



FIRE

Spokane County Fire District #3 Announcement for Mechanic/Fabricator Position

An employee in this position reports to the Deputy Chief. This is a full-time, non-Union represented position. This position performs repairs and fleet maintenance work for all of the District's fleet, including emergency response vehicles, trailers, firefighting equipment, portable power tools, Self-Contained Breathing Apparatus (SCBA), compressors and storage systems, lawn maintenance equipment, stand-by power generators, snow removal equipment, and other equipment in support of the District's mission. This position is also responsible for the rehabilitation of vehicles and equipment.

The hiring process will include the following:

- a. Screening of applications: Minimum requirements stated in the job description must be met within a reasonable amount of time from hire date.
- b. Oral Interviews – Week of June 24th
- c. Chief Interviews – Week of June 24th

Spokane County Fire District #3 is located southwest of the City of Spokane and encompasses 570 square miles. It is a combination fire department employing 31 full time staff and approximately 130 part paid firefighters. The district has a total of 11 stations and 50+ pieces of apparatus.

Spokane County Fire District #3 is offering a salary range of \$80,988 - \$96,336 (DOQ) per year plus an excellent benefit package to include:

- Medical/Dental/Vision.
- 8 hours paid sick leave per month.
- 2-5 weeks paid vacation per year dependent on years of service.
- Social Security
- PERS retirement plan.
- Long-term disability.
- Life Insurance.

Please submit a Letter of Interest and Resume with professional references to Division Chief Tom Brunke between the hours of 8:00 A.M. and 4:00 P.M. Monday through Friday at Spokane County Fire District #3, 10 S. Presley Dr, Cheney, WA. 99004 or call 509-235-6645. He can also be reached by email at tbrunke@scfd3.org.

Position closes June 21st at noon

**SPOKANE COUNTY FIRE PROTECTION DISTRICT #3
POSITION DESCRIPTION**

POSITION: MECHANIC/FABRICATOR

FLSA: NON-EXEMPT

REPORTS TO: DEPUTY CHIEF

ADOPTED: 5/30/24

We strive to hire the most qualified individuals who possess and demonstrate the following team competencies: Trustworthiness, Integrity, Honesty, Loyalty, Respectfulness, Leadership, Team Player, Followership, Reliability and Commitment.

1.0 POSITION PURPOSE:

This is a full-time, non-Union represented position. This position performs repairs and fleet maintenance work for all of the District's fleet, including emergency response vehicles, trailers, firefighting equipment, portable power tools, Self-Contained Breathing Apparatus (SCBA), compressors and storage systems, lawn maintenance equipment, stand-by power generators, snow removal equipment, and other equipment in support of the District's mission. This position is also responsible for the rehabilitation of vehicles and equipment.

2.0 TYPICAL DUTIES (Include, but are not limited to):

2.1 Maintenance & Repairs:

Performs routine maintenance and repairs of diesel and gasoline powered vehicles, portable power tools, and a variety of other types of equipment.

2.2 Fabrication:

Does fabrication and rehabilitation of vehicles and other equipment.

2.3 Facilities:

Assists with maintenance and repair of the District's facilities.

2.4 Other Duties:

Assists with SCBA Repair, hose testing, radios, and other duties as assigned. May be required to participate in an on-call rotation and after-hours response, including responding to Fire and EMS emergency scenes.

2.5 Safety:

Takes the necessary steps to proactively prevent safety issues in the shop or workplace. If an unsafe and/or unacceptable practice should occur in the shop/workplace, take immediate steps to address the concern and

immediately inform the Deputy Chief of the situation.

2.6 Training

Attends training sessions, schools, and seminars as applicable to increase skills for required duties.

3.0 TECHNICAL REQUIREMENTS:

- a. Must have an excellent mechanical ability and understanding of automotive electrical theory and schematics.
- b. Must have experience working with heavy equipment.
- c. Must have significant vehicle maintenance experience.
- d. Must understand how equipment in District #3 operates and be able to make it function.
- e. Must be a team player that will contribute to and help further build and develop a strong team.
- f. Must be capable of working cooperatively with staff, the public, and other agencies that may interface with the District.
- g. Must have ability to trouble shoot mechanical deficiencies of fire apparatus at emergencies.
- h. Must be self-motivated and be an independent worker.
- i. Ability to operate a computer, tablet, and other technology.

