



THE CITY OF SELMA INVITES APPLICATIONS FOR THE POSITION OF

BATTALION CHIEF

Selma Fire Department · Selma, California

Join a highly motivated team dedicated to delivering exceptional public service and establishing the Selma Fire Department as a regional leader in fire-based EMS.

BASE SALARY

\$139,180 – \$177,632

WITH FLSA & HOLIDAY PAY

\$158,003 – \$201,657

SCHEDULE

48/96 shift

FILING DEADLINE

November 12, 2026



THE COMMUNITY

Selma is a rapidly growing community of nearly 25,000 residents in California's central San Joaquin Valley, about 16 miles southeast of Fresno at the crossroads of State Routes 99 and 43. That location has made Selma a regional hub for southeast Fresno County and for neighboring Tulare and Kings Counties.

Incorporated in 1893 and long known as the "Raisin Capital of the World," Selma is recognized for its small-town charm. Downtown is anchored by the Selma Arts Center, a performing and visual arts venue, and the City, the Chamber of Commerce, schools, places of worship and community groups keep the calendar full, including the annual Raisin Festival.

Residents are within convenient traveling distance of both Los Angeles and San Francisco, with the Sierra Nevada and the Central Coast close at hand for recreation. California State University, Fresno, Fresno Pacific University, Reedley College and Fresno City College are all nearby.

THE ORGANIZATION

The City of Selma is a General Law city operating under the Council-Manager form of government. The City Council consists of a Mayor elected at-large every two years and four Council Members elected by district to staggered four-year terms.

The Council appoints the City Manager, Fire Chief, Police Chief and City Attorney. City services are delivered through Administrative Services, Community Development, Economic Development, Engineering, Finance, Fire, Police, Public Works and Community Services.

In June 2026 the City Council adopted a balanced Fiscal Year 2026-27 budget of \$65.6 million across all funds. That budget shows the City's strong commitment to fire and emergency medical services.

\$14.02M

FOR FIRE AND EMS OPERATIONS ACROSS THREE FUNDS, FY 2026-27

General Fund · 22.6% of the City's \$21.4 million in General Fund expenditures **\$4.83M**

Ambulance Fund · the Department's fire-based EMS system **\$8.24M**

Measure S · 27.1% of the fund **\$951,490**

THE FIRE DEPARTMENT

Established in 1889 as an all-volunteer organization, the Selma Fire Department today takes an all-hazards approach to protecting life, property and the environment in Selma and its surrounding communities. Services are delivered through five divisions: Administration, Fire Operations, EMS Operations, Training and Prevention.

The Department has positioned itself as a regional leader in fire-based EMS. Medical calls make up the majority of its responses, and its ambulances serve an exclusive operating area covering 125 square miles of southern Fresno County.

The Department continues to invest heavily in modern technology, fleet and facilities, including new take-home command vehicles for Battalion Chiefs. Selma participates in mutual aid assignments across California and neighboring states while maintaining full emergency coverage at home.

2025 AT
A GLANCE

2,743

Suppression calls for service

6,135

EMS calls for service

4,845

Patient transports

5:49

EMS response time in city limits

8,844

Training hours logged

THE POSITION

The Battalion Chief is a non-exempt, represented, management-level sworn position and a senior leader of the Selma Fire Department. One Battalion Chief is on duty around the clock as the Department's highest-ranking on-duty officer, responsible for the day-to-day operations of the assigned shift and for assuming command of the Department in the Fire Chief's absence.

This is a shift assignment on a 48/96 schedule: two consecutive 24-hour shifts followed by four days off. On each shift the Battalion Chief manages a daily deployment of two engine companies, one truck company and four ALS ambulance companies, serves as Shift Commander, and commands emergency incidents as Incident Commander.

The role also carries a significant administrative workload. Beyond commanding the shift, each Battalion Chief manages assigned department programs and projects, which may include scheduling, safety and personnel, training, emergency medical services, logistics and disaster preparedness, and assists the Fire Chief with planning and budgeting.

The Battalion Chief reports to the Fire Chief, works under limited direction with considerable independent judgment, and directly supervises Fire Captains, Fire Operations and EMS Operations personnel.

KEY RESPONSIBILITIES

- Respond to emergency incidents, deploy personnel and equipment, and assume command.
- Direct the overall operations of suppression personnel, EMS personnel and fire stations on the assigned shift.
- Plan, coordinate and deliver training across fire operations, emergency medical services and specialized rescue.
- Supervise and evaluate personnel while mentoring, coaching and developing them.
- Carry department goals, policies, procedures and work standards into daily practice.
- Assist the Fire Chief with planning and budgeting, and recommend improvements.
- Prepare clear written and oral reports, including administrative and financial reports.
- Handle grievances and maintain discipline and professional conduct.
- Represent the City at local and regional meetings and coordinate interagency programs.

THE IDEAL CANDIDATE

This is a highly rigorous job. The City seeks a highly energetic chief officer with strong leadership and command presence, on the emergency scene and in the office alike: a steady,

credible leader who brings focused energy to every incident, project and conversation.

Command presence. The ideal candidate is a clear, confident decision maker under pressure, proficient in incident command in an all-hazards environment, and at ease directing a shift that pairs engine and truck companies with a busy fire-based ALS ambulance system. The mission of the Department and the safety of personnel come first.

Program management. The ideal candidate is highly capable of managing projects and programs from start to finish: planning the work, setting milestones, meeting deadlines and ensuring projects get to the finish line.

Fiscal understanding. The ideal candidate understands municipal fiscal management and can explain the financial side of a recommendation as clearly as the operational side.

