for “Classic” employees; 2% @ 62 for “PERPA” employees.

APPLICATION PROCESS: Go to our website at www.cityofguadalupe.org to download an application and send to City of Guadalupe, Attn: HR, 918 Obispo Street P.O. Box 908, Guadalupe, CA 93434 or email to sestrada@ci.guadalupe.ca.us

DEADLINE TO APPLY: Open Until Filled

This job description is not intended to be all-inclusive. The City of Guadalupe provides equal employment opportunities to all employees and applications for employment and prohibits discrimination and harassment of any type.

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