



City of Stockton

# COMING SOON - FIREFIGHTER TRAINEE - PARAMEDIC & FIREFIGHTER TRAINEE- EMT

<b>SALARY</b>	\$69,281.58 Annually	<b>LOCATION</b>	City of Stockton, CA
<b>JOB TYPE</b>	Classified	<b>JOB NUMBER</b>	Coming Soon - FF Trainee 27-1
<b>DEPARTMENT</b>	Fire	<b>OPENING DATE</b>	06/01/2026
<b>CLOSING DATE</b>	6/30/2026 11:59 PM Pacific		

## DEFINITION

++++++ COMING SOON ++++++

**APPLICATION FILING PERIOD**

**JULY 1, 2026 (12:00 a.m.) PST - JULY 31, 2026 (5:00 p.m.) PST**

**\*\* or until the maximum number of applications are received \*\***



THE CITY OF STOCKTON WILL BE ACCEPTING APPLICATIONS FOR THE POSITIONS OF

**FIREFIGHTER TRAINEE / PARAMEDIC**

AND

**FIREFIGHTER TRAINEE / EMT**

**(Limited to first 250 applicants at this level)**

FOR THE PARAMEDIC LEVEL, ELIGIBLE APPLICANTS MUST POSSESS A VALID PARAMEDIC LICENSE ISSUED BY THE STATE OF CALIFORNIA OR NATIONAL REGISTRY AT TIME OF APPLICATION. FOR THE EMT LEVEL, ELIGIBLE APPLICANTS MUST POSSESS A VALID EMT/LEVEL I CERTIFICATION. BOTH LEVELS REQUIRE APPLICANTS BE ACTIVE ON THE FIREFIGHTER CANDIDATE TESTING CENTER'S (FCTC) STATEWIDE ELIGIBILITY LIST (SEL) BY JULY 31, 2026.

The City of Stockton Fire Department is seeking career-minded individuals whose performance is reflective of a very high level of dedication and commitment to public service. Stockton firefighters are trained professionals who provide a wide range of services to include: fire suppression, fire prevention, and emergency services to protect the lives and property of a diverse community. The Fire Department's goal is to develop staffing that reflects the rich make-up of the diverse population residing within the City of Stockton. The ideal candidate will possess excellent interpersonal and communication skills, be committed to fostering respect, dignity, and fairness, and is driven by a strong commitment to providing quality service.

### **SALARY**

During the Fire Academy, Trainees receive the monthly salary below. After successful completion of the Fire Academy, trainees achieve the sworn status of Firefighter and the salary steps are reflected below:

### **FIREFIGHTER TRAINEE**

\$69,281.58 annually **(while attending the academy)**

### **CURRENT BIWEEKLY SALARY STEPS : (after successful completion of the academy)**

Step 2: \$72,844.89 annually after successful completion of the academy

Step 3: \$76,593.27 annually after six (6) months at step 2

Step 4: \$80,526.23 annually after six (6) months at step 3

Step 5: \$84,677.54 annually after one (1) year at step 4

Step 6: \$89,030.82 annually after one (1) year at step 5

Step 7: \$93,602.71 annually after one (1) year at step 6

Step 8: \$98,409.36 annually after one (1) year at step 7

Step 9 (Top Step): \$103,469.13 annually after six (6) months at step 8

### **Longevity Pay - Additional Pay**

Opportunity for 2% for 5 years of service

Opportunity for 4% for 10 years of service

Opportunity for 6% for 15 years of service

Opportunity for 8% for 20 years of service

### **Paramedic Certification - Additional Pay**

12% of top step Firefighter Engineer added to their base pay (\$547.04 per bi-weekly pay period)

### **HAZ/MAT Assignment - Additional Pay**

The City shall pay 5% of the top step of rank for sworn Fire Unit employees actively assigned to the HAZ/MAT response team

### **Education Incentive - Additional Pay**

Employees that satisfy the educational and service requirements shall receive:

*Intermediate Education Certification* receives 3% above the top step of rank for sworn Fire Unit employees

*Advanced Education Certification* receives 5% above top step of rank for sworn Fire Unit employees

### **Continuing Education for Paramedics**

Upon prior approval of the Fire Chief the City will compensate members of the Fire Unit at their straight time rate for time spent, in an off-duty status, in continuing education necessary to maintain their certification, up to twenty-four (24) hours or less in a two (2) year certification period.

### **BENEFITS**

- Vacation - 120 hours per year
- Holidays - 13 fixed and 1 floating per year
- Sick Leave - 12 hours per month of service

- Health Benefits - Choice of plans for medical and hospitalization, dental and orthodontia, vision, and prescription coverage for employees and dependents
- Life Insurance - \$50,000 policy value
- Retirement - California Public Employees' Retirement Systems (CalPERS) = 2.7% at 57
- Deferred Compensation - Dollar for dollar match up to \$25/per pay period (up to a maximum of \$600 per fiscal year)
- Section 125 (Flexible Spending Account) - available at employee's option
- Education Assistance Program - up to \$1,500 per fiscal year
- Uniform allowance - \$950.00 yearly allowance



## EXAMINATION PROCESS

The City of Stockton Human Resources Department and the Stockton Fire Department have partnered with the [Firefighter Candidate Testing Center](#) (FCTC) to select the best individuals suited to become Firefighter Trainees. **Read the following information carefully.**

- Submit an online employment application. Application filing period: July 1, 2026 at 12:00a.m. PST to July 31, 2026 at 5:00p.m. PST or when the maximum number of applications is received (limited to 250 applications for EMT level)
- You must pass the FCTC written examination **with a score of 75% or better** and be active on the FCTC Statewide Eligibility List (SEL) on July 31, 2026. [Click here to visit the FCTC site to register](#) for a test dates/times.
- You must possess a valid CAL-JAC Candidate Physical Ability Card (CPAT) issued between 7/31/2025 and 7/31/2026. [Click here for more information about the CPAT](#) and to register for a date.
- The Stockton Fire Department has deemed that a valid Paramedic license issued by the State of California or the National Registry is required for the Firefighter Trainee/Paramedic level. **Candidates must submit proof of this license and any other required documents through the FCTC online registration process.**
- The Stockton Fire Department has deemed that a valid EMT/Level I certificate issued by the State of California or the National Registry is required for the Firefighter Trainee/EMT level. **Candidates must submit proof of this license and any other required documents through the FCTC online registration process.**
- FCTC provides [study materials, a test prep course](#), and [financial hardship grants](#) to qualified individuals.

**Employer**

City of Stockton

**Phone**

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(209) 937-8234

**Address**

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