Leadership of people. A direct, calm and consistent communicator, the ideal candidate reads people and situations well and anticipates what the organization will need next. They develop others through mentoring and coaching, hold themselves to the highest standard before expecting it of others, apply policy and discipline fairly and consistently, and are willing to take on difficult or unpopular responsibilities. They give honest feedback and are receptive to it in return.

QUALIFICATIONS

Experience. Six (6) years of full-time progressively responsible firefighting experience including at least two (2) years at a level higher than or equal to the City of Selma class of Fire Captain.

Education. An Associate degree from an accredited college. A degree in Fire Science, Fire Technology, Fire Administration or a related field is highly desirable. Additional qualifying experience may substitute for the required education on a year-for-year basis.

LICENSES AND CERTIFICATIONS

- Valid California Class C driver's license with a Firefighter endorsement and a satisfactory driving record
- Current Healthcare Provider CPR certification
- California State Fire Marshal Company Officer certificate (or equivalent) at time of appointment
- Ability to obtain CCEMSA EMT certification or a Paramedic license within 30 days of appointment
- Ability to obtain the State Fire Marshal Chief Fire Officer certificate within 24 months of appointment
- State Fire Marshal Fire and Emergency Services Instructor I certification is highly desirable

Certification from other associations may be accepted at the Fire Chief's discretion. Candidates considered for appointment may be required to pass a medical examination, a drug test and a background investigation.

COMPENSATION

Pay follows the 2026–2030 Fire Middle Management MOU and the Master Salary Schedule effective October 17, 2026. FLSA pay and holiday in-lieu pay are part of every paycheck.

ANNUAL PAY, STEP A TO STEP F

Base salary
Six steps, A through F **\$139,180 – \$177,632**

FLSA pay
3 half-time hours per week **+ \$3,728 – \$4,758**

Holiday in-lieu pay
16 holidays at 19.74 hours each **+ \$15,096 – \$19,266**

**Total with FLSA
and holiday pay
Before incentives** **\$158,003 – \$201,657**

With an Associate degree
Adds the 5% education incentive **\$164,962 – \$210,538**

With a Paramedic license and
Bachelor's degree
Adds the 5% paramedic and 7%
education incentives **\$174,705 – \$222,973**

ADDITIONAL PAY

Paramedic premium. 5% with a CCEMSA Paramedic license.

Education incentive. 5% for an Associate degree or 7% for a Bachelor's degree; the highest degree applies.

Longevity. 2.5% at 5 years of continuous City service, 5% at 10, 7.5% at 15 and 10% at 20.

Assignment pay. 4% per assignment (hazardous materials team, fire inspector, fire investigator, training), up to 12%.

Bilingual pay. \$23.08 per pay period for Spanish or Punjabi.

BENEFITS

Retirement. CalPERS Safety. Classic members: 2% @ 50, with a 12% employee contribution (the 9% member contribution plus a 3% cost share). New members under PEPR: 2.7% @ 57, paying at least 50% of the total normal cost. Three-year final compensation and unused sick leave credit apply.

Health insurance. Health, dental and vision coverage. The City pays 90% of the average of the highest and lowest medical plan premiums for employees and eligible dependents, and 100% of the maximum premium allowances after ten years of City service.

Life insurance. \$100,000 group life and accidental death coverage, with the City paying 90% of the premium.

Vacation. Shift employees accrue 144 hours per year, rising to 216 hours at five years, 252 at ten and 288 at fifteen. Eligible employees may cash out up to 96 hours each year.

Sick leave. Shift employees accrue 18 hours per month, plus a 6-hour monthly FMLA/CFRA sick leave bank.

Deferred compensation. The City matches contributions to a 457 plan up to \$80.77 per pay period.

Uniforms. \$1,100 annual uniform allowance, plus a complete Class A uniform for a new Battalion Chief.

Wellness. \$200 annual gym membership reimbursement, and reimbursement of co-pays for annual physicals and cancer screenings.

SCHEDULED INCREASES

July 1, 2027	2.5% COLA + 2% base
July 1, 2028	2.5% COLA + 1.5% base
July 1, 2029	2.5% COLA + 1.5% base

Base increases for shift personnel accompany a reduction in holiday in-lieu hours, to 15.28 per holiday on July 1, 2027 and 11.2 on July 1, 2028. Figures are annual and rounded; FLSA and holiday pay use the base hourly rate (\$47.80 to \$61.00), incentives use base salary.

HOW TO APPLY

Apply online with a résumé and cover letter at:

governmentjobs.com/careers/cityofselma

SELECTION PROCESS

(1) City application, résumé and cover letter; (2) assessment center and panel interview; (3) Fire Chief's interview.

Candidates who possess at least five years of continuous experience at the rank of Fire Battalion Chief or higher in a fire service position may advance directly to the Fire Chief's interview and may not be required to participate in the assessment portion. Acting time will not be considered toward the five-year requirement.

The City of Selma is an equal opportunity employer. Applicants who need a reasonable accommodation in the selection process may request one by calling (559) 891-2200.

TENTATIVE SCHEDULE



Filing deadline	November 12, 2026
Assessment center & panel interview	December 1, 2026
Fire Chief's interviews	December 15, 2026
Anticipated start date	March 8, 2027
Two weeks of 40-hour administrative training and onboarding	
Shift assignment	March 24, 2027

Questions. City of Selma Human Resources, 1710 Tucker Street, Selma, CA 93662 · (559) 891-2200 · Margee Fallert, margeef@cityofselma.com