

**Novato Fire District**  
*Invites Applicants for the Position of*  
**Firefighter/Paramedic**  
*Starting Salary: \$115,948.56 Annually*





Novato Fire Protection District is a five-station agency with 64 sworn line personnel covering three shifts. Each shift has one Battalion Chief, five Captains and five engine companies including a cross staffed truck and Type 3 engines. Staffing includes two front line paramedic ambulances, each staffed with two firefighter/paramedics. This year, we completed our new training facility, added a new ladder truck to our fleet. Novato averages over 6,500 calls for service a year as an all hazard fire agency.

#### Qualified Candidates:

- Have a valid Cal-JAC CPAT, dated from May 15, 2022 through May 15, 2023
- Possess a high school diploma or GED certificate
- Possess and maintain a current EMT-Paramedic license from the State of California at time of employment
- Have obtained CSFM Firefighter 1 certificate, or completed an accredited fire academy
- Able to be accredited as an EMT-P by the County of Marin during first month of employment
- Possess and maintain a valid State of California Class C license upon date of hire, with a Class C Firefighter Endorsement required within six months of hire
- Be on FCTC's Statewide Eligibility List (SEL) on May 15, 2023
- 12 months of full time ambulance experience, highly desirable
- Bilingual, highly desirable

#### Essential functions of the position include, but are not limited to:

- Response to emergency medical, fire, and public assistance calls for service
- Meet the continuing education and service requirements for EMT-P for the State of California and County of Marin, while staying skilled in use of appropriate emergency medical equipment
- Ensure proper maintenance and control over emergency medical equipment and supplies, including proper inventory procedures as set forth by the District and applicable State and Federal laws and regulations
- Prepare thorough and concise reports including Patient Care Reports and Incident Reports
- Abide by the District's rules, regulations, policies, procedures, mission, guiding principles and firefighter empowerment
- Remain skilled in fire suppression tactics, methods, and procedures as well as emergency lifesaving procedures through training drills and other maintenance programs
- Functions well as a team member of a fire company at any emergency or non-emergency scene and accepts his or her share of the work required
- Maintains an adequate level of physical fitness to meet the physical requirements required to perform firefighting tasks



- Project a positive image to the public as a fire service professional, including developing and maintaining public support for fire suppression and fire prevention activities

#### Compensation and Benefits:

- Starting Salary: \$9,662.38/month
- 48 x 96 schedule
- After one year of continuous service, shift members are entitled to six (6) shifts of vacation
- Shift members accrue 12 hours of sick leave per month
- Members may enroll in District sponsored medical, dental, vision, and voluntary life insurance coverage
  - The District will pay 80% of the applicable Kaiser medical premium towards the medical plan of the members choosing for member and eligible dependents
  - The District pays 100% of dental and vision premiums for the member and eligible dependents
  - The District provides \$60,000 of life and AD&D coverage for each member
  - The District offers additional voluntary life insurance coverage for member, member's spouse, and member's children. The member is responsible for 100% of voluntary life insurance premium
- District sponsored employee assistance program (EAP)
- 457b deferred compensation retirement plan with District matching up to \$100/month (optional employee enrollment)
- Retirement Health Savings account with District matching based on age at date of hire
- Safety new hires will join the Marin County Employees Retirement Association (MCERA) as a PEPR employee at 2.7% at 57
- 12 month probationary period, following completion of academy.
- Behavioral Health programs and training, including but not limited health and wellness screenings, and agency and county peer support teams
- Firefighter/Paramedics are represented by the Novato Professional Firefighters Association (NPFA)



*Novato Fire District is an Equal Opportunity Employer, and welcome and encourage qualified applicants of all ages, races, genders, and veteran status to apply*

## HOW TO APPLY



Interested applicants must submit the following items:

- Novato Fire District application
- A detailed résumé
- Copy of high school diploma, GED certificate or transcript (college transcripts also accepted, if applicable)
- Copy of a valid California Class C driver's license
- Copy of CSFM Firefighter 1 certificate, or proof of completion of an accredited fire academy
- Copy of valid Cal-JAC CPAT card, dated between 5/15/2022 – 5/15/2023
- Copy of current EMT-P License from the State of California
- DD 214 Long Form **(Required for all former military personnel)**

*NOTE: Applicants who receive a conditional offer of employment are subject to a background check including, but not limited to, polygraph examination, DMV driving record review, Live Scan, psychological screening, medical evaluation, and drug screen.*

If you are interested in this exciting opportunity, visit our website at <https://www.novatofire.org/about-us/employment/firefighter-paramedic> or more information, and to download an application packet.

Additionally, we are using FCTC's Statewide Eligibility List (SEL) for this recruitment. You must pass FCTC's Written Test as one of the minimum qualifications to be placed on the SEL. Your written test must be dated prior to May 15, 2023. Completed applications with required documents will be accepted email only.

## APPLICATION PERIOD:

**Application Period Closes May 15, 2023 at 3:00pm**

**Applications should be directed to the attention of:**

Gretchen Felciano  
Human Resources Manager  
[gfelciano@novatofire.org](mailto:gfelciano@novatofire.org)

**\*\*Incomplete or late applications will not be considered\*\***

Please contact Gretchen Felciano with any questions at 415-878-2621