

RANCHO SANTA FE FIRE PROTECTION DISTRICT



INVITES YOUR INTEREST IN THE POSITION OF

Firefighter/Paramedic

Lateral & Entry level

\$106,786 — \$129,799 Annually

Important Dates

Deadline	Testing Dates	Anticipated Start Date
06/02/2025 12:00PM (PST)	FF / PM Skills Test : 06/10/2025 Interview with Captains : 06/11/2025 Interview with Management : 06/12/2025	08/01/2025

TO APPLY:

Please visit the district's website <https://www.rsf-fire.org/current-job-openings/> to obtain:

1. Job Flyer
2. Job Description
3. Application

- Please mail applications to:

RSFFPD Human Resources, P.O. Box 410, Rancho Santa Fe, CA 92067-0410.

- Or hand deliver/courier service to:

18027 Calle Ambiente, Rancho Santa Fe, CA 92067-0410.

Postmarks, faxes or any other electronic methods will NOT be considered.

Applicants may contact:

Sandra Reyes, Human Resource Analyst at (858) 756-6090 with any questions.


Rancho Santa Fe Fire Protection District is an equal opportunity/affirmative action employer and supports work force diversity. Women and minorities are encouraged to apply.



RANCHO SANTA FE FIRE PROTECTION DISTRICT



Position Title	Firefighter/Paramedic (Lateral & Entry Level)
The Rancho Santa Fe Fire Protection District ("District")	<p>Under the direction of a Company Officer, a Firefighter/Paramedic (FF/PM) provides basic and advanced life support services to ill or injured persons in accordance with the policies established by the Department of Emergency Medical Services of San Diego County. The FF/PM is responsible for performing the duties of a firefighter assigned to engine companies and other specialized District apparatus</p>
<p>Duties</p> <p><i>Essential job duties include but are not limited to those outlined on the Job Description.</i></p>	<p><u>KNOWLEDGE OF:</u></p> <ul style="list-style-type: none"> • Firefighting principles, techniques, and suppression methods, including fire behavior and fire prevention • San Diego County paramedic protocols for assessment and treatment of the ill and injured • Emergency rescue procedures and practices relating to fire, traffic collisions, technical rescue, HAZMAT, and other life threatening or injury prone events • Apparatus and equipment mechanics, maintenance, and operations • Laws, ordinances, and codes affecting the work of a FF/PM • Appropriate safety precautions and procedures • Basic English grammar, spelling, punctuation, composition, mathematics, and mechanical relationships <p><u>ESSENTIAL FUNCTIONS:</u></p> <p>Perform the job functions of a FF/PM, including but not limited to:</p> <ul style="list-style-type: none"> • Suppress fires, perform rescues, and carry out emergency medical techniques and procedures • Operate, maintain, and inspect vehicles, apparatus, and equipment • Respond quickly to changing situations under stressful conditions • Learn local geography, demographics, locations, and regulations • Clean and maintain fire stations, District facilities, and grounds • Conduct fire inspections and participate in public education activities • Understand and follow oral and written directions promptly and accurately • Pass periodic recertification tests • Operate computers and other electronic devices, write comprehensive reports, and maintain accurate records • Establish and maintain effective relationships with those in contact during the course of work

