



WOODSIDE FIRE PROTECTION DISTRICT

BENEFITS

- **Salary*:**

Entry Level Firefighter:
\$10,854.21/mo

Entry Level
Firefighter/Paramedic:
\$11,939.67/mo

Lateral Entry Level
Firefighter: **Negotiable**

Lateral
Firefighter/Paramedic:
Negotiable

- 100% Employer Paid Health*, Dental, Vision and Life Insurance
- 48/96 Schedule
- Bi-Lingual and Education Incentives
- Education Reimbursement
- \$1,000.00 Yearly Uniform Allowance

*Kaiser cap applied

WE'RE HIRING!

**ENTRY LEVEL FIREFIGHTER &
ENTRY LEVEL FIREFIGHTER/PARAMEDIC
AND/OR**

**LATERAL FIREFIGHTER &
LATERAL FIREFIGHTER/PARAMEDIC**

Woodside Fire has an exciting opportunity to join our Fire District as an Entry Level Firefighter and/or Entry Level Firefighter/Paramedic or as a Lateral Firefighter and/or Lateral Firefighter/Paramedic, with a Fire Academy start in Mid-August.

Our Fire Stations are situated in the beautiful surroundings of Woodside, Portola Valley and the hills of San Mateo County. We are committed to our community where we play an integral part in providing emergency response, fire prevention programs that include education preparedness, and defensible space awareness, as well as community outreach.

Our members provide outstanding service to the community with respect, integrity, professionalism, honor, high standards and enthusiasm.

Qualifications:

- Entry Level Firefighters and Entry Level Firefighter/Paramedic candidates must be on the FCTC Statewide Eligibility List to apply and be considered for interviews.
- Lateral Firefighters and Lateral Firefighters/Paramedics must have at least two years of paid full-time experience as a Firefighter or Paramedic with a public agency or special district.

If you are interested in joining our team, please submit your application on CalOpps.org and see our full job announcement. Recruitment will begin January 28 through March 2, 2025.

Woodside Fire Protection District

ABOUT US:

Woodside Fire Protection District, established in 1925, operates three fire stations, covers 32 square miles, and serves a population of 25,000 with one Fire Chief, one Deputy Fire Chief, four Battalion Chiefs, twelve Fire Captains, 30 Firefighters and Firefighter/Paramedics, a Fire Marshal, a Deputy Fire Marshal, an Emergency Preparedness/Public Education/EPiC Coordinator, a Fuel Mitigation Officer, one Fire Inspector I and one Fire Inspector II, a Finance Manager, a Human Resources/Benefits Manager and a Executive Administrator. Staffing is divided into three shifts, with 14 personnel on each shift. Shift personnel work a 48/96 schedule. The Fire District operates a Battalion of three front-line fire engines, one rescue, and cross-staffs a water tender and a type-5 fire apparatus.

OUR MISSION:

It is the mission of the Woodside Fire Protection District to protect life, property and the environment through prevention, education, preparedness, and emergency response.

OUR VISION:

- We are here to serve our community.
- We treat all persons with compassion, respect, and dignity.
- We apply the highest standard of excellence to the delivery of emergency and non-emergency services.
- We see change as an opportunity to improve.
- We promote honesty, integrity, loyalty, and credibility.
- We place a high value on public education regarding fire and life safety.
- We believe that excellence is achieved by a commitment to ongoing learning and growth, and we support our employees in these endeavors.
- We believe our proper conduct is a source of pride to our community and ourselves.
- We take pride in our most important resources, our people, our equipment, and our situations.
- We are committed to being leaders and setting the standard in every aspect of our profession.

OUR CORE VALUES:

- Excellence, Respect, Integrity
- Professionalism, Accountability, Honor
- High Standards, Enthusiasm, Commitment
- Dedication, Enjoying Our Work, Self-Discipline

Qualifications:

1. Entry Level Firefighters and Entry Level Paramedic candidates must be on the FCTC Statewide Eligibility List to apply and be considered for interviews.
2. Lateral Firefighters and Lateral Paramedics must have at least two years of paid full-time experience as a Firefighter or Paramedic with a public agency or special district.

FCTC Requirements:

1. Must be current on the list by 03/02/2025. Visit www.FCTCOnline.org for more information.
2. Cal-JAC CPAT (Candidate Physical Ability Test) Card must be dated between 03/02/2024 to 03/02/2025.
3. A passing score on the FCTC Written Test must be dated 03/02/2024 to 03/02/2025.

Experience, Education and Training:

- Must be 18 years of age at the time of employment.
- High School Diploma or equivalent.
- Any combination of experience and training that would likely provide the required knowledge, skills, and abilities would be qualifying.
- College-level coursework in fire science or related fields is desirable.
- Military experience.

