

San Miguel Community Services District Fire Department

JOB OPENING ANNOUNCEMENT

Fire Captain

Hourly Range \$25.66 – \$32.42 / Annual Range \$53,372.00 - \$67,433.00

First round interviews will be scheduled for early September 2026

See District website, www.sanmiguelcsd.org, for complete job descriptions and application.

Location Description:

San Miguel Community Services District is an unincorporated community in the County of San Luis Obispo, located 7 miles north of the City of Paso Robles, CA.

San Miguel Fire is located at 1140 / 1150 Mission Street San Miguel, CA. 93451

Deadline for Employment Applications:

This recruitment will remain open for each position until filled or otherwise closed by the San Miguel Community Service District Fire Department. The San Miguel Community Services District Fire Department may close recruitment at any time.

Work Schedule:

Fire Captain position is a full-time position based on a 40 hour adjustable schedule. An offset schedule may be implemented in the future as needed.

This position also required to participation in a scheduled on-call rotation. Personnel who are on-call are required to be within 3 minutes of the District and are required to remain unimpaired.

Fire Captain position is under the general direction of the Fire Chief, the Fire Captain will respond to reported fires to extinguish and prevent fire spread. Fire Captain will also respond to hazardous material incidents and medical emergencies including special rescue situations.

Minimum Qualification Requirements: *Unless required by law, experience and education may be substituted for each other upon approval by the Fire Chief.*

Education:

1. High School diploma or equivalent;
2. Completion of a Cal Fire PCF Firefighter Academy or equivalent, or completion of an accredited course earning a Firefighter I certificate issued by the Office of the State Fire Marshal.
3. Firefighter II certification issued by the Office of the California State Fire Marshal.
4. Must be trained as an Emergency Medical Responder, Professional Rescuer, CPR Certified and/or Emergency Medical Technician.
5. Completion of Driver Operator 1A, & 1B Certification or equivalent, and/or possess a DMV Firefighter Endorsement or Commercial Driver's License.

Licenses, Certification, & Requirements:

1. A valid California Class C driver's license with DMV Firefighter Endorsement or Commercial Driver's License is required at time of hire and must be maintained throughout employment.
2. Must pass a Department Physical Agility Performance Test
3. Must obtain a Company Officers Certification or equivalent within 12 months of employment.
4. Be able to withstand strenuous conditions such as smoke, fire, heat, low to no visibility, confined space, cold/wet conditions.

Experience:

Fire Captain: Four years of suppression and emergency response experience as an Engineer / Operator PCF or one year as a full-time Engineer

Demonstrated knowledge of principles and practices of firefighting; knowledge of fire department apparatus, tools, and equipment and their proper use; must be able to perform in accordance with explicit instructions and procedures while balancing with initiative and independent judgement; respond rapidly to alarms at varying times of the day and night; Communicate with diverse range of people in public during highly stressful conditions; proven ability to organize and manage competing priorities; the ability to effectively utilize a personal computer/tablet, peripherals and software such as Word, Excel, Outlook, Share Point is desirable.

Compensation:

Starting wage will be based on certification and experience.

Benefits for employees includes: Vacation, Sick, 12 paid holidays, medical, vision, dental, Contribution to CALPERS retirement. Benefits are based on the current Personnel Policies and/ or MOU in effect.

District Fire Department office:

San Miguel Community Services District
P.O. Box 180
1150 Mission Street
San Miguel, CA 93451
(805) 467-3388

More Information about the District is available at the District webpage: www.sanmiguelcsd.org

Questions should be directed to Fire Chief at (805) 467-3388.

EMPLOYMENT REQUIREMENTS: Upon hire, new employees are required to provide proof of eligibility to work in the United States and must complete an INS Employment Verification form, pass a drug test, physical, and background check. Supporting documents must be presented prior to starting work. Once employed, all employees are required to be familiar with, and comply with, all District policies and procedures. Residing within the District is preferred but not required.

Revised July 2026