<p>Physical Demands and Working Environment</p> <p><i>Continued</i></p>	<ul style="list-style-type: none"> • Vision and hearing: <ul style="list-style-type: none"> ◊ Vision: Must see in order to perform essential job tasks; respond to incidents, provide care; operate emergency vehicles and apparatus; keep records, operate a computer, and perform office work; maintain station and equipment. Must be sufficient to meet NFPA Medical Evaluation criteria ◊ Hearing: Must hear instructions, radio messages, and emergency tones, alarms and other warning devices; sufficient to perform essential job tasks. Must be sufficient to meet NFPA Medical Evaluation criteria
<p>Application Process</p>	<ul style="list-style-type: none"> • All applications will be reviewed for completeness and the most appropriately qualified individuals will be invited to continue in the selection process • Include copies of required licenses and certificates, and copies of highly desirable certifications with your application and resumé. All associated documents must be delivered together <u>by hand, by courier, or mailed</u> to the Rancho Santa Fe Fire Protection District administrative office. <ul style="list-style-type: none"> • You may submit a Training History Report from State Fire Training (www.osfm-sft.acadisonline.com) in lieu of certificates. <i>(See Job Flyer for details on address locations)</i> <ul style="list-style-type: none"> <input type="checkbox"/> Signed and completed Fire District Application <input type="checkbox"/> Resumé <input type="checkbox"/> Valid Drivers License <input type="checkbox"/> California State Paramedic License <input type="checkbox"/> CSFM FF I, or CSFM Fire Academy, or IFSAC/Pro Board Fire Academy <input type="checkbox"/> Current CPAT <input type="checkbox"/> Current FCTC SEL <u>Highly Desirable:</u> <ul style="list-style-type: none"> <input type="checkbox"/> Valid Drivers License for fire apparatus <input type="checkbox"/> CA state Fire Fighter I and II Certificates • Resumés without application will not be accepted • Postmarks will not be accepted • The examination process for the position may include any or all of the following components: <ul style="list-style-type: none"> ◊ FF/PM Assessment Center ◊ Captains Interview ◊ North Zone Physical Agility Test (Laterals only if needed) ◊ Management Interview ◊ Background Investigation ◊ Medical Examination ◊ Psychological Examination
<p>Additional Information:</p>	<ul style="list-style-type: none"> • www.rsf-fire.org • www.fctconline.org • www.osfm-sft.acadisonline.com <div style="text-align: right;">  </div>

Qualifications

REQUIRED AT TIME OF APPLICATION: ALL APPLICANTS

- Valid Driver License with satisfactory driving record
- Current State of California Paramedic license. Must be maintained as a condition of employment
- Applicants must submit proof of only one of the following:
 - ◊ California State Fire Marshal Firefighter I Certificate
 - ◊ Or California OSHA Accredited Firefighter I Academy Certificate
 - ◊ Or International Fire Service Accreditation Congress (IFSAC) and/or National Board on Fire Service Professional Qualification (Pro Board) accredited certification that includes Fire Fighter 1, Hazardous Material Awareness and Operations, and Wildland Fire Fighter 1.

ENTRY LEVEL APPLICANTS:

- As of 6/02/2025, must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL). For more information on how to be placed on the FCTC SEL, visit: <https://www.fctconline.org/find-a-job/fctc-statewide-list/>
- Cal-JAC CPAT (Candidate Physical Ability Test) Card must be dated between 06/02/2024 and 06/02/2025.
- A passing score on the FCTC written test must be dated between 06/02/2024 and 06/02/20245.
- To view upcoming Cal-JAC CPAT and FCTC Written Test dates, visit www.fctconline.org/testing-information/upcoming-test-schedule/
- Candidates experiencing financial hardship may qualify for financial aid to pay for their FCTC testing fees visit <https://www.fctconline.org/financialaid/>

LATERAL FF/PM:

- Lateral candidates must be currently employed as a full-time FF/PM (or higher) with a municipal, county, state, federal, or fire district agency. Lateral candidates must have a minimum of one year of full time employment as a FF/PM prior to the filing deadline
- FCTC Selection Eligibility List is not required for lateral candidates but is highly desired and may be submitted with the application.
- CPAT is not required for lateral candidates but is highly desired and may be submitted with the application.
- All successful candidates without a current CPAT will be required to pass the North Zone Agility test before Management Interviews

