



City of Glendale (CA) Firefighter Recruit/Paramedic

SALARY	\$7,248.14 Monthly	LOCATION	Glendale, CA
JOB TYPE	Salaried - Full-time	JOB NUMBER	8888
DEPARTMENT	Fire Department	OPENING DATE	02/17/2026
CLOSING DATE	3/6/2026 11:59 PM Pacific	FLSA	Non-Exempt

The Position

The salary of the Firefighter Recruit classification is \$7,248.14 mo. while in the 16-week academy.

Upon graduation from the 16-week academy, Firefighter Recruits will be placed in the probationary classification of Firefighter Paramedic A, salary step 1 - \$8,997.24 mo.

At the successful completion of 6 months of service, an employee shall advance to salary step 2 - \$9,447.52 mo.

Upon successful completion of one year probation, an employee will be placed in the classification of Firefighter Paramedic B salary step 2- \$10,192.07 mo. The top step salary for Firefighter Paramedic B is \$12,201.17 mo.

PERS/PARS CONTRIBUTION: The applicable retirement contribution (PERS/PARS) is deducted from the listed salary/wage for employee's retirement benefits.

DEFINITION

Under the direction of Glendale Fire Department (GFD) Academy Personnel, this non-sworn trainee position receives Emergency Medical Services (EMS) training and basic instruction in the areas of firefighter work in the protection of life and property.

ESSENTIAL FUNCTIONS

Ensures Department services are provided with exceptional customer service and the highest level of ethical standards.

Attends scheduled academy training sessions; learns proper firefighting techniques for fighting structural, aircraft, wildland, and other types of fires.

Receives instruction and participates in field training to learn proper procedures and become proficient in emergency and rescue activities, including emergency medical services, extrication, heavy rescue, and others.

Learns to perform fire inspections and other fire prevention activities.

Receives additional Emergency Medical Services level instruction.

Advances and extends hoses.

Performs straight/natural, reverse, and multiple hose lays.

Loads hoses.

Connects/disconnects fire hoses to fire protection equipment, such as fire hydrants, sprinkler and standpipe systems or fire apparatus.

Operates nozzles.

Shuts off and turns on fire hydrants.

Carries ladders.

Climbs up or down ladders.

Raises or lowers and positions ladders.

Carries equipment, tools, and hose lines up or down ladders.

Performs lock-in procedures to ladders.

Ties specific knots used in various firefighting rescue operations.

Uses self-contained breathing apparatus.

Participates in on-the-job training both in the classroom and on the drill field; this includes paramedic training and basic instruction in the areas of firefighter work.

Participates in physical fitness programs.

Conducts public education on fire safety and life safety.

May drive on City business as necessary.

Assumes responsibility for ensuring the duties of this position are performed in a safe, efficient manner.

Performs other related duties as assigned or as the situation requires.

Minimum Requirements

MINIMUM REQUIREMENTS

Experience/Education/Training

Completion of a certified Paramedic program.

High school diploma or equivalent.

License(s)/Certification(s)

Valid State of California Paramedic License.

Valid Los Angeles County Paramedic Accreditation is required prior to the completion of the Glendale Fire Academy.

Valid California Class C driver's license with an acceptable driving history is required.

Note: All Firefighters must possess a driver's license which meets State and Department requirements for driving all emergency fire apparatus by the end of probation.

Desirable Qualifications

An Associate of Arts or Associate of Science Degree in a related field. Candidates who possess an AA Degree/CA State Fire Officer Certification or a higher degree may be eligible to receive educational/career development incentive pay (\$200-\$300/month).

Bilingual abilities in languages spoken in the community, such as Armenian, Korean, and Spanish. Upon successfully graduating from the Glendale Fire Recruit Academy, unit employees assigned to the Foreign Language or Sign Language Interpreter Proficiency Program may be eligible to receive bilingual pay (\$70-\$140/month).

Knowledge, Skills & Abilities

Knowledge of:

City geography and street layout.

Mathematical computations such as averages, percentages, and fractions.

