



EBBETTS PASS FIRE DISTRICT

Invites applications for:
Firefighter-Paramedic Recruit
(Entry Level)



\$82,787 to \$99,310

**The District additionally pays 100% of the Family Medical Plan (\$39,126.00),
Firefighters also receive up to an additional 12% of their base pay in Longevity Pay.**

The Ebbetts Pass Fire District is seeking Candidates to fill new Firefighter-Paramedic positions. To be eligible for this hiring and eligibility list, you must meet the following criteria:

- Candidates **MUST** be on the FCTC Statewide Eligibility List (with the exception of internal candidates**), provide certification of CPAT (valid within 12 months of application deadline) and submit an Ebbetts Pass Fire District Employment Application. Applications will be accepted until all positions are filled.
- High School graduation or equivalent
- Candidates Must have a California Class C Driver's License and complete in-house driver training licensing program within the first two years of employment.

Candidates **without a California Firefighter 1 academy graduation certificate or equivalent.**

- Must have a minimum of two years full-time paramedic experience or equivalent within an ALS system. Successful candidates will be assisted by EPFD to obtain their Firefighter 1 State certificate prior to completing their probationary time period.

Candidates **with a California State Firefighter 1 academy graduation certificate or equivalent.**

- Successful Candidates must have their FF1 certification prior to concluding their probationary period.
- Must have a Paramedic License or National Registry EMTP. Local EMSA Accreditation is required at time of appointment. Successful candidates will be assisted by EPFD in the Local EMSA accreditation process.

The Position: Under direction, as a Firefighter-Paramedic, you will assist with and/or provide Advanced and Basic Life Support in a pre-hospital setting, providing emergency medical assistance to victims of accidents, injuries or illnesses; ALS ambulance transport; respond to structure and wildland fire emergencies, hazardous materials and rescue incidents, and other public service requests; perform inspection and code enforcement activities, conduct education sessions regarding fire/emergency safety practices and procedures including CPR; drive and operate emergency apparatus including District-operated ALS ambulance; perform fire station and ground maintenance; drill and train; maintain, test and operate tools and equipment; attend instructional sessions related to the job; participate in the District physical fitness program; participate in public relations and fire prevention activities; prepare reports; and perform related duties as assigned.

EPFD provides a broad range of services to the community--offering a variety of specialized rescue services; building a safer community through fire prevention and public education; and preparing the community through disaster preparedness planning and training.

Opportunity: The District is establishing an eligibility list for additional firefighter-paramedic positions.

The District: EPFD is a combination paid/volunteer fire district located in the southeastern portion of Calaveras County. With two career fire stations, the District begins along Highway 4 at the Utica Grade (approx. 2,500' elevation) and continues up the highway to the Alpine County line (7,000'). The District includes the resort and retirement community of Arnold, the majestic Calaveras Big Trees State Park, and is near the Bear Valley/Mt. Reba ski resort. For more details about the District, see our website at www.epfd.org.

Compensation and Benefits

Firefighter-Paramedic \$82,727 to \$99,310 annually this includes the paramedics 15% premium pay, regular OT and the 5% Holiday Pay. District utilizes a 6 step pay schedule which allows for step increases within classifications and automatic annual cost of living adjustments. Paramedics hired after November 15, 2016 receive premium pay equal to 15% of their hourly rate as a Firefighter Paramedic until they reach top step Firefighter Paramedic. The 15% premium received as a top step Firefighter Paramedic will be the employee's paramedic premium pay for all positions held by the individual beyond top step Firefighter.

Insurance Coverage: In an addition to your monthly salary the District currently pays 100% for the department funded health insurance premiums (Currently a family plan costs \$39,126 annually). This amount covers an employee's life insurance and their family for medical, vision, and dental with no out-of-pocket expense to the employee currently for premiums. There is no cash value or payments made to an employee for any substitution of this benefit package.

The District pays the premium for an employee to receive \$50K life, \$40K accidental death and dismemberment insurance coverage.

