



City of Rancho Cucamonga Firefighter

SALARY	\$7,638.70 - \$9,287.02 Monthly	LOCATION	All-Risk Training Center - Rancho Cucamonga, CA
JOB TYPE	Full Time Fire Sworn	JOB NUMBER	2526-38D
DEPARTMENT	Administration	OPENING DATE	03/25/2026
CLOSING DATE	6/16/2026 5:00 PM Pacific		

WHY JOIN #TEAMRC

APPLICATIONS OPEN MAY 26, 2026.

The Apply button will not work until that date.

This posting is provided in advance to help candidates gather required documents and information.

Please return to this posting on May 26 to apply.



An unwavering commitment and passion to serve others drives this organization; mobilized by a culture of self-discipline that embraces humility and fosters organizational health. Our cohesive team is dedicated to providing premier services to our world-class community. The RCFD stands proudly united, “making a difference because we care.”

Our driving staff force, known as Team RC, embodies a culture of innovations and collaboration. We believe that our employees are the best representation of our values and we strive to be on the cutting edge of diversity, inclusion, and technology. When you join Team RC, whether you’re front-and-center or behind-the-scenes, you can rest assured that your work makes a distinct impact in the diverse community you serve. Our enthusiasm for public service and our commitment to continuous learning help Team RC focus on what really matters...service and people.

What is your purpose, cause, or belief, do you want to make a difference? Are you looking for a rewarding career that fosters innovation, creativity, flexibility, and professional growth?

If you’ve identified yourself above, we urge you to apply to join Team RC!

Who We Are

The Rancho Cucamonga Fire Protection District is committed to building a team that fosters an inclusive culture, and invests in equity in everything we do. We believe building a team diverse in people, ideas, and experience allows us to be more successful in our jobs and better address the needs of our community. We believe that local government and the community it serves are enhanced when people with different backgrounds come together to design and deliver equitable and high-quality services and programs. We believe the foundation for our work to be successful is embedded in consistent equitable and inclusive community engagement practices.

Watch our video and learn more about what it means to be a Firefighter with the Rancho Cucamonga Fire Protection District.

https://www.youtube.com/embed/rKoEaJE_-Kc?&wmode=opaque&rel=0

WHAT YOU WILL BE DOING HERE AT TEAM RC

The Ideal Candidate

The ideal candidate will be highly-motivated, looking for continual professional growth and capable of embracing innovative practices. He or she will have a strong commitment to excellent customer service and will be passionate about providing the highest level of service to the community we serve. This individual will thrive under pressure and have the ability to think critically to solve problems. The ideal candidate will be dedicated and self-disciplined in assuring that the Fire District's operational standards are maintained, and values are upheld.

The ideal candidate will embody the core values of the fire district: *Integrity, Innovation, Tradition, Professionalism, People, and Stewardship.*

For more information about this position please refer to the job description [here](#). Learn more about it what we look for in a Firefighter candidate by attending one of our Meet & Greets! RSVP for one of our Meet & Greets by using the links below.

Wednesday, May 13th 6:30 – 8:30 p.m. [Sign up here](#)

Saturday, May 30th 9:00 – 11:00 a.m. [Sign up here](#)

Wednesday, June 3rd 6:30 – 8:30 p.m. [Sign up here](#)

Saturday, June 13th 9:00 – 11:00 a.m. [Sign up here](#)

FIREFIGHTER RECRUITMENT MEET & GREET

Join us to learn more about
our culture and what we look
for in a firefighter candidate!

- 
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6:30 - 8:30 p.m.
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9:00 - 11:00 a.m.



All-Risk Training Center
(11285 Jersey Blvd.)

REGISTER
[RCFIRE.ORG](https://rcfire.org)

QUESTIONS?
1-909-477-2770



At this time, we will not be allowing in-person station visits or ride-outs during the recruitment process. Instead, we recommend you come to one of our Meet and Greets to learn more about our team and what we're looking for in a Firefighter candidate.

ARE YOU QUALIFIED

MINIMUM QUALIFICATIONS

- Must be at least 18 years of age at time of employment
- Possess a minimum of a high school diploma or a GED certificate
- Satisfactory driving record and possession of, or ability to obtain, an appropriate California driver's license
- EMT and/or Paramedic Certification in the State of California*
- CPR certification from the American Heart Association or equivalent (Healthcare Provider Level)
- Successful completion of **ONE** of the following within twelve (12) months prior to the application closing date:
 - Candidate Physical Ability Test (CPAT)
 - Biddle Physical Ability Test (PAT)
- Successful completion of the FCTC Firefighter Entry-Level Written Examination** within 24 months prior of application closing date (minimum passing score 70%). Applicants must complete an FCTC profile and appear on the FCTC Statewide Eligibility List by the final application deadline.
- Resume (must be attached to application for consideration)

Please refer to the Application Process below for all necessary requirements that must be attached to your online application.