4.0 MINIMUM QUALIFICATIONS:

- a. Must have proof of eligibility for employment in the United States.
- b. Must have a high school diploma or equivalent.
- c. Must be able to communicate the English language clearly and concisely, both orally and in writing.
- d. Must possess a valid Washington State Driver's License
- e. Must obtain and maintain a Class A or B Commercial Driver's License within one year of hire.
- f. Must possess and provide mechanical tools necessary to accomplish basic repairs.
- g. Must obtain Automotive Service Excellence (ASE) Certification within 6 months.
- h. Must obtain a Master EVT Certification within 2 years of hire and remain current as a condition of employment.
- i. Must be physically capable of lifting heavy objects up to approximately a hundred pounds as necessary.
- j. Must be at least 18 years of age.
- k. The Fire Chief may consider equivalent experiences in determining compliance with these Minimum Qualifications.

5.0 DESIRABLE QUALIFICATIONS:

- a. Reside within the Fire District.
- b. Proven metal fabrication and welding experience with mild steel, aluminum and stainless steel.
- c. EVT Certification
- d. Class A Commercial Driver's License
- e. Two years of experience in a related field.

6.0 JOB DESCRIPTION:

- a. Hours of work will be determined by District needs, this is a full-time position.
- b. Attendance at District work functions as required.
- c. Must receive satisfactory annual job performance evaluations.
- d. Must be able to perform the essential functions of this position, with or without a reasonable accommodation.
- e. Must satisfactorily complete one-year probation period

7.0 INTERPERSONAL CONTACTS:

To successfully perform the essential functions of this position, the employee must have the ability to interact with others beyond merely giving or receiving instructions. This includes the ability to: (a) get along with colleagues and others without exhibiting behavioral extremes; (b) perform work activities requiring instructing, persuading, and speaking with others; (c) respond appropriately and professionally to criticism from a supervisor and others; and (d) work in stressful situations from time to time.

8.0 WORKING CONDITIONS AND PHYSICAL DEMANDS:

- a. Lifting equipment, tools and materials while performing general duties.
- b. Must be able to perform general duties in the shop in a safe manner.
- c. Periodic exposure to adverse conditions including extreme temperatures, inclement weather, and other environmental conditions as required in the performance of the essential job functions.
- d. Regular exposure to noise, odor, dust, and general vehicle repair/fabrication shop conditions.
- e. Regular lifting, carrying, and pushing up objects up to 50 pounds (and occasionally up to 100 pounds).
- f. Repetitive arm-hand movements.
- g. Standing for extended periods of time.
- h. Ability to see, read, and interpret written documents.
- i. Ability to think and concentrate for extended periods of time.
- j. Hearing and speaking to exchange information.
- k. Ability to sit, walk, use hands to feel and manipulate objects and tools, reach with hands and arms, stoop, kneel, and crawl.

- l. Specific vision abilities required of this position include close vision, distance vision, and the ability to adjust focus.
- m. This position may be subject to high stress situations and work that must be performed within a certain deadline from time to time. The employee's work will be interrupted with other tasks and duties on a regular basis and the employee must have the ability to professionally handle and manage such interruptions.
- n. Regular on-time and physical attendance at the workplace assigned by the District (this is not a remote job).

The working conditions and physical demands set forth above are representative of what the employee can anticipate – and which the employee must be able to perform (with or without a reasonable accommodation) as essential job requirements.

9.0 SUMMARY

The statements contained herein reflect the general details, as necessary, to describe the principal functions of this job, the level of knowledge and skill typically required, and the scope of the responsibility encompassed by the job. That said, this job description is not intended to be, and should not be construed as, an all-inclusive listing of work requirements. The employee may be assigned to perform other duties as necessary. The omission of specific statements of duties does not exclude them from this position, if the work is similar, related, or a logical assignment to the position. In addition, the District reserves the right to update and modify this job description from time to time as it determines appropriate in its discretion.



Expectations

Customer service

Customer service is our business. Team members will uphold high standards for conducting business with both internal and external customers. Team members are expected to treat everyone as a valued customer along with doing everything within reason to see that you follow-up and follow-through to meet customer expectations.

Trust

Trustworthiness is one of the most important ethical values and brings together such qualities as honesty, integrity, reliability, loyalty, transparency and being forth coming. Trust is easily lost and hard to gain or regain.

Leadership

As leaders, Team members will inspire others through their actions and words, both oral and written. Not only will we constantly seek to challenge ourselves and develop as leaders, we will include, engage, support, and mobilize others to do the same. As leaders, we must be innovative to create a successful vision for the future.

Behavior

We will operate as a team. We shall accept ownership for our actions and decisions. We will treat each other with respect and dignity, care for those we serve and be sensitive to the needs of others.

Team Members will be expected to maintain confidentiality with each other.

We need to capitalize on our diversity by utilizing individual strengths. We need to identify our weaknesses and develop plans to address them.

We will eliminate triangulation. When possible, take concerns directly to the person with whom you have an issue before involving others.

Work product

Team Members will honestly and effectively manage the entrusted resources provided by our community.

The nature of our profession requires you to be flexible, reliable and punctual.