



# North Central Fire Protection District

Is recruiting for Fire Engineer, Fire Captain.

## History of North Central Fire Protection District

In 1944, a group of concerned citizens, business owners, and farmers began planning the formation of a fire protection district. On December 11, 1945, as a result of a vote by District residents and approval of the Fresno County Board of Supervisors, the North Central Fire Protection District was formed. On July 31, 1947, the District became active with Irving H. Cordy as its first fire chief. In the District's beginning in 1947, it served 300 square miles, which included unincorporated areas along the northern and western borders of the city of Fresno, the incorporated city of Kerman and the township of Biola.

In 1947, four fire stations were built and four fire engines staffed by 7 firefighters. After 60 years of providing fire protection with District firefighters, on July 1, 2007 the District entered into a service agreement with the city of Fresno for fire protection. Now a decade later the Board of Directors has hired a new fire chief to re-staff the District labor force and provide services to the District on July 1, 2019.

The Board of Directors are excited that Timothy Henry has accepted the District's new fire chief position. He holds a Bachelor Degree in Fire Administration and is a graduate of the National Fire Academy, Executive Fire Officer (EFO) Program and certified as a Chief Fire Officer (CFO). He has spent more than a decade on a State and National Incident Command Teams as an Operation Section Chief.

Chief Henry began his career with the North Central Fire Protection District in October 1978 and later worked for CalFire, before spending 35 years with Fresno City Fire Department. Now 40 years later he will return to the District as Fire Chief where he began his career.

The District is in the process of hiring lateral firefighters, fire engineers, fire captains, fire battalion chiefs, fire inspector and other support staff. The District is also establishing a promotional list for fire engineer, and fire captain.

On a daily basis, the District plans to staff five fire companies, along with one battalion chief on-duty. This provides an effective fire fighting force of 17 fire personnel on-duty 24 hours a day, covering the District 230 square miles. Learn more about the Fire District job opportunities at [www.northcentralfire.org](http://www.northcentralfire.org)

## Pay Rates for the Five Positions / Ranks

Position	Pay Rate	Step I	Step II	Step III
Firefighter	Monthly Base Pay	\$4,884	\$5,141	\$5,412
	Annual Base Pay	\$58,608	\$61,692	\$64,944
Engineer	Monthly Base Pay	\$5,377	\$5,660	\$5,958
	Annual Base Pay	\$64,524	\$67,920	\$71,496
Captain	Monthly Base Pay	\$5,914	\$6,225	\$6,553
	Annual Base Pay	\$70,968	\$74,700	\$78,636
Admin Captain	Monthly Base Pay	\$5,914	\$6,225	\$6,553
	Premium Pay	\$591	\$623	\$655
	Annual Base Pay	\$78,060	\$82,176	\$86,496
Battalion Chief	Monthly Base Pay	\$8,981	\$9,454	\$9,952
	Annual Base Pay	\$107,772	\$113,448	\$119,424
Inspector	Monthly Base Pay	\$5,132	\$5,402	\$5,686
	Annual Base Pay	\$61,584	\$64,824	\$68,232

**North Central Fire Protection District  
Non-Management Sworn-Safety Members  
ESTABLISHED BENEFITS**

BENEFIT	DESCRIPTION
<b>Health &amp; Welfare: medical, dental and vision.</b> Employee choice of multiple PPO or HMO plans, covering the employee or employee and dependents.	As of 8/23/2018 Medical, dental, optical and life insurance to all fulltime employees; however, DISTRICT's contribution shall be 80% of the total cost for these benefits with a maximum DISTRICT contribution of \$1,500 per month.
<b>Retirement</b>	Vested after completing 5 years of service. PARS 401(a) Defined Benefit Plan. -Employee contribution 14.5%. -2% at 57 for Safety Employees -Highest three-year average salary
<b>Deferred Compensation</b>	Savings/Mutual Funds 457 Plan with various investment options. No District contribution.
<b>Holidays</b>	56-hour employees are compensated an additional ½ time hourly wage when working a District's 10 recognized holidays.
<b>Vacation</b>	<u>0 - 5 years of service:</u> 5 shifts (56 hr. - 120 hours).

