

# Sonoma County Fire District Invites Applications for the Position of **Firefighter/Paramedic**

(entry and lateral)

Annual Salary: \$91,873 to \$107,134



*Our Mission: To compassionately care for the safety of our communities and our visitors through progressive professional emergency preparedness and response.*



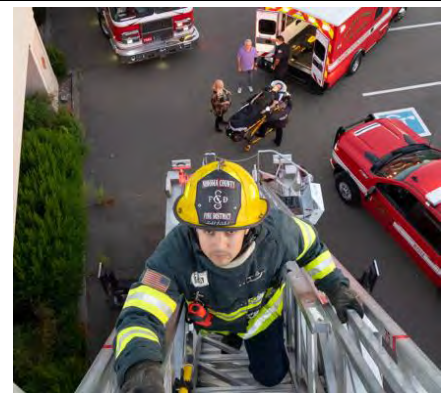
## The Position



Under the supervision of a Fire Captain, a Firefighter/Paramedic responds to fires, medical emergencies, other emergency, and non-emergency situations, takes appropriate action to protect life and property, and performs various staff support assignments in addition to normal emergency response activities. Firefighter/Paramedic staff are assigned to both engine and ambulance shifts.

## The Ideal Candidate

The ideal candidate has a great deal of compassion for people, and enthusiasm for the profession of fire and emergency medical services. They remain calm and composed during emergency situations, can quickly and accurately assess patients' medical conditions, and determine and implement the appropriate course of treatment. We are seeking detail-oriented professionals who understand and follow verbal and written direction, maintain accurate records, prepare clear and concise reports and other written materials using a computer, communicate effectively both verbally and in writing, and establish and maintain effective working relationships with coworkers and others contacted while carrying out the duties of Firefighter/Paramedic.



Qualifications: (copies of documents confirming the following, as appropriate, must be included in the application packet or by time of appointment):

- Graduation from high school, or equivalent;
- Completion of an accredited Firefighter 1 academy or possession of a Firefighter 1 certification;
- A valid driver's license; (must obtain a valid CA drivers license within 6 months);
- Current certification as a Paramedic, either through the National Registry of Emergency Medical Technicians or the State of California (by the end of SCFD academy);
- Ability to become accredited with Coastal Valleys EMS as an EMT-Paramedic (within 3 months of date of hire);
- Advanced Cardiac Life Support (ACLS) card by time of appointment (Required for licensed EMT-Ps)
- Must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL). Please put your FCTC number on your application. (For more information on how to be placed on the FCTC SEL, visit [www.FCTCOnline.org](http://www.FCTCOnline.org))

Lateral candidates shall show proof of being currently employed as a Firefighter Paramedic, off probation, and working on a fire-based transport ambulance or advanced life support engine company. In addition, lateral candidates shall provide a single page cover letter describing their experience and education, and all documents requested above. Lateral candidates will not be required to show proof of current FCTC or CPAT.

## The Community



Located less than an hour's drive north of San Francisco, Sonoma County enjoys the world-class culture of the San Francisco Bay Area, while still maintaining its agricultural heritage and rustic charm. Its award-winning wineries, miles of hiking trails, towering redwoods, and the Pacific coastline, it is an ideal place to live and work. Sonoma County enjoys more-affordable housing costs and a more competitive cost-of-living compared to the rest of the San Francisco Bay Area.

## The District

*We believe in providing the highest level of professionalism to our communities; therefore, we will remain committed to honesty and integrity.*

*We believe in a positive and professional work environment; therefore, we will treat everyone with respect and honesty.*

*We believe in the importance of flexibility and adaptability; therefore, we will welcome growth and change.*

*We believe that honesty is essential; therefore, we will be transparent in every aspect of service.*



Beginning several years ago, our District started the journey of annexation to merge several agencies into one, with the singular goal of increasing overall services to our communities. Today, we serve the Town of Windsor, Larkfield, Wikiup, Mark West, Mountain Home area, Rincon Valley, Bennett Valley, Bellevue, The Graton Casino, Fulton, Russian River / Guerneville, Forestville, Bodega Bay and the surrounding unincorporated areas. Since 2019, we have the rich history of great agencies with a new history in the making. We are a Special District managed by a seven-member elected Board of Directors.



