



City of Albany

Firefighter/Paramedic (Entry-Level & Lateral)



The Community

Located on the eastern shore of San Francisco Bay, the City of Albany provides a unique blend of small-town charm and big-city accessibility. With a population of approximately 20,000 residents residing in 1.7 square miles, Albany is one of the most densely populated cities in the Bay Area. The city fosters a close-knit community atmosphere while being part of the culturally rich and diverse East Bay. Surrounded by the San Francisco Bay to the west, the Berkeley Hills to the East, and the communities of Berkeley, El Cerrito, Kensington, and Richmond, Albany offers access to a diverse culture and a range of amenities. The City is located just minutes from the University of California, Berkeley, and is easily accessible to the greater Bay Area via BART and regional transit.

Albany is a vibrant, walkable, and bike-friendly city, featuring tree-lined neighborhoods, family-friendly parks, and a dynamic cultural scene. The city's residents take pride in active community participation and support in innovative, inclusive public services. Solano Avenue, the city's main commercial corridor, offers a rich mix of unique local shops, acclaimed restaurants, and events that reflect Albany's creative spirit. Albany boasts a wide range of parks and open spaces, including the Albany Waterfront, McLaughlin

Eastshore State Park, Albany Hill, and many unique parks throughout the city.

Albany prides itself on being a safe, community-oriented city with strong services and programs for youth, families, and the elderly. The City offers a variety of housing options, including charming single-family homes, modern apartments, and condominiums, of which numerous feature views of the Bay and are conveniently located near parks and schools. The city's compact size ensures that most amenities, including public transit, are convenient and inviting. Albany's neighborhoods reflect a balance of long-term residents and younger families drawn to the area's safety, schools, and lifestyle.

Albany is home to one of California's top-performing school districts. The Albany Unified School District and other specialty schools serve K-12 students and are consistently recognized for their academic achievement, equity, and college readiness.

Albany is a diverse community that has much to offer its residents, businesses, and visitors. To learn more about this progressive and inclusive city, visit the Albany website at albanycity.gov.

The Organization

The City of Albany is a full-service Charter City operating under a Council-Manager form of government which consists of five council members. The City offers a full range of services to the community through its various departments including the City Manager's office, City Clerk, Finance, Community Development, Fire & Emergency Medical Services, Police, Public Works, and Recreation & Community Services. The City contracts for a City Attorney. In Fiscal Year 2025/26 the City is supported by a general fund budget of \$33.5 million and a staffing level of just over 118 authorized full-time positions.



Albany Fire Department

The Albany Fire Department is a full-service municipal agency dedicated to delivering responsive, community-centered services. Built on a dedication to outstanding service and trusted community relationships, the Department works in collaboration with the community to

provide vital services that reflect and respond to community needs.

With a FY2025/26 budget of \$7.2 million and 23.5 full-time equivalent positions, the Department's primary divisions

include Administration, Fire Prevention, Fire Emergency Operations, and Emergency Medical Services. The Department responds to a variety of emergency and non-emergency calls for service. Emergency responses include fire suppression, emergency medical incidents, hazardous materials threats, and various technical and water rescue incidents. Emergency Medical Services is responsible for ambulance transport, First-Responder ALS units, quality assurance and clinical education.

The Department works the 48/96 schedule and in 2025 responded to 2131 incidents from a single station. As part of the Alameda County and the State of California Mutual Aid Plan, the Department works closely with surrounding agencies.



The Position

The ideal candidate exemplifies a team-oriented approach, manages challenges with composure, and actively engages in and values community involvement.

Responds to fire, medical, rescue, and hazardous materials incidents to protect life, property, and the environment; suppresses and controls emergencies to limit damage and reduce injury or loss of life and responds to non-emergency service calls as needed.

Assists in all phases of fire suppression by deploying hoses, setting ladders, ventilating and entering structures to extinguish fires and rescue victims, and operating pneumatic and auxiliary equipment such as generators and pumps.

Assists with the inspection of vehicles, equipment, and apparatus to ensure proper operation; assists with annual testing; performs routine and minor maintenance and repairs; identifies needs for major repairs; maintains maintenance records; and cleans and reloads equipment, tools, and apparatus following fire or emergency responses.