<p>Qualifications</p> <p><i>Continued</i></p>	<p><u>ADDITIONAL REQUIREMENTS: ALL APPLICANTS</u></p> <ul style="list-style-type: none"> • Maintain current license as an Emergency Medical Technician-Paramedic (EMT-P) with the State of California and a current EMT-P accreditation with the County of San Diego Emergency Medical Services (EMS) at time of hire • A California Class "C" drivers license with Firefighter endorsement or a Commercial Class "B" drivers license must be obtained within 18 months of employment and maintained
<p>Work Schedule</p>	<ul style="list-style-type: none"> • Successful applicants will be assigned to work a 56 hour work week. The typical suppression schedule is 48 hours on duty, then 96 hours off duty.
<p>Physical Demands and Working Environment</p> <p><i>The conditions described herein are representative of those that must be met by an incumbent to successfully perform the essential functions of this classification. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.</i></p>	<ul style="list-style-type: none"> • ENVIRONMENT: Standard fire station setting with some travel to various locations to attend meetings or respond to emergency scenes, disasters or critical incidents; occasional exposure to excessive noise, dust, grease, smoke, fumes, airborne particles, noxious odors, gases, explosives and blood-borne pathogens; and all types of weather and temperature conditions; occasionally works near moving mechanical parts, in areas of limited and restricted entry and exit, and in high precarious places; exposure to vibration from equipment and vehicles; operation of foot controls or repetitive foot motion; extensive public contact; the noise level in the work environment is usually moderate; however, the noise level may be very loud when responding to emergency calls and when working at a fire or other emergency incident; wears appropriate personal protective equipment including goggles, face protector, turn-outs, safety shoes and self-contained breathing apparatus; may be required to travel outside the district boundaries to attend meetings. Work environment is both formal and informal, team oriented, having variable tasks, pace, and pressure • Physical: Primary functions require sufficient physical ability to work in a fire station and operate office equipment and to respond to 911 emergencies. CONTINUOUS sitting and upward and downward flexion of neck; side-to-side turning of neck; reaching below the shoulders; fine finger dexterity; simple grasping and repetitive use of hands. FREQUENT walking and walking on uneven ground; twisting at waist; light to moderate finger pressure to manipulate keyboard, equipment controls, and office equipment; pinch grasp to manipulate writing utensils. OCCASIONAL standing, running, crawling, kneeling, climbing, balancing and squatting; bending at the waist; reaching at and above shoulder height; pushing and pulling; power grasping to pick up equipment; may lift and carry objects weighing more than 100 pounds with or without assistance; operate a vehicle to travel to various locations; operate fire suppression and medical response, equipment, apparatus, and tools; verbally communicate to exchange information

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Suppression Benefits

Memorandum of Understanding	Position is part of the Rancho Santa Fe Professional Firefighters' Association—Local 4349
Salary	See job flyer for salary range.
Retirement	Membership in California Public Employees' Retirement System (CalPERS), plan determined at time of employment.
Vacation	264 to 408 hours per years. Based on years of service per the Memorandum of Understanding (MOU) Rancho Santa Fe Professional Firefighters Association—Local 4349.
Health Retirement Account (HRA)	District contributes \$100/mo. to a HRSA.
Sick Leave	12 hours per month as per the MOU.
Health Benefit Plans	The District provides medical (through CalPERS) and dental plans (through Guardian) for the employee and their dependents with a cap of determined by the MOU RSFPFFA—Local 4349. Currently, \$1,945.76 per month.
Life Insurance	\$25,000 employee / \$1,000 Dependent
Long Term Disability Insurance	The District provides a LTD plan provided by the California Professionals Firefighters Association.
Deferred Compensation	Voluntary 457b deferred compensation plan is available through Empower, with a Roth option.



RANCHO SANTA FE FIRE PROTECTION DISTRICT

Employment Application

We consider applicants for all positions without regard to race, color, politics, religion, sex, national origin, ancestry, age, sexual orientation marital or veteran status, presence of a disability, or any other legally protected status. Avoid any reference to the above, or response, which would allude to the above. Qualified individuals with disabilities are responsible for informing the District at least seven (7) days prior to the final filing date if assistance is needed in completing this application. Resumes may be attached, but they will not be accepted in lieu of this application. Complete the application in its entirety. Omissions may result in a delay or disqualification. Please return application to:

Rancho Santa Fe Fire Protection District, Attn: Human Resources, P.O. Box 410, Rancho Santa Fe, CA 92067-0410

POSITION APPLYING FOR: _____

WHERE DID YOU HEAR ABOUT THE POSITION YOU ARE APPLYING FOR? _____

PERSONAL INFORMATION			
NAME (Last)	NAME (First)	NAME (Middle)	
ADDRESS (Street)	(City)	(State)	(Zip + 4)
EMAIL ADDRESS		18 years of age or over?	
		YES	NO
TELEPHONE (Daytime)		TELEPHONE (Cell)	
SOCIAL SECURITY NO. (To obtain certain education and/or training records)			
DRIVER'S LICENSE NO.	STATE	EXPIRATION	

PLEASE ANSWER THE FOLLOWING QUESTIONS	*YES	NO
1. Have you ever been employed by Rancho Santa Fe Fire Protection District?		
* If YES, please explain:		
2. Are you related to any employee of Rancho Santa Fe Fire Protection District?		
* If YES, please explain:		
3. Are you able to perform the job-related functions of the position you are applying for?		
* If NO, please explain:		
4. Have you ever been denied permanent employment, discharged, or forced to resign from any position?		
* If YES, please explain:		
5. If hired, can you show verification of your legal right to work in the United States of America?		
* If NO, please explain:		

NAME (Last):