** National Registry EMT and/or Paramedic will be accepted at time of application filing period in lieu of EMT or Paramedic Certification in the State of California; however, State of CA Certification must be obtained prior to employment.*

For candidates recently completing Paramedic or EMT training, or whom have not received their new/updated license/certification, submittal of verification of successful completion will be required for initial application. Submittal of required license/certification will be required to be eligible for interviews. Contact Human Resources to confirm eligibility.

***All candidates will be verified for eligible hiring status by their placement on the FCTC State Eligibility List provided to the District directly following the final application deadline and/or verification of all submitted documentation.*

Desirable Qualifications:

Completion of a State Certified Firefighter I, Fire Academy, or any combination of training and experience that provides the desired knowledge, skills and abilities.

Knowledge, Skills, and Abilities:

Knowledge of basic fire prevention and suppression techniques and practices; ability to learn and apply firefighting principles and techniques; think and act quickly and effectively in emergency situations; understand and apply mechanical and physical principles related to fire suppression; learn and apply fire code provisions and arson/fire investigation techniques; follow directions and orders of superiors quickly in emergency situations; work effectively and cooperatively with others; understand and follow verbal and written directions.

WHERE DO YOU GO FROM HERE

APPLICATION PROCESS

All applicants are required to apply online at www.cityofrc.us. **Applications will be accepted starting May 26, 2026 and will close June 16, 2026 at 5:00 pm or until a sufficient number of applications have been received. *Subject to change at the discretion of the personnel officer. Once the online application process has closed no further amendments will be allowed. Incomplete applications will NOT be accepted.**

Prior to starting the application process, applicants must have the following materials prepared in advance to completing the online application:

A. The following documents must be uploaded to your online application under the "Attachments" section. Incomplete applications will NOT be accepted.

1. Copy of high school diploma or GED certificate. If applicable, you may upload a copy of a college degree in lieu of a high school diploma or GED certificate*
2. Copy of EMT and/or Paramedic license or certification in the State of California
3. Copy of CPR certification from the American Heart Association or equivalent (Health Care Provider)
4. Copy of verification of successfully passing the Candidate Physical Abilities Test (CPAT) or Biddle Physical Ability Test (PAT) within twelve months prior of application closing date
5. Resume. A resume must be attached to your application but will not substitute for the proper completion of your application. Please submit a completed application AND attach a resume.

*Candidates that possess the following degrees or certifications are eligible for an education stipend upon hire: BA, BS, MA, MS, Fire Officer Certification, or Chief Officer Certification. For additional details regarding this stipend please contact Human Resources.

If any attachments fail to upload, your application will be marked as incomplete and will NOT be accepted. It is the responsibility of the candidate to make sure that all attachments are received by Human Resources. If you're unsure whether or not your application was submitted or you want to ensure all attachments were included with your application, please contact Human Resources.

B. Essay response to be included under the Supplemental Questionnaire Section of the application.

The materials listed above must be submitted with the online application in order to be considered for employment. **Failure to comply with the above process and appropriate requirements will result in rejection of your application.**

TEST INFORMATION

All candidates will be required to successfully complete the Candidate Physical Ability Test (CPAT) or Biddle Physical Ability Test (PAT) and the FCTC Written Examination prior to application. The Physical Ability Test must be

completed within 12 months prior of application closing date. The Written Examination will be accepted if completed within 24 months prior of application closing date. Note: All tests are subject to a testing fee. For the written examination, candidates will be required to submit an online application with FCTC to include registration, documentation, and payment.

CPAT Physical Ability Test

The CPAT <https://www.fctconline.org/> is available from either the Northern or Southern California testing centers through FCTC in coordination with Cal-JAC.

If you are unable to take the CPAT in California, we are also accepting results from the National Testing Network.

FCTC Written Examination

<https://www.fctconline.org/written-testing/>

Successful completion of the above testing components and application process will enable candidates to be placed on a CA State Eligibility List that we will utilize for hiring verification.

SELECTION PROCESS:

PHASE I: Management Evaluation of Applications

PHASE II: Oral Interview for Selected, Qualified Candidates*

PHASE III: Fire Management Interviews**

Candidates will be scored on each phase of the application process and the top-ranking candidates of each phase that best meet the needs of the Rancho Cucamonga Fire Protection District will be invited to continue on to the next step of the recruitment process.

*Potential Interview Dates: July 20, 2026- July 24, 2026. Subject to change at the discretion of the personnel officer.

