



# ENTRY & LATERAL FIREFIGHTER PARAMEDIC

(Engine Company Paramedic Position)

**BECOME A PART OF SOMETHING GREATER THAN YOURSELF!**

**JULY 1ST, 2024 START DATE**

## **ANNUAL BASE SALARY**

\$108,915 - \$120,079

## **ADDITIONAL INCENTIVE PAY AVAILABLE**

\$12,518 - \$16,397

## **ONE YEAR ADVANCE OF VACATION & SICK LEAVE UPON APPOINTMENT**

## **48 x 96 SHIFT SCHEDULE**

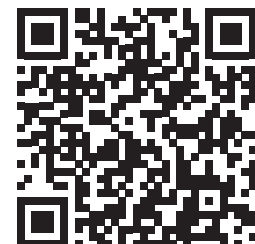
*Candidates currently enrolled in paramedic school are encouraged to apply, but must be a licensed paramedic at the time of appointment.*

*Lateral candidates must currently be employed having completed 2 years of continuous, full-time experience with a professional career fire department and have a valid Cal-JAC CPAT card at the time of appointment—no written score required.*

## **COMPENSATION AND BENEFITS**

- ♦ Annual Base Salary and Additional Incentive Pay are dependent on qualifications
- ♦ Health Cafeteria plan allowance up to CalPERS full family Kaiser
- ♦ Cash in-lieu of medical benefits up to \$270 a month
- ♦ Life Insurance—Provided coverage of \$10,000, w/ additional amounts available at employee cost
- ♦ Retirement—CalPERS enrollment in either the 3% @ 55 or the 2.7% @ 57 (formula is dependent on eligibility, as per AB 340)
- ♦ 457 Deferred Compensation Plan
- ♦ Retirement Health Saving plan with employer match
- ♦ Up to 5% Education Incentive
- ♦ Uniform Allowance—\$720 a year
- ♦ Vacation—12 hours/month (starting)
- ♦ Sick Leave—12 hours/month
- ♦ Holidays—13 days / Holiday-in-Lieu Pay (paid at half pay)
- ♦ Employee Assistance Program (Concern Health)
- ♦ Education/Tuition Reimbursement is available

**SCAN OR CLICK  
QR CODE TO APPLY!**





## WHY ROSS VALLEY

At Ross Valley Fire Department, we're not just colleagues — we're a tight-knit family. Our firefighters don't just stay for a job; they build careers that span their entire professional lives. We take pride in fostering a culture that values dedication, camaraderie, and excellence.

We understand the importance of work-life balance, which is why we've cultivated a supportive environment where firefighters can thrive both professionally and personally. Our commitment to a family-oriented atmosphere extends beyond the firehouse doors, embracing spouses, children, and loved ones as integral parts of our extended family.

Our Firefighters Club serves as a hub for social gatherings, community outreach, and professional development opportunities. Whether it's organizing fundraisers, family events, or making donations to charities, we prioritize giving back to our communities.

## THE DEPARTMENT

Ross Valley Fire Department is a consolidated Joint Powers Authority with the mission of protecting lives, property, and the environments of Ross, San Anselmo, Sleepy Hollow, and Fairfax through education, prevention, and community service while working together in a professional and caring manner that is fair, honest, respectful, and ethical. The department continues a tradition of fire protection in the Ross Valley that dates back more than 100 years. RVFD has 31 sworn positions and four non-sworn positions.

## FREQUENTLY ASKED QUESTIONS

**If I've applied in the past, can I apply again?**

*Yes, as long as you meet all of the minimum requirements.*

**When should I expect to hear back about interviews?**

*If you meet all of the minimum requirements, you should expect to hear back within two weeks of your submission.*

**Can I schedule a Station Visit or Ride Along?**

*Yes. To schedule a Station Visit/Ride Along, please email [visit@rossvalleyfire.org](mailto:visit@rossvalleyfire.org)*

**ROSS VALLEY**  
FIRE DEPARTMENT



## THE POSITION

Under general direction, responds to fires, emergency medical, and other calls and takes appropriate action in the protection of life and property; maintains equipment and stations; may lead, mentor, and review the work of other department members; performs various support assignments in addition to normal emergency response activities, and performs related other duties as assigned.

## TYPICAL JOB DUTIES

- ◆ Drive and operate all fire apparatus and equipment.
- ◆ Apply modern firefighting techniques, principles, and practices and perform other emergency activities as directed.
- ◆ Use proper safety techniques to operate and maintain various fire department equipment, tools, and facilities.
- ◆ Follow and apply departmental policies, rules, regulations, and guidelines.
- ◆ Apply EMT-P protocols, CPR, and other medical assistance techniques.
- ◆ Use effective communication skills, both oral and written; follow directions.
- ◆ Establish and maintain effective working relationships with those contacted during work.
- ◆ Establish and maintain readiness through training in both simulated and on-the-job exercises in fire suppression, EMS, and prevention.
- ◆ Assist in minor maintenance to keep the areas in and about the firehouse clean and orderly.
- ◆ Clean and service firefighting and medical equipment.
- ◆ Provide outstanding community service and education.
- ◆ Participate in regional teams: US&R, HazMat, Fire Investigation, Water Rescue, and North Bay Incident Management, etc.

## MINIMUM REQUIREMENTS

- ◆ High School Diploma, or equivalent.
- ◆ Valid California Class C Driver's License, with the ability to obtain and maintain a Firefighter Endorsement or a Commercial Class B.
- ◆ A valid Certificate of Completion from a recognized California Fire Academy or a recognized academy providing IFSAC/Pro Board seals or Firefighter 1 certification.
- ◆ A valid EMT-P License in The State of California, with accreditation in Marin County upon appointment.
- ◆ Must be on the FCTC Statewide Eligibility List (SEL) at time of application.

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