Knowledge of and skill in:

Emergency Medical Services (EMS) procedures and equipment.

Paramedic practices and procedures.

Skill in:

Applying common sense and logic in decision making.

Ability to:

Provide exceptional customer service to all employees and vendors.

Carry out a conditioning program to maintain good physical health.

Communicate effectively in English, both orally and in writing.

Correct misunderstandings.

Develop necessary skills from on-the-job training and meet standards of performance for the classification by the end of the recruit period.

Establish and maintain smooth working relationships and resolve interpersonal conflicts.

Follow directions and orders of superiors quickly and accurately.

Foster a teamwork environment.

Learn firefighting and other emergency care knowledge, techniques and skills through classroom lecture, discussion, and field exercises.

Operate fire and other emergency apparatus and equipment effectively and safely; analyze fire and other emergency situations accurately and take effective action.

Lift Fire Department equipment in a safe manner.

Listen carefully to understand others.

Maintain physical activity over long periods of time.

Model and practice the highest standards of ethical conduct.

Perform basic research.

Read, understand, and apply City of Glendale and GFD policies, rules, laws, and ordinances pertaining to fire suppression and prevention.

Read, write, and comprehend directions and training materials in English.

Work at heights and in confined spaces.

Other Characteristics

Willingness to:

Assume responsibility for maintaining a safe working environment.

Work outside in all kinds of weather.

Work overtime as requested or required.

Applicants must be of good moral character.

Age Requirement

Must be 18 years of age at time of appointment.

Special Note

Appointees to the Glendale Fire Department will remain as non-sworn probationary Firefighter Recruits throughout the academy training period. Such employees serve on an "at-will" basis for the duration of the training academy and while on probation. Please note that the academy training period includes the traditional firefighter training (basic instruction in the areas of firefighter work) AND paramedic training.

Upon successful graduation from the training academy, Firefighter Recruits will be placed in the classification of Firefighter/Paramedic A, a sworn position, which functions both as a Firefighter and a Paramedic and has a one-year probationary period. As such, appointees who are unable to meet the standards of a Firefighter and a Paramedic will be subject to termination during the probationary period.

Special Condition

TATTOO POLICY: Unless otherwise exempted, no employee of the GFD shall have any "visible" tattoos or other skin markings. Tattoos, or other skin markings, shall be covered while on duty with a long-sleeved uniform shirt, long-sleeved work t-shirt, work pants, sweat pants or a tattoo wrap/sleeve (100% cotton-NFPA compliant) approved by the Department. Cosmetic tattoos on the face (e.g. eye brows, eye liner, and lip liner) and wedding band tattoos on the ring finger will be reviewed by the Fire Chief on a case by case basis. Marks or scars from injuries or medical procedures are exempt from these policy restrictions. For further information regarding this policy, please contact Human Resources at (818) 548-2110.

Medical Standards/Non-Smoking Requirement

Upon being offered employment, candidates must pass a pre-placement medical examination, which includes a drug and alcohol screening, as well as a psychological examination. Candidates selected for the Glendale Fire Department must meet medical standards in compliance with National Fire Protection Association 1582 Standards on Medical Requirements for Firefighters, adopted by the City of Glendale Civil Service Commission. Newly hired employees selected for the Glendale Fire Department for this position will be required to sign a condition of employment statement that they do not smoke nor use tobacco products.

Note

An equivalent combination of experience, education and/or training may be considered as a substitute for the listed minimum requirements.

Exceptional Customer Service Policy

The City of Glendale values quality customer service and takes pride in the exceptional service provided by every employee. As a part of the Glendale, team, we are dedicated to delivering courteous, considerate, and personalized attention to our diverse community and to one another.

Please click on the link to read the [Exceptional Customer Service Policy](#).



Selection Process

WRITTEN EXAMINATION: Must be active on the Firefighter Candidate Testing Center's (FCTC) Statewide Eligibility List (SEL) by the final filing date of March 6, 2026 and no earlier than March 6, 2025. Please visit the FCTC site to view SEL requirements and to register and view alternate test dates and locations.

