



Now Hiring:
Firefighter/Paramedic
Final Filing Date: 1/21/26



The Novato Fire District invites you to apply for a rewarding and satisfying career in public service as a Firefighter/Paramedic.

Join a public safety Special District that prides itself on being an integral part of the community. We are dedicated to protecting and providing for life safety, environmental protection and property conservation through education, hazard reduction, and emergency response.

Novato Fire District is a five-station agency with 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. Novato averages 7,500 calls for service a year as an all-hazard fire agency, serving a population of over 70,000 within a service area of 72 squares miles.

Novato Fire District will accept applications for: Entry-Level and Lateral Firefighter/Paramedic

To be considered to join this unique District you must have a valid CPAT card obtained within one year prior to application. Please see the qualifications section for further requirements.

Applicants will be evaluated based on relevant training and experience. The process will include interviews and EMS evaluations (National Registry based), which will take place the week of February 9, 2026. Candidates passing the interview and EMS evaluation will participate in an evaluated ride a long at two of the District's stations. Candidates receiving a conditional offer of employment will complete a comprehensive background investigation including polygraph, Live Scan, psychological evaluation, and physical including drug screen.

Successful applicants will complete a 10-week academy, with District paid housing during the academy period. New hires will be truck certified and accredited with the Marin County EMS Agency during the academy.



QUALIFIED CANDIDATES: ENTRY LEVEL OR LATERAL



Compensation and Benefits:

Annual Starting Salary

(for contract period: July 1, 2025 – June 30, 2028)

- Entry Level: \$137,908.78 – \$172,232.71
- Lateral: \$156,220.15 – \$172,232.71
- 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
- District pays 80% of the applicable Kaiser medical premium towards the medical plan of the members choosing for member and eligible dependents
- 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 (classic or Roth) with District matching up to \$300/month (optional employee enrollment)
- Retirement Health Savings account with District contributions of \$300 per month
- State paramedic renewal fees paid by the District
- 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
- Behavioral Health programs and training, health and wellness screenings; annual physicals with Galleri cancer screenings and ultrasound; agency and county peer support teams and contracted culturally competent clinicians.
- Firefighter/Paramedics are represented by the Novato Professional Firefighters Association (NPFA)

- **LATERAL:** an applicant who has successfully completed a probationary period with a career department
- Have a valid CPAT, a valid CPAT card obtained within one year prior to application, or have a future CPAT appointment scheduled prior to application submission (provide date of appointment on application)
- 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 a Firefighter 1 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
- Full-time ambulance experience, highly desirable
- Bilingual, highly desirable



Apply for this rewarding and exciting position at:

<https://www.governmentjobs.com/careers/novatofire>

Questions – contact Human Resources Manager Gretchen Felciano at gfelciano@novatofire.org or 415-878-2621.

