



# Sonoma County Fire District Invites Applications for the Position of **Firefighter/Paramedic** (entry and lateral)

***Our Mission:** To compassionately care for the safety of our communities and our visitors through progressive professional emergency preparedness and response.*

## The Position



Under the supervision of a Fire Captain, a Firefighter/Paramedic responds to fires, medical emergencies, and other emergency and non-emergency situations, takes appropriate action to protect life and property, and performs various staff support assignments in addition to normal emergency response activities. Firefighter/Paramedic staff are assigned to both engine and ambulance shifts.

## The Ideal Candidate

The ideal candidate has a great deal of compassion for people, and enthusiasm for the profession of fire and emergency medical services. They remain calm and composed during emergency situations, can quickly and accurately assess patients' medical conditions and determine and implement the appropriate course of treatment. We are seeking detail-oriented professionals who understand and follow verbal and written direction, maintain accurate records, prepare clear and concise reports and other written materials using a computer, communicate effectively both verbally and in writing, and establish and maintain effective working relationships with co-workers and others contacted while carrying out the duties of Firefighter/Paramedic.

Qualifications: (copies of documents confirming the following, as appropriate, must be included in the application packet):

- Graduation from high school, or equivalent;
- Completion of an accredited Firefighter 1 academy or possession of a Firefighter 1 certification;
- A valid California Class C driver license;
- Current certification as a Paramedic in Advanced Life Support, either through the National; Registry of Emergency Medical Technicians or the State of California (at time of employment);
- Accreditation in the County of Sonoma Coastal Valleys EMS as an EMT-Paramedic (or must obtain accreditation within three months of employment);
- Advanced Cardiac Life Support (ACLS) card by time of appointment (Required for licensed EMT-Ps)
- Must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL) at the time of application. (For more information on how to be placed on the FCTC SEL, visit [www.FCTCOnline.org](http://www.FCTCOnline.org))

Lateral candidates shall show proof of being currently employed as a Paramedic, off probation, and working on a fire-based transport ambulance or advanced life support engine company. In addition, lateral candidates shall provide a single page cover letter describing their experience and education, and all documents requested above. Lateral candidates will not be required to show proof of current FCTC or CPAT.

## The Community



Located less than an hour's drive north of San Francisco, Sonoma County enjoys the world-class culture of the San Francisco Bay Area, while still maintaining its agricultural heritage and rustic charm. Sonoma County was recently ranked as one of the top 100 metropolitan places to live, by U.S. News and World Report. With its award-winning wineries, miles of hiking trails, towering redwoods, and the pacific coastline, it is an ideal place to live and work. Sonoma County enjoys more-affordable housing costs and a more competitive cost-of-living compared to the rest of the San Francisco Bay Area.

## The District



Beginning several years ago, our District started the journey of annexation to merge several agencies into one, with the singular goal of increasing overall services to our communities. Today, we serve the Town of Windsor, Larkfield, Wikiup, Mark West, Mountain Home area, Middle Rincon Valley, Bennett Valley, Bellevue, The Graton Casino, Fulton, Russian River / Guerneville, Forestville, Bodega Bay, and the surrounding unincorporated areas. As a newly formed agency, we have the rich history of great agencies with a new history in the making. We are a Special District managed by a seven-member elected Board of Directors.

*We believe in providing the highest level of professionalism to our communities; therefore, we will remain committed to honesty and integrity.*

*We believe in a positive and professional work environment; therefore, we will treat everyone with respect and honesty.*

*We believe in the importance of flexibility and adaptability; therefore, we will welcome growth and change.*

*We believe that honesty is essential; therefore, we will be transparent in every aspect of service.*

*We believe being compassionate is essential; therefore, we will treat everyone with kindness.*



The Sonoma County Fire District is seen as a leader in the fire-EMS industry. We have 82-line staff, 6 Apprentice Firefighters, and 49 volunteers. The administration includes a Fire Chief, two Deputy Chiefs, four Division Chiefs, four Battalion Chiefs (shift, Volunteer), a Deputy Fire Marshal, one Fire Inspector, a finance division, and administrative support. The District encompasses an area more than 250 square miles, our ambulance serves 436 miles, with a population of more than 80,000. As we continue to grow, we have identified needs for increased staffing and

infrastructure replacement. The men and women of the Sonoma County Fire District serve our communities with pride, integrity, and an unwavering commitment to excellence. Customer care and community involvement is our culture. “We have it all” when it comes to diversity of response areas, including a municipal airport, commuter rail, large wineries, a large rural area, a variety of businesses both large and small, a large wildlife preserve, the Pacific Ocean, and one of the state’s largest casinos. The Russian River runs through the district, surrounded by large wineries, farmland, and open space. With that kind of variety, there are no “routine” calls for service in our district.



In addition to a modern fleet of Type I and Type III fire engines, our District has a ladder truck, rescue, ALS ambulances, boats, jet skis, an OES USAR and water tender, a partnership with REACH helicopter, and eleven stations. We also have a FEMA-certified rescue dog and handler.

### Application and Selection Process

**Timeline:** We are accepting applications on an open basis. We anticipate starting the hiring process in the first quarter of 2023. Completed applications, resumé, and all supporting documentation listed above can be mailed to the attention of: Kathy Washington, SCFD, 8200 Old Redwood Highway, Windsor CA, 95492, or emailed to [kwashington@sonomacountyfd.org](mailto:kwashington@sonomacountyfd.org). Incomplete applications will not be considered.

**Pre-employment process:** Applicants who receive a conditional offer of employment upon successful completion of an oral interview and paramedic assessment are subject to a background check including but not limited to, polygraph examination, DMV driving record review, live scan, psychological screening, medical evaluation, drug screen.

### Compensation and Benefits

**The District offers an extraordinary salary and benefits package including:**

- **Annual Salary:** \$83,236.32 to \$97,062.96
- **Incentives:** Up to 12% in additional pay incentives available:
  - Bilingual 3%
  - Haz Materials Technician 2%
  - Swiftwater Technician 2%
  - Education incentive up to 5%
  - Longevity begins after the completion of 6 years of service

- **Retirement:**
  - CalPERS Classic members - 3% at 55; employee pays 9% employee contribution and 1% toward District contribution
  - CalPERS PEPRA members - 2.7% at 57; employee pays 13% employee contribution
- **Benefits:** The District contributes up to \$2205.00 per month towards medical, dental, and vision plans. The District also provides \$25,000 of life/AD&D coverage for all employees.
- **Time off:** Generous vacation and sick leave accruals.
- **Holiday pay:** 144 hours annually
- **Additional benefits:** Life insurance, long term disability, uniform, and boot allowance.

Lateral candidates will start at steps determined by experience level. Lateral candidates will participate in adjusted portions of the Academy.

#### Questions

If you have any questions, feel free to contact Kathy Washington via email [kwashington@sonomacountyfd.org](mailto:kwashington@sonomacountyfd.org) or our website at [www.sonomacountyfd.org](http://www.sonomacountyfd.org)

*NOTE: Information contained in this announcement does not constitute an express nor implied contract, and the information provided is subject to change: It does not necessarily include all duties and responsibilities required of the position.*



*Come Join Our Team!*