



Firefighter EMT and Firefighter Paramedic Recruitment

The Monterey County Regional Fire District will be accepting applications effective October 1, 2025 for the position of Firefighter EMT and Firefighter Paramedic. Applications must be received by November 3, 2025. This is an entry level position with the District and an outstanding opportunity for a dynamic professional to join the MCRFD team.

The Monterey County Regional Fire District is an independent Special District in Monterey County responsible for providing a high level of emergency and non-emergency services to the Northern Salinas Valley, Highway 68 Corridor and the communities of Chualar, Carmel Valley, Mid-Carmel Valley and Santa Lucia Preserve.

The District is protected by 7 stations, and 70 full-time employees. Financial oversight and strategic policy direction are provided by an appointed 5-member Board of Directors.

MINIMUM QUALIFICATIONS

- Must be at least 18 years of age and a California resident
- Must possess a high school diploma or GED
- Valid State of California EMT license
- Valid Health Care Provider CPR certificate/card from the AHA
- Valid California driver's license with a driving record acceptable to the District insurance carrier
- Must possess a Candidate Physical Abilities Test (CPAT) certificate prior to the hire date with a certificated date within the prior 12 month period
- Must be current and eligible on the Firefighter Candidate Testing Center (FCTC) or successfully pass an entry level Firefighter written test for open hire applicants.

If applying for a Firefighter Paramedic position, the followed requirements are necessary in addition to the minimum qualifications listed above:

- A valid State of California Paramedic license
- Current ACLS, PHTLS or ITLS, and PALS or PEPP certifications

DESIRED QUALIFICATIONS

- Accredited college degree
- Firefighter 1 accreditation
- ICS 100 and 200, NIMS 700 and 800

COMPENSATION AND BENEFITS

Salary: \$94,199.21—\$103,854.63

Paramedic stipend: \$785 monthly (10% of the base salary for firefighter step 1)

Education Incentive: Up to an additional 10% of base salary

Bilingual Pay: \$100 monthly

Hours: 48 X 96 shift schedule

Vacation: Accumulation rate increases with length of service, starting at 12 hours per month

Sick Leave: Accumulation rate of 24 hours per month indefinitely during tenure of career

Insurance: 100% paid health, dental and vision for employees and qualified dependents

Retirement: 2.7% at 57 for new members with CalPERS with employee contributions of 14.5% to PEPPRA, or 3% at 55 for those with former CalPERS qualified employment with a break-in service of less than six months with an employee contribution of 9%



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APPLICATION PROCESS

FCTC applicants will be contacted by the District's Human Resources Officer and invited to participate in the recruitment selection process.

Open hire applicants are required to pass a written exam. Contact Human Resources Officer Marisela Arreguin at (831) 455-1828 or at marreguin@mcrfd.org to reserve a spot for our October 23, 2025 test date.

SELECTION PROCESS

Applicants who meet the minimum job qualifications must complete and submit a job application packet by November 3, 2025.

Application packets must include a resume, copy of the applicant's driving record and proof of all minimum requirements. Packets may be emailed to Human Resources Officer Marisela Arreguin at marreguin@mcrfd.org, or mailed to:

Monterey County Regional Fire District
ATTN: Human Resources Officer
19900 Portola Drive
Salinas, CA 93908

The selection process will consist of an initial evaluation which includes an oral interview and a basic skills assessment. Successful candidates will move forward to a Chiefs interview. Conditional job offers will be provided to those selected to move forward. A medical evaluation, drug screening, and an inclusive background investigation (verification of education, employment, military, criminal history, DMV records and personal history). Personal contact may occur with relatives, friends, neighbors, landlords, employers and other associates.

At the time of employment, applicants must be a United States citizen or a permanent resident alien who is eligible for and has applied for citizenship.

DISCLAIMER

Continued employment as a Firefighter with the District is contingent on the ability to maintain Monterey County accreditation as an EMT or Paramedic, and a current, valid California Driver's license with a satisfactory driving record. The Monterey County Regional Fire District, at its sole discretion, may suspend, modify, or cancel this examination at any time before its completion.