Entry Level and Lateral recruitment

Firefighter/Engineer - EMT and Paramedic

Filing period: June 14th, 2023, thru July 14th, 2023

Annual Salary Entry

$99,086 to $120,440 (EMT)  $109,986 to $133,689 (Medic)

Annual Salary Lateral

$109,242 to $120,440 (EMT)  $121,259 to $133,689 (Medic)

4% raise July 1, 2023  •  3% raise July 1, 2024

One year advance of vacation and sick leave accrual for lateral candidates

The Department

Ross Valley Fire Department is a consolidated Joint Powers Authority with the mission of protecting lives, property, and the environments of Ross, San Anselmo, Sleepy Hollow, and Fairfax through education, prevention, and community service while working together in a professional and caring manner that is fair, honest, respectful and ethical. The Department continues a tradition of fire protection in the Ross Valley dating back more than 100 years. The department consists of 31 sworn positions, staffing four fire stations, staffed with one two-person engine company each, not including our Fire Prevention and Volunteer ranks.

The Position

Under general direction, drives fire vehicles and operates fire apparatus and equipment; responds to fires, emergency medical, fire alarms, emergency medical, and other calls and takes appropriate action in the protection of life and property; maintains vehicles, apparatus, equipment, and stations; may lead, mentor and review the work of other department members; performs various support assignments in addition to normal emergency response activities, and performs related other duties as assigned.

Typical Job Duties

- Apply modern firefighting techniques' principles and practices and perform other emergency activities as directed.
- Use proper safety techniques to operate and maintain various fire department equipment, tools, and facilities.
- Follow and apply departmental policies, rules, regulations, and guidelines.
- Apply EMT / EMT-P protocols, CPR, and other medical assistance techniques.
- Use effective communication skills, both oral and written; follow directions.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Attend drills and staff training activities; participate in fire department activities.
- Respond to alarms; maintain awareness of area streets, special hazards, and water systems.
- Establish and maintain effective training and readiness.
• Assist in minor maintenance to keep the areas in and about the firehouse clean and orderly.
• Clean and service firefighting and medical equipment.
• Provide community service and education.
• Perform other related duties as assigned.
• Participate in regional teams: US&R, HazMat, Fire Investigation, Water Rescue, and North Bay Incident Management, etc.

**Minimum Requirements**

• High school diploma or equivalent.
• Valid California Class C driver's license, with the ability to obtain and maintain a Firefighter endorsement or a Commercial Class B.
• A valid Certificate of Completion from a recognized California Fire Academy or a recognized academy providing IFSAC/Pro Board seals or Firefighter 1 certification.
• A valid EMT /EMT-P License in The State of California, with accreditation in Marin County upon appointment.
• Possess a valid Cal-JAC CPAT card dated between July 14th, 2022, and July 14th, 2023. ([Entry Level](#))
• Possess a passing score of 70% or above on the Firefighter Candidate Testing Center (FCTC) Written Test dated between July 14th, 2022, and July 14th, 2023, and must be on the FCTC Statewide Eligibility List (SEL) on July 14th, 2023. ([Entry Level](#))
• **Lateral candidates** must currently be employed, having completed two years of continuous full-time experience with a professional career fire department, and have a valid Cal-JAC CPAT card at the time of appointment. No written score is required.

**Compensation and Benefits**

• Salary Range see above
• Retirement: CalPERS enrollment in either the 3% @ 55 or the 2.7% @ 57 formula is dependent on eligibility, as per AB 340
• Health cafeteria plan, allowance up to CalPERS full family Kaiser
  - Cash in-lieu of medical benefits up to $270 a month
• Up to 5% Education Incentive
• $720 / year uniform allowance
• Vacation 12 hours/month (starting)
• Sick leave 12 hours/month
• Holidays – 13 days / Holiday-in-Lieu Pay (paid at half pay)
• Employee Assistance Program
• Education/Tuition Reimbursement is available
• 457 Deferred Compensation plan
• Life Insurance - Provided coverage of $10,000, with additional amounts available at employee cost

For more information or to apply, visit the Department’s website:

[http://www.rossvalleyfire.org/about/employment](http://www.rossvalleyfire.org/about/employment)