Required Licenses and Certifications:

- All licenses and certifications must be maintained as a condition of employment.
- Possession of a valid class C driver's license and a safe driving record.
- Must possess valid National Registry or California-accredited EMT certification at the time of application.
- Paramedic licensure is not required but is highly desirable. A minimum completion of Paramedic Didactic at the time of appointment will qualify you as a Paramedic applicant for the process.
- Completion of an accredited California Firefighter 1 program or FF2 experience is highly desirable or proof of planned graduation date by April 2025; and
- Must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL) on 03/02/2025. For more information on how to be placed on the FCTC SEL, visit <https://www.fctconline.org/becoming-a-firefighter/fctc-statewide-list/>; and
- Cal-JAC CPAT (Candidate Physical Ability Test) Card must be dated between 03/02/2024 to 03/02/2025.
- To view upcoming Cal-JAC CPAT and FCTC Written Test dates, click here <https://www.fctconline.org/testing-information/upcoming-test-schedule/>

Knowledge of and Ability to:

- Respond to fires, emergency rescue, medical emergency, and public service calls.
- Assist in maintaining the fire station and assist in the maintenance and repair of fire equipment.
- Study Fire Department policies and standards, fire hazards, and firefighting techniques, participate in drills and exercises.
- Perform medical emergency techniques and defibrillator use.
- Perform periodic fire prevention inspections of businesses, writing correction notices as necessary.
- Lay hose lines and operate engine pumping equipment.
- Assist in holding a firefighting nozzle to direct a stream of water on fire.
- Carry, raise, climb, and lower ladders.
- Conduct salvage and clean-up operations
- Adhere to all state and local paramedic and EMT policies, principles, practices, and procedures and provide BLS and ALS care, when appropriate.

Knowledge of:

- Principles, practices, and procedures of modern firefighting and protection of lives and property
- Policies and standards of the Fire Department and operation and maintenance of the types of apparatus and equipment used in firefighting.
- Local geography of the area, including location of hydrants, mains, and major fire hazards of the District.
- Standard broadcasting procedures of a fire radio system

Ability to:

- Maintain proficiency in medical emergency practices and techniques.
- Analyze fire and driving situations and to adopt an effective course of action.
- Prepare clear, concise, and complete reports and notices.
- Think and act quickly in emergencies.
- Understand and carry out oral and written directions.
- Perform a variety of manipulative tasks with good dexterity.
- Safely and efficiently use Hurst rescue equipment, rescue ropes and hardware, ventilation, salvage, communication equipment, manual forcible entry tools and power saws.
- ADA special requirement:
 - Essential duties require the following physical abilities and work environment: Ability to sit, stand, walk, kneel, crouch, squat, stoop, reach, crawl, twist, climb and lift 150 pounds; exposure to cold, heat, extreme noise, outdoors, confining work space, electrical hazards, vibration, chemicals, dust, toxic waste, mechanical hazards and explosive materials; availability for shift work, on-call and stand-by call.

Salary and Benefits

Schedule – The Woodside Fire Protection District works on a 48/96 schedule.

Positions – Firefighter/Paramedic or Firefighter/EMT

Salary During Academy -

FF/EMT: \$9,977.99 per month

FF/Paramedic: \$10,975.82 per month

Lateral FF/Paramedic – Negotiable based on experience.

Salary Upon Completion of Academy –

FF/EMT: \$10,854.21 per month

FF/Paramedic: \$11,939.67 per month

Lateral FF/Paramedic: Negotiable based on experience.

Benefits:

CalPERS 2.7% at 57 for new members (PEPRA), 3.0% @ 50 for Classic CalPERS members

Medical, choice of HMO and PPO plans with \$2,750.00 paid towards a plan by the employer.

100% Employer paid Dental, Vision, and Life Insurance

Long-Term Disability Insurance

Uniform Allowance (\$1,000.00 per year)

Flexible Spending Account

Employee Assistance Program

CalPERS 457 and Roth Retirement Plans

Bilingual Incentive and Education incentives

Education reimbursement

Vacation Leave 144 hours per year

Sick Leave 144 hours per year

Selection Process:

The recruitment process will begin on January 28, 2025 through March 2, 2025.

The most qualified applicants selected from the FCTC list and CalOpps applications will be contacted and provided with more information regarding the Department's application process.

Qualified candidates will participate in an EMS competency assessment.

Upon successful completion of the initial interview and receiving an invitation to a second interview, qualified candidates will be required to do a station visit/ride-along. This will be scheduled before the second interview. Candidates will be given instructions and assistance on how to facilitate this requirement.

Candidates chosen for the position(s) must successfully pass a pre-employment background check.

Woodside Fire Protection District provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state and local laws.