



Fire Captain Recruitment



The Rancho Adobe Fire Protection District is conducting a recruitment for the position of suppression Fire Captain. The recruitment has a closing date of March 28th, 2025 and is an outstanding opportunity to join the Rancho Adobe Fire Team.

The Rancho Adobe Fire District is an independent special district in Sonoma County responsible for providing a high level of emergency and non-emergency all-risk service to the communities of unincorporated Petaluma, Penngrrove, Sonoma State University and the City of Cotati.

The District is protected by 3 stations and 32 full-time employees. Financial oversight and strategic policy direction are provided by an elected 7-member Board of Directors.

The District is looking for an energetic, community focused member to join our ranks as a Fire Captain.

MINIMUM QUALIFICATIONS

- * High School Diploma or equivalent
 - * 5 Years full-time experience with 3 years at the rank of Engineer
 - * California State Firefighter 1 & 2
 - * Driver Operator 1A & 1B
 - * CDL Class C with Firefighter endorsement OR Class B with Air brake & tank endorsement (Must Obtain Class B with Air brake & Tank endorsement by end of probation)
 - * Possession and maintenance of EMT 1 including AED & CPR
 - * ICS 100, 200, 300
 - * S-230 Crew Boss
 - * S-231 Engine Boss
 - * S-219 Firing Operations
 - * S-270 Basic Air Operations
 - * S-215 Fire Operations in the Wildland Urban Interface
 - * S-290 Intermediate Wildland Fire Behavior
 - * Fire Officer OR Company Officer certification
- OR**
- * Company Officer 2A - HR Management
 - * Company Officer 2B - General Administration Functions
 - * Company Officer 2C - Fire Inspections & Investigation
 - * Company Officer 2D - All Risk Command Operations
 - * Company Officer 2E - Wildland Incident Operations
 - * Instructor 1 – Instructor Methodology is required

This position is represented by the Rancho Adobe Paid Firefighters Association L1401.



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COMPENSATION AND BENEFITS

Salary: \$117,523—\$130,398

Hours: 48/96 Shift Schedule (56 hour week shift schedule)

Vacation: Employees receive 144 hours after one-year and increases with longevity.

Holidays: 14 paid holidays

Insurance: Kaiser HSA program, Dental & Vision

Retirement: CalPERS 2%@50 for “Classic” employees

OR 2.7%@57 PEPRA

APPLICATION PROCESS

Qualified applicants will be invited to participate in the selection process. Candidates must complete and submit a job application packet by March 28th, 2025

Application packet consists of application, copies of certification, resume, and a DMV driving record

Packets shall be consolidated into a single pdf and emailed to apply@rafd.org

Applications available at www.rafd.org

SELECTION PROCESS

The selection process will consist of resume review. The top candidates will be moved to an oral interview and a Captain’s assessment center. Final selections will be made following a Fire Chief interview.

After acceptance of a job offer the candidate will proceed to a medical evaluation, drug screening, and an inclusive background investigation (verification of education, employment, military, criminal history, civil litigation, DMV records and personal history).

Personal history contacts may include relatives, friends, neighbors, landlords, employers and other associates.

Successful candidates will serve an 18-month probationary period. Onboarding process will include completion of the District’s Acting Captain Taskbook.

Internal Candidates will serve a 12-month probationary period.

Dates of Importance

Initial Interview: April 7, 2025

Assessment Center: April 14, 2025

Chiefs Interview: April 17, 2025

Tentative (4 week) Academy start date:
July 7