	<u>6 - 10 years of service:</u> 7 shifts (56 hr. - 168 hours). <u>10+ years of service:</u> 9 shifts (56 hr. - 216 hours).
<b>Sick Leave</b>	Fifty-six (56) hour employees shall accrue sick leave at the rate of 12 hours a month, and forty (40) hour employees accrue sick leave at the rate of 8 hours a month.
<b>Uniforms</b>	Actual cost of any expenses incurred to purchase or replace a District authorized uniform, up to Seven Hundred Fifty and No/100 Dollars (\$750.00) per fiscal year
<b>Workers' Compensation</b>	Benefits provided consistent with state law.
<b>Premium Pay</b>	A ten percent (10%) Premium Pay for forty-hour (40) Staff Captain positions.

## Minimum and Desirable Qualification Requirements

Following is a brief listing of “minimum” application requirements, and “desirable” qualifications. Candidates who possess the minimum requirements are not guaranteed admittance to the exam process. Only the most qualified candidates will continue to the exams.

### Fire Engineer

Minimum Requirements. Applicants must have completed probation in their current Fire Engineer job in order to apply. Additionally, applicants must have: High School / GED, EMT, CPR, Fire Apparatus Driver/Operator 1A + 1B

Desirable Qualifications / Characteristics of Fire Engineer Candidates. College degree, Fresno City College Fire Technology degree, Fire science certificates/classes, SFM Company Office certification courses: Company Officer 2A, 2B, 2C, 2D, 2E, and Instructor 1A, Bilingual, AND community oriented and engaged/service, strong ethics and integrity, solid work history, an attitude of teamwork, reliable / dependable, history of making good choices, and high problem solving skills.

### Fire Captain

Minimum Requirements. Applicants must have completed probation in their current Fire Captain job in order to apply. Additionally, applicants must have: High School / GED, EMT, CPR, 30 units of college or SFM Fire Officer / Company Officer Certification

Desirable Qualifications / Characteristics of Fire Captain Candidates. College degree, Fresno City College Fire Technology degree, Fire science certificates/classes, SFM Company Office certification courses: Company Officer 2A, 2B, 2C, 2D, 2E, and Instructor 1A, Bilingual, AND community oriented and engaged/service, strong ethics and integrity, solid work history, an attitude of teamwork, reliable / dependable, history of making good choices, and high problem solving skills.

## **Application Process**

**Filing Deadlines.** The filing deadline for both Fire Engineer and Fire Captain is February 4, 2019.

### **Fire Captain**

<https://donnoe.hirecentric.com/jobs/152851.html>

### **Fire Engineer**

<https://donnoe.hirecentric.com/jobs/152852.html>

## **The Selection Process**

Candidates should expect that the examination process for each rank / job may include such exam elements as:

- Supplemental questions with the job application
- Written testing
- On-site interviews

Only the most qualified candidates will continue in the hiring process.

- Verification of employment, training, and certifications
- Polygraph
- Background investigation
- Medical screening

## **Selection and Employment Schedule**

**Filing Deadlines.** The filing deadline for all ranks / jobs is February 4, 2019.

### **Screening and Selection Dates:**

- Preliminary examinations for all ranks / positions is expected to be completed by January 14, 2019.
- On-site interviews January 18-20, 2019.
- Tentative job offers are expected by early March 2019.
- Selected candidates should be prepared to begin work in the District no later than May 15, 2019 for captains and June 3, 2019 for engineers.

### **Donnoe & Associates, Inc.**

**Donnoe & Associates, Inc. Is managing this recruitment process for the North Central Fire Protection District.**

**Our company will receive, review, and process all job applications through our web-based application system, ExactHire. Please call our office at anytime at (916) 928-4911, and ask for Matthew, Michael, or Bill – we can assist you with the application portal and questions about the jobs and fire district. We will be responsible for candidate notifications and initial testing processes. The second-level testing,**

**consisting initially of on-site oral interviews, will be managed by the fire district.**

**Our company provides personnel selection services for public agencies throughout the United States. We have been in business for 31 years; 1987 through 2018.**

**Our clients include:**

Fire Departments  
Law Enforcement Agencies  
Cities  
Counties  
Special Districts and School Districts  
State and Federal Government Agencies

**Our services include:**

Written Tests  
Assessment Centers  
Performance Exams  
Oral Exams  
Recruiting  
Job Analysis  
Exam Scoring  
Pre- Employment Assessment  
Merit System + Exam-Related Program  
Evaluation