



HUMBOLDT BAY FIRE

*Committed to Community Service
through Leadership, Vision and Integrity*

NOW RECRUITING FIREFIGHTERS

SALARY: \$61,034 - \$74,188

APPLICATION DEADLINE: JUNE 30, 2026

Application: <https://www.hbfire.org/positionopenings>
Submit Application Packet Via Email to: recruitment@HBFire.org

WHO WE SERVE

Humboldt Bay Fire serves the City of Eureka and the Greater Eureka area. Located in Northern California, Eureka is the largest city in the County of Humboldt with approximately 50,000 residents including the unincorporated area. Eureka is one of California's best kept secrets, bordered by the beautiful Humboldt Bay and forests lush with giant redwoods. A variety of cultural opportunities are available in and around the city. Outdoor recreation is abundant with activities such as boating, fishing, kayaking, hunting and backpacking. Humboldt Bay Fire takes pride in making Eureka and the greater Eureka area an even better place to live.

OUR DEPARTMENT

Responding to approximately 8,000 calls for service each year (from 5 Fire Stations), HBF is a full-service, all-risk fire department. In terms of critical infrastructure, HBF is the emergency service provider for a number of high-hazard occupancies, including various types of building construction ranging from old Victorian residences to modern commercial occupancies; 1 municipal airport; 1 hospital; 1 fuel distribution bulk storage plant; as well as a large area in the "Wildland Urban Interface" in the outlying areas of the jurisdiction.

HBF's staff and firefighters are highly motivated and trained to deliver the best possible community service locally, throughout Humboldt County, and throughout the state of California. From fire and rescue services, to our delivery of Emergency Medical Services, to general public service we stand ready to help 24 hours a day, seven days a week.

THE IDEAL CANDIDATE

Humboldt Bay Fire seeks individuals whose values align with our departments mission of being committed to community service through leadership, vision and integrity.

Our firefighters take pride in their work as their position protects life, property, and the environment by performing firefighting activities, emergency medical aids, hazardous response, rescues, fire prevention, and other emergency and non-emergency situations. The position is also responsible for maintaining fire equipment, apparatus and facilities.

The ideal candidate for Humboldt Bay Fire is a professional with a desire for a fire service career, emphasizing in teamwork and cooperation. They should bring life experience fostering honesty and a strong work ethic, and exhibit positive engagement in diverse professional settings. Crucial attributes include technical proficiency, a genuine interest in teaching, and an attitude promoting a positive fire service image. Demonstrated readiness for emergency service, effective communication skills, a comprehensive fire service education, commitment to high physical fitness levels, and proven customer service experience are essential. Moreover, the ideal candidate should actively seek opportunities to enhance and improve Humboldt Bay Fire.

The culture instilled by our personnel is recognized as a significant factor in creating the Humboldt Bay Fire's reputation as an excellent workplace. We place a strong emphasis on physical fitness, training, health, and overall wellness. Additionally, there is a palpable enthusiasm for the education and mastery of the skills associated with firefighting and emergency medicine.

Candidates are encouraged to make a station visit or participate in a ride-along.

Please call 707-441-4000 to schedule. Candidates can review the full job description for firefighter [here](#).



MINIMUM QUALIFICATIONS

- 18 years of age
- High School Diploma, GED or any combination of training and experience that would provide the required knowledge, skills and abilities is qualifying.
- Successful completion of the FCTC Entry Level Firefighter written examination and current placement on the FCTC Statewide Eligibility list.
- Possess a current, valid Cal-JAC CPAT Card
- Possess a valid California Firefighter 1 certificate or complete an accredited fire academy
- Possess a current, valid California or National Registry EMT-1 or Paramedic certification (note: persons possessing a National Registry Certification will be required to register as a California EMT-1 or Paramedic prior to appointment).
- Possess a valid California Class "C" Driver's License with a clean driving record.

In addition to the above, employees are required to obtain within the twelve (12) month probationary period:

- Valid California driver's license firefighter endorsement
- CDL Medical Examiners Certificate
- Hazardous Materials First Responder Operations Certificate (FRO)
- Hazardous Materials First Responder Operations Decontamination Certificate (Decon)
- California State Fire Training Rope Rescue, Confined Space Ops. and RS-1 or equivalent

SCHEDULE

Employees are required to work 24-hour shifts as scheduled by HBF currently in a "48-96" model. Humboldt Bay Fire has no residency requirement but employees are subject to emergency recall.

APPLY AT: [HTTPS://WWW.HBFIRE.ORG/POSITIONOPENINGS](https://www.hbfire.org/positionopenings)

A complete application packet shall include an application form, a copy of current CPAT card, a copy of California Firefighter 1 certificate or certificate of completion from an accredited fire academy, a copy of current EMT-1 or Paramedic certificate and a copy of a valid California Class "C" Driver's License.

EXAMINATION PROCESS

This recruitment process will not include a department-administered written or physical agility test. Applicants must be active on the FCTC Statewide Eligibility List to be considered. Applications will be reviewed, and selected candidates will be invited to an oral board interview. Candidates who successfully advance from the oral board will be invited to a Chief's Interview. Final eligibility will be determined based on performance throughout this process.



COMPENSATION & BENEFITS

Salary \$61,034 - \$74,188

FLSA Pay:

2.7% of base salary

Longevity Pay:

(2%-8%) starting at 5 years of service

Incentive Pay:

10% Paramedic
3%-6% Fire Investigator Pay
3% HazMat Pay
3% USAR Pay
3% Water Rescue Pay
3% Bilingual Pay
3% Boat Operator Pay

Holiday Pay: In lieu of Holiday time off, 192 hours shall be paid annually at the regular rate of pay.

Uniform Allowance : \$480 annual payment

ADDITIONAL INCENTIVES INCLUDE ACCRUING UP TO 144 HOURS OF CTO.

RETIREMENT: For Classic CalPERS members, new hires will be enrolled in the 2% at age 50 retirement formula. Current internal Classic CalPERS employees will retain their existing retirement formula of either 2% at age 50 or 3% at age 50, as applicable. Employees subject to the California Public Employees' Pension Reform Act of 2013 (PEPRA) will be enrolled in the 2.7% at age 57 formula.

HEALTH INSURANCE: HBF covers 80% of medical premium for the employee and eligible dependents and contributes to each employees Health Savings Account. Cash-in-lieu available if employee has medical from another source.

DENTAL & VISION INSURANCE: HBF covers 100% of dental, vision and EAP premiums for employee and eligible dependents.



VACATION: Vacation is accumulated at 7 shifts per year upon employment and increases with time in service. Vacation buyback is available.

SICK LEAVE: Sick Leave is accrued at one 24-hour shift per month with no limit. Sick leave conversion to service credit is available at time of retirement through CalPERS.

OTHER BENEFITS: Annual health and wellness assessment. Optional participation in deferred compensation and Section 125 plans including Flexible Spending Accounts.

OTHER INSURANCE: HBF provides a robust EAP program, Group Life Insurance for all employees and AirMED coverage for employees and all members of their household.

[CLICK HERE TO REVIEW THE HUMBOLDT BAY FIREFIGHTERS LOCAL 652 MOU](#)

Note: Although benefits have been reported as accurately as possible, there has been no warranty of complete benefit summary intended. All information provided is subject to the actual terms of the legal documents that control the benefit program.



Application Deadline:
June 30, 2026

Our application can be located at
www.HBFire.org/positionopenings

Please visit www.FCTOnline.org to
register for upcoming exams and to
learn more about the process.

Questions: Please contact
recruitment@HBFire.org.
Or call 707-441-4000



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