



# Firefighter Open Recruitment

The Monterey County Regional Fire District is currently recruiting for the position of Firefighter/EMT and Firefighter/Paramedic. This is an open recruitment with no closing date. This is an entry level Firefighter position with the District and an outstanding opportunity for a dynamic professional to become a valued member of the Fire District.

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, 67 full-time employees and 5 volunteer firefighters. 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
- Must possess a valid State of California EMT or Paramedic License
- A valid Health Care Provider CPR certificate/card from the AHA
- Must possess a valid California driver's license with a driving record acceptable to the District insurance carrier
- Must possess a Candidate Physical Abilities Test (CPAT) certificate with certification date within the prior 12 month period at the time of the oral and medical skills assessment.
- Passed and currently on the Firefighter Candidate Testing Center list (FCTC)

## DESIRED QUALIFICATIONS

- Current ACLS, PHTLS or ITLS and PALS or PEPP certifications
- Accredited college degree
- Firefighter 1 accreditation
- ICS 100 and 200, NIMS 700 and 800

## COMPENSATION AND BENEFITS

**Salary:** \$70,664 - \$85,904 annual

**Paramedic Stipend:** \$588.86 monthly

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

**Hours:** 48x96 shift schedule.

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

**Sick Leave:** Accumulation at the rate of 24 hours per month indefinitely during tenure of career.

**Insurance:** The District provides 100% paid health, dental and vision insurance for employees and qualified dependents.

**Retirement:** 2.7% at 57 for new members of CALPERS with employee contributions of 13.75% to PEPPRA, or 3% at 55 for those with former CALPERS qualified employment with a break-in service less than six months with employee contributions of 9%.



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## **APPLICATION PROCESS**

Applicants whose qualifications best meet the needs of the District will be invited to participate in the selection process. The District will use the FCTC list to contact applicants.

## **SELECTION PROCESS**

The District's Human Resource Officer will contact those who meet our minimum Qualifications. Candidates will then need to fill out a job application packet.

Candidates will be invited to an oral board and medical skills assessment..

Those selected to move on will have a background investigation conducted and will minimally include: verification of education, employment, military, criminal history, civil litigation, DMV records and personal history. Personal contacts may be made with relatives, friends, neighbors, landlords, employers and other associates.

Upon a conditional offer of employment, candidates must pass medical and a drug screening by the District Physician.

At the time of appointment, candidate 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 a Paramedic or EMT and a current valid California Driver's License with a satisfactory driving record. MCRFD, at its sole discretion, may suspend, modify, or cancel this examination at any time before its completion.

**Monterey County Regional Fire District is an Equal Opportunity Employer**