EVALUATION OF APPLICATION: Submitted Firefighter Recruit Application will be reviewed to ensure applicants meet the minimum requirements.

ORAL INTERVIEW EXAMINATION: Administered to evaluate the applicants' experience, education and personal fitness for the position. *The oral interviews are tentatively scheduled for April 13, 2026.*

PHYSICAL PERFORMANCE (CPAT or BIDDLE TEST): Evaluates the applicants' ability to perform the physical aspects of firefighting. Candidates must successfully pass the CPAT or Biddle Test between the dates of October 1, 2025 and April 7, 2026 and must present a valid certificate of successful completion by attaching the certificate to the application or e-mailing it to dsnearl@glendaleca.gov by April 7, 2026 by 1700 hours. Failure to do so will preclude candidates from participating in the further stages of the recruitment process.

BACKGROUND INVESTIGATION: A comprehensive background investigation will be conducted on all finalists, which will review and verify personal history including, but not limited to, financial responsibility, criminal history, drug use history, driving record, and verification of application materials. Significant issues or omissions in the above-stated areas may be grounds for disqualification. Background investigation will include a polygraph.

EXAMINATION WEIGHTING: Evaluation – qualifying, Oral – 100%, Background Investigation – pass/fail.

ENTRY-LEVEL EXAMINATION – VETERAN'S CREDIT AWARDED FOR QUALIFIED APPLICANTS.

TIME AND PLACE OF THE EXAMINATION WILL BE ANNOUNCED. Evaluations will be based on the candidate's education and experience relevant to the position. Examinations will assess evaluate the candidate's education, experience, knowledge and skills related to the job. The City of Glendale reserves the right to modify the examination components or their weighting. If changes are necessary, candidates will be informed of the specific examination components and their weight before the examination is administered. The selected candidate will undergo a background check, including Livescan fingerprinting. The City of Glendale complies with state and federal obligations to provide

reasonable accommodations for applicants and employees with disabilities. Applicants with special needs are encouraged to inform the Human Resources Department at least five days before the first examination to ensure reasonable accommodations can be arranged. The provisions of this bulletin do not constitute an express or implied contract.

Employer

City of Glendale (CA)

Address

613 E. Broadway Room 100

Glendale, California, 91206

Phone

818-548-2110

Website<http://www.glendaleca.gov>**Firefighter Recruit/Paramedic Supplemental Questionnaire*****QUESTION 1**

Do you possess a high school diploma or equivalent?

- Yes
 No

***QUESTION 2**

Are you 18 years of age or older?

- Yes
 No

***QUESTION 3**

Do you possess a valid California Class "C" Driver's License with an acceptable driving history?

- Yes
 No

***QUESTION 4**

Are you currently active on the Firefighter Candidate Testing Center's (FCTC) Statewide Eligibility List (SEL)?

- Yes
 No

***QUESTION 5**

Do you possess a valid State of California Paramedic License? You MUST attach a copy of the Paramedic License to your application. Note: the National Registry does NOT fulfill the Paramedic requirement.

- Yes
 No

***QUESTION 6**

Have you successfully passed the Physical Performance (CPAT or Biddle Test)? You MUST attach the Certificate of Completion to your application.

- Yes
- No

***QUESTION 7**

If your response to Question #5 or #6 is No, do you plan to complete the CPAT or Biddle Test by April 7, 2026 by 1700 hours?

- Yes
- No

***QUESTION 8**

Have you included the following required documents with your application: California Driver's License, High School Diploma or equivalent, California Paramedic License, Statewide Eligibility List (SEL – FCTC), CPAT or Biddle Certification?

- Yes
- No

***QUESTION 9**

Please identify any missing documents from Question #8 and provide an anticipated date of completion.

***QUESTION 10**

How did you FIRST learn about this position?

- City of Glendale Website
- Visited Human Resources in person
- Currently a City employee
- GTV6
- Twitter
- Indeed
- LinkedIn
- Glassdoor
- Other

* Required Question