The Sonoma County Fire District is a leader in all risk the fire-EMS services. We have 90-line staff, 4 Apprentice Firefighters, and 42 volunteers. The Administration includes a Fire Chief, two Deputy Chiefs, three Division Chiefs (EMS, Prevention and Training/Safety), five Battalion Chiefs (shift, Volunteer, and Administration), a Deputy Fire Marshal, two Fire Inspectors, a Community Outreach Specialist, a finance division, and administrative support. The District encompasses an area of more than 436 square miles, 241 of those are within the fire district boundaries and an additional 195 square miles include the ambulance service area. SCFD responds to approximately 13,000 calls for service out of 11 fire stations. An approximate population of 100,000 which increases to well over 150,000 with visitors and workers due to high volume of tourism. As we continue to grow, we have identified needs for increased staffing and infrastructure replacement.

The men and women of the Sonoma County Fire District serve our communities with honesty, integrity, respect, and an unwavering commitment to excellence. Customer care and community involvement is our culture. "We have it all" when it comes to diversity of response areas, including a municipal airport, commuter rail, large wineries, a large rural area, a variety of businesses both large and small, a large wildlife preserve, major travel routes and one of the state's largest casinos. The Russian River runs through the District, surrounded by large wineries, farmland, and open space. With that kind of variety, there are no "routine" calls for service in our District.

In addition to a modern fleet of Type I, Type III and Type VI fire engines, our District has a ladder truck, rescue, ALS ambulances, boats, jet skis, helicopter, and eleven stations. All engine companies are advanced life support.



## Application and Selection Process

**Timeline:** We are accepting applications continuously. First round of screening end of **March 2025**. Academy start date around **June 2025**. Please submit completed applications, resumé, and all supporting documentation listed above to the attention of: Ryan Estes, SCFD, 8200 Old Redwood Highway, Windsor CA, 95492 or emailed to [applications@sonomacountyfd.org](mailto:applications@sonomacountyfd.org). Incomplete applications will not be considered.

**Pre-employment process:** Conditional offers, medical, background, psychological and physiological exam will be scheduled upon successful completion of an oral interview and paramedic assessment.

## Compensation and Benefits

**The District offers an extraordinary salary and benefits package including:**

- **Annual Base Salary:** \$91,873 to \$107,134
- **Incentives:** Up to 12% in additional pay incentives available:
  - Longevity begins after the completion of 6 years of service. (3,6,9% based off years of service)
  - Bilingual 3%
  - Haz Materials Technician 2%
  - Swiftwater Technician 2%
  - Education incentive up to 5%
  - Qualified Paramedic Preceptor FTO \$75.00/24 hour shift while performing PPFTO duties
- **Retirement:**
  - CalPERS Classic members - 3% at 55; employee pays 9% employee contribution and 1% toward district contribution
  - New CalPERS PEPRA members - 2.7% at 57; employee pays 13.75% employee contribution
- **Benefits:** The District offers very generous medical, dental, and vision plans.
- **Time off:** Generous vacation and sick leave accruals
- **Holiday pay:** 156 hours annually
- **Additional benefits:** Life insurance, long term disability, uniform, training, and boot allowance.

Lateral candidates will start at steps determined by experience level and have a shortened probationary period.

## Questions

If you have any questions, feel free to contact Ryan Estes via email [restes@sonomacountyfd.org](mailto:restes@sonomacountyfd.org) or our website at [www.sonomacountyfd.org](http://www.sonomacountyfd.org)

*NOTE: Information contained in this announcement does not constitute an express nor implied contract, and the information provided is subject to change: It does not necessarily include all duties and responsibilities required of the position.*

*Come Join Our Team!*