Retirement: Classic CalPERS members have a retirement formula of Safety 3% at 55 and the District pays 4% of employee's contributions for Classic Members. New CalPERS members have a retirement formula of Safety 2.7% at 57. CalPERS service credit for unused sick leave upon retirement.

Deferred Compensation: The employee may elect to participate in a deferred compensation program.

Shift: 48-hour shift on-duty with 96 hours off duty (56-hour work week schedule).

Vacation: 112 hours up to 240 hours annual vacation, depending on length of service.

Sick Leave: Accrued at 18 hours per month.

Holidays: The District pays 5% in lieu of any and all holidays.

Longevity pay: Up to 12%.

THE APPLICATION AND SELECTION PROCESS

In order to participate in this examination process, candidates MUST be on the FCTC Statewide Eligibility List (with the exception of internal candidates), provide certification of CPAT (valid within 12 month of application deadline) and submit an Ebbetts Pass Fire District Employment Application. Applications will be accepted until positions are filled.**

Please visit www.FCTCOnline.org for information on how to be placed on the FCTC Statewide Eligibility List, how to register for upcoming California Firefighter Joint Apprenticeship (Cal-JAC) Candidate Physical Agility Tests (CPAT) and written tests, information and study materials, and available financial hardship grants and testing fees.

****NOTE:** Internal candidates are not required to register with FCTC, but must submit an Ebbetts Pass Fire District Employment Application and copies of all required certifications by the application deadline, as well as a current CPAT (valid within 12 months of application deadline).

The District recommends that Candidates write a compelling cover letter be included as an attachment to the application. All application materials received by the filing date will be reviewed for accuracy, completeness and job related qualifications. Candidates will be screened based upon qualifications and experience in serving the EMS and Fire Service Mission. Screened candidates will be invited to participate in the testing process. There will be a limited number of candidates invited to participate in the testing process.

which may be any combination of written, oral, medical assessment and/or performance exams. All statements made in the application materials are subject to verification. False statements will be cause for disqualification or discharge. The Fire Chief will conduct final interviews and recommend the top candidate for the position. The Fire Chief's choice for the position will be final. At the Fire Chief's discretion, all candidates may be rejected.

Applications for Firefighter-Paramedic entry level position may be obtained at www.epfd.org and returned to the District office, along with a resume, and cover letter at PO Box 66, Arnold CA 95223. Resumes are not acceptable as substitutes for any part of the application. Failure to complete all required information on the application may result in your disqualification from the testing process.

Appointment is subject to successfully passing a pre-employment physical, personnel history inquiry and criminal history check per Government Code 1031, and psychological evaluation. Before starting work, applicants must present documentation of their identity, authorization to work in the United States and a DMV driving record. All employees hired after January 1, 1999, are required to sign a no tobacco usage agreement. Following appointment, a 12-18 month probationary period is required as the final phase of the appointment process. Candidates must complete their FF1 State Certificate prior to completion of their probationary period.

The email address you provide on the application will be the primary means of communication with EPFD. EPFD will use that email to contact you regarding your application and this recruitment process.

All aspects of employment shall be without regard to race, creed, color, religion, national origin, sex, disability, political affiliation, ancestry, physical disability, mental disability, medical condition, marital status, age, sexual orientation, or gender identity. Reasonable accommodations will be made for disabled applicants to participate in the application and examination process. Please advise the District Office of special needs in advance of the examination so that accommodations can be arranged.

If you have any questions regarding the application process, please contact Battalion Chief Hendrix at (209)795-1646, or by email at R250Hendrix@EPFD.org.

TENTATIVE RECRUITMENT SCHEDULE

Application Deadline: August 31, 2025

Assessment Center: Mid September

Chief's Interviews: TBA

NO FURTHER INFORMATION WILL BE GIVEN TO CANDIDATES REGARDING THE TESTING PROCEDURE EXCEPT IN A LETTER OF INVITATION. THANK YOU FOR YOUR CONSIDERATION.

***Note:** EPFD, at its sole discretion, may suspend, modify, or cancel this examination at any time before its completion. Work periods and work days are subject to change dependent upon the operational requirements of EPFD. The information contained in this announcement is subject to change and does not constitute either an express or implied contract.*