EDUCATION AND TRAINING																		
HIGHEST GRADE COMPLETED								DID YOU GRADUATE?										
High School				College				Graduate										
1		2		3		4		1		2		3		4		YES	NO	GED
1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NAME AND LOCATION OF HIGH SCHOOL:																		
NAME AND LOCATION OF COLLEGE, BUSINESS OR TRADE SCHOOL				DATES FROM: TO:		GRADUATE YES NO		UNITS SEM / QTR		DEGREE / MAJOR RECEIVED								
1.						<input type="checkbox"/> <input type="checkbox"/>												
2.						<input type="checkbox"/> <input type="checkbox"/>												
3.						<input type="checkbox"/> <input type="checkbox"/>												
4.						<input type="checkbox"/> <input type="checkbox"/>												

Do you speak, read or write any language other than English, which may be beneficial to the position for which you are applying?		
YES	NO	If yes, what language(s):

THIS SECTION MUST BE COMPLETED EVEN IF YOU ARE ATTACHING A RESUME
 List **ALL jobs** you have held in the last **10 years** beginning with your present or most recent employment.
 Include active military service, if any, but do not include reason(s) for cessation of military service if applicable.

EXPERIENCE			
EMPLOYMENT DATE From: To:		EMPLOYER	
ADDRESS			
HOURS WEEKLY	TITLE	REASON FOR LEAVING	
DUTIES			
SUPERVISOR'S NAME		EMPLOYER'S PHONE NUMBER	May we contact your employer? Yes No Maybe Later
EMPLOYMENT DATE From: To:		EMPLOYER	
ADDRESS			
HOURS WEEKLY	TITLE	REASON FOR LEAVING	
DUTIES			
SUPERVISOR'S NAME		EMPLOYER'S PHONE NUMBER	May we contact your employer? Yes No Maybe Later

NAME (Last):

EXPERIENCE (continued)		
EMPLOYMENT DATE From: _____ To: _____		EMPLOYER
ADDRESS		
HOURS WEEKLY	TITLE	REASON FOR LEAVING
DUTIES		
SUPERVISOR'S NAME	EMPLOYER'S PHONE NUMBER	May we contact your employer? Yes No Maybe Later
EXPERIENCE (continued)		
EMPLOYMENT DATE From: _____ To: _____		EMPLOYER
ADDRESS		
HOURS WEEKLY	TITLE	REASON FOR LEAVING
DUTIES		
SUPERVISOR'S NAME	EMPLOYER'S PHONE NUMBER	May we contact your employer? Yes No Maybe Later

CERTIFICATE OF APPLICANT

All answers and statements in this application are true and complete to the best of my knowledge and belief. I understand that untruthful or misleading answers are cause for rejection of this application, removal of name from an eligible list, or dismissal from employment.

I certify that I have read and meet the specific requirements listed on the announcement for this position. I understand that I may be requested to submit proof of qualifications at a later date. If upon checking these, you determine that I do not meet specific requirements, I understand that I will be disqualified.

Rancho Santa Fe Fire Protection District advises all applicants that the District is obligated, per the Immigration Reform and Control Act of 1986, to verify eligibility for employment in the United States. Any offer of employment will be contingent upon the employee being authorized to work in the United States and upon the employee providing appropriate documentation verifying eligibility.

In order that the District may verify the accuracy of the information contained in my application, I hereby authorize any former employer, its employees and representatives, or any person listed as a reference to provide any and all information they deem appropriate regarding my employment, job performance, references, education or training, and criminal history, including a right to obtain any criminal history information. This information may be provided either verbally or in writing. In addition to authorizing the release of any information regarding my employment, I hereby fully waive any rights or claims I have or may have against any former employer, its employees and representatives, or any person listed as a reference, and release any former employer, its employees and representatives, former educational institution, or any person listed as a reference from any and all liability, claims, or damages that may directly or indirectly result from the use, disclosure, or release of such information by any person or party, whether such information is favorable or unfavorable to me.

I am aware that fingerprinting may be required before or after employment. In addition, I am aware that after an offer of employment has been extended, I may be required to submit to a psychological and/or medical examination, which includes a drug and/or alcohol analysis. I also understand that failure to submit to or satisfactorily complete this examination may result in any offer of employment being withdrawn.

I understand that this application is not a contract of employment.

Applicant Signature _____

Date _____

Rancho Santa Fe Fire Protection District is an Equal Opportunity Employer