**Potential Fire Management Interview Dates: Interviews with Battalion Chiefs tentatively scheduled for August 3, 2026- August 6, 2026. Interviews with Deputy Chiefs & Fire Chief tentatively scheduled for the week of August 17, 2026. Subject to change at the discretion of the personnel officer.

Still have questions? Please refer to our Frequently Asked Questions [here](#) ([Download PDF reader](#)). ([Download PDF reader](#)).

APPLICATION INFORMATION

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Applications must be complete and demonstrate that the minimum qualifications are met. All statements made on the application are subject to investigation and verification. Resumes may be attached to completed application form as supplemental information and will not be accepted in lieu of an official application form. Applications will be screened and the most qualified candidates who best match the needs of the Fire District will be invited to compete further in the examination process. All candidates will be notified of their application status by email throughout the recruitment process. Candidates invited to compete in the examination process, who successfully pass the examination process, will be placed on an eligibility list. The candidate on the eligibility list who most closely meets the requirements of the Fire District may be selected to receive a final offer. The Fire District may conclude that none of the candidates, even those who meet the minimum qualifications, are appropriate for the position.

Successful candidates shall be required to complete all of the following:

- Pass a reference and background verification. References will not be contacted until a mutual interest has been established.
- Provide proof of a valid driver's license and be insurable.
- Degree Verification, if applicable.

- Pass a pre-employment medical exam, including drug/alcohol screening.
- Successful completion of a psychological examination administered through the District's contract provider.
- Successful completion of a 12-month, plus the duration of the Academy, probationary period upon hire.

If hired, candidate will be required to complete a verification form designated by Immigration and Naturalization Service to certify that they are eligible for employment in the United States of America and furnish proof certifying legal authorization to work in the United States.

The Rancho Cucamonga Fire Protection District Participates in E-Verify. Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States. In accordance, the City will provide the U.S. Citizenship and Immigration Services and, if necessary, the Department of Homeland Security and Social Security Administration, with information from each new employee's Form I-9 to confirm work authorization. For additional information regarding E-Verify, the Federal Government's online employment eligibility verification system, please visit www.uscis.gov.

Disclaimers

The Rancho Cucamonga Fire Protection District is an Equal Employment Opportunity Employer. In addition, the Rancho Cucamonga Fire Protection District abides by a nepotism policy which may preclude you from being hired if the Fire District employs a relative. The Rancho Cucamonga Fire Protection District makes reasonable accommodations for disabled persons, considering each situation on an individual basis. Please make direct requests for accommodation to Human Resources. For information on Employee Rights under the Family and Medical Leave Act, please click [here](#). There is a no smoking policy in effect in all City Offices and vehicles. Finally, please note that the provisions of this bulletin do not constitute a contract expressed or implied and any provisions contained in this bulletin may be modified or revoked without notice. Questions regarding this recruitment may be directed to Human Resources at Careers@CityofRC.us. Applicants may wish to visit the City's official website at www.cityofrc.us for more information.

Benefits

- **Retirement** – California Public Employee's Retirement System (CalPERS)
- **Medical** – CALPERS; District contributes a monthly amount equal to the average eligible PEHMCA medical plan rates covering San Bernardino County.
- **Dental** – District paid
- **Vision** – District paid
- **Deferred Compensation** – District contributes 2% of base salary per pay period
- **Life Insurance** - \$50,000 District paid
- **Vacation** – 40 Hour Personnel - 85.72 hours accrued first year; Shift Personnel – 120 hours accrued first year
- **Holidays** - 14 paid holidays including three discretionary holidays
- **Sick leave** – 40 Hours Personnel - 120 hours per year; Shift Personnel – 144 hours per year
- **Personal Leave** – 20 hours of sick leave or vacation time may be used for personal leave per fiscal year
- **Bereavement Leave** – 40 Hour Personnel - 5 days paid bereavement leave as needed; Shift Personnel – 3 shifts paid bereavement as needed
- **Education Incentive** – Bachelor of Arts/Science or Fire Officer Certification- \$317 per month; Master of Arts/Science or Chief Officer Certification - \$475 per month
- **Flexible Spending Account (FSA)**- Medical and Dependent Care available
- **Voluntary Employee Benefit Association (VEBA)**- District contributes 2% of base salary per pay period
- **Uniform Allowance** - \$1,302 annually

Employer

City of Rancho Cucamonga

Address

10500 Civic Center Dr.

Rancho Cucamonga, California, 91730

Phone

(909) 774-2436

Website

<http://www.cityofrc.us>

Firefighter Supplemental Questionnaire

***QUESTION 1**

Describe a time when you had to make a difficult decision, possibly under pressure, that affected others on your team. How did you approach the decision and what was the outcome?

* Required Question