Participates in public relations, fire and safety education, and fire prevention activities, including station tours, school programs, group events, fire drills, courtesy visits, and responding to phone inquiries.

Assists in the investigation of fire scenes to determine causes; preserves evidence and provides observations to investigators.

Maintains relevant skills, certifications, and familiarity with equipment and procedures through drills, training, and classes in fire suppression, prevention, emergency medical services, hazardous materials, technical rescue, extrication, physical fitness, and related areas.

Performs general maintenance of fire station facilities and equipment, including installation, upkeep, and repair of electrical, electronic, and communication systems, and maintains clean living quarters, and other station areas.

Minimum Qualifications

- Minimum 18 years of age at time of application
- Possession of a High School diploma or GED certificate
- Valid Class C Driver's License with the ability to obtain a DMV Firefighter endorsement
- Possession of a California State Fire Marshal Firefighter I Certification*
(*Other candidates with a certificate of completion from a Firefighter I academy accredited by California State Fire Training may be considered)
- Valid California Paramedic License
- Current PALS or PEPP, ITLS or PHTLS, ACLS, and health care provider CPR certificates at time of application
- Possession of a Candidate Physical Abilities Test (CPAT) that is valid (within one year) at the time of application
- At least six (6) months of experience working as a full-time paramedic in a 911 system (transporting agency) is required at time of application

Lateral Candidates

- Meet all the listed requirements above (CPAT not required)
- Must be employed full-time as a firefighter/paramedic, have at least one (1) year of experience, and have successfully completed the probationary period

Compensation & Benefits

The salary range for this position is \$120,286 - \$161,229 (including 11.5% Paramedic Pay)*. Placement in the range will depend upon qualifications and experience. (*Salary effective July 2026)

Holiday Pay: In lieu of having time off for holidays, employees receive additional special compensation at a rate of seven [7] hours of straight-time pay each pay period for 13 observed holidays.

Longevity Pay: 2.5% - 10% of base pay. Eligibility for Longevity Pay starts at 9 years of City service time.

In addition to salary, Albany offers an attractive benefits package, including:

Retirement: The City participates in the California Public Employees' Retirement System (CalPERS) with a 3% at 55 formula, three-year average final compensation, with employees contributing 13% for Classic members, and 2.7% at 57 formula, three-year average final compensation, with employee contributing 14.75% for new PEPRAs members.

Deferred Compensation: Voluntary 457 Pre-Tax & After-Tax plans available for employees.

Retiree Health Savings Plan: Employee only contributions based on years of service.

Medical Plan: The City offers a choice of HMO, PPO, or EPO plans, along with a generous premium contribution of up to \$3,039.04 for family coverage. The city pays 100% of the Kaiser plan.

In-Lieu Medical Alternative Benefit: With proof of insurance, eligible Employees will be credited with Elected Paid Leave. Unused accrued hours will be cashed out quarterly up to \$3,506.58.

Dental: City paid. In addition, City will reimburse 60% of Ortho-related medical expenses up to \$1,500 per qualifying dependent per lifetime.

Vision Plans: City offers plans with employee premium rates ranging from \$12.88 for Employee Only to \$36.34 for Family coverage.

Medicare: Employee contributes 1.45% with employer match.

Sick Leave: 6.92 hours per pay period. Up to 2,000 hours of unused sick leave can be converted to PERS service credit upon retirement.

Vacation: 5.54 hours per pay period increasing with years of service.

Bereavement Leave: Up to 7 calendar days with pay.

Life Insurance: City pays the premium for a \$50,000 term policy. Supplemental voluntary life insurance is available at the employee's cost.

Flexible Spending Plan: Set aside pre-tax funds for dependent care and out-of-pocket healthcare expenses.

Education Reimbursement: Up to \$2,000 per fiscal year.

Uniform Allowance: \$38.46 per pay period. In addition, City will reimburse employees for the cost of repairs to uniforms damaged in the line of duty.

Apply Today!

For more information and/or to submit your application, certificates, and resume, please visit www.governmentjobs.com/careers/albanyca.

