READY FOR THE FIRE SERVICE?



HIRING FIREFIGHTER - PARAMEDIC TRAINEE

Sonoma County Fire District Invites Applications for the Position of

Firefighter/Paramedic TRAINEE

Annual Salary: $81,725 - While in Sponsored FF1 Academy
Annual Salary w/ Max Incentives: $89,897



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

JOB DESCRIPTION



Under the supervision of a shift supervisor or training officer, the Firefighter/Paramedic Trainee participates in structured training, education, and on-the-job development to gain dual qualifications as both a Firefighter and a Paramedic. Incumbents will already hold certification or demonstrated qualification in one discipline (Firefighter or Paramedic) and will work toward achieving the second certification necessary for full Firefighter/Paramedic status. Assignments may include work at a fire station, training academy, classroom instruction, or field/on-the-job training, including non-district locations.

THE IDEAL CANDIDATE

The ideal candidate is a compassionate and motivated professional with a strong commitment to the fire service and emergency medical care. They remain calm, focused, and effective under pressure, with the ability to quickly assess medical conditions and determine appropriate treatment. We are looking for detail-oriented individuals who can follow verbal and written instructions, maintain accurate records, and prepare clear, concise reports using a computer. Excellent communication skills—both verbal and written—are essential, along with the ability to build and maintain positive working relationships with coworkers and the public in the course of Firefighter/Paramedic duties.



THE POSITION

The Firefighter/Paramedic Trainee is a Junior College Fire Academy paid sponsorship position for licensed Paramedics who have applied or have been accepted into spring 2026 Firefighter 1 academies. The Trainee will be required to meet all the noted requirements to qualify.

REQUIRED QUALIFICATIONS

- Graduation from high school or equivalent.
- A valid driver's license (must obtain a valid CA driver's license within 6 months)
- Current certification as a Paramedic, either through the National Registry of Emergency Medical Technicians or the State of California (by the end of SCFD academy)
- Ability to become accredited with Coastal Valleys EMS as an EMT-Paramedic (within 3 months of appointment to FF/PM position)
- Trainee level candidates must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL) prior to date of hire. For more information on how to be placed on the FCTC SEL, visit www.FCTConline.org.

DESIRED QUALIFICATIONS

- Currently enrolled in a California State Fire Marshal Firefighter 1 academy.
- 1 year or more as a certified Paramedic working on an ALS transport ambulance.

COMMUNITY – SONOMA COUNTY





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. Its award-winning wineries, miles of hiking trails, towering redwoods, and the pacific coastline, 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

The Sonoma County Fire District is a leader in all-risk Fire-EMS services. The District encompasses an area of more than 436 square miles. With over 100 SCFD members, they respond to approximately 13,000 calls for service out of 11 fire stations. An approximate population of 100,000 which increases to well over 150,000 with visitors due to the high volume of tourism.



The Firefighters of the Sonoma County Fire District serve our communities with honesty, integrity, respect, and a commitment to excellence. Customer care and community involvement is our culture. In Sonoma County Fire District, there are no routine calls. The District incorporates city, suburban and small towns. As well as the Russian River, Sonoma Coastline, a growing regional airport, commuter train, wineries, and one of the state's largest casinos.



Our modern fleet includes Type I, Type III, and Type VI fire engines. A ladder truck, rescues, two ALS ambulances, helicopter, jet skis, ocean and river boats. All engine companies are advanced life support.

APPLICATION AND SELECTION PROCESS

Timeline: Applications due by September 29th, 2025 at 5:00pm. Interviews and Paramedic assessment on October 1st or 2nd followed by Chief interviews on October 7th or 8th, 2025. Please email the completed application, resumé, and all supporting documentation to: applications@sonomacountyfd.org

Link to Application HERE

Pre-employment process: Following conditional job offers, a thorough background investigation, medical examination, drug test, and psychological examination is required prior to appointment.

COMPENSATION AND BENEFITS

The District offers an extraordinary salary and benefits package including:

- **July 1, 2025 Annual Base Salary:** $81,725 *excludes incentives
- **January 1, 2026 Annual Base Salary:** $84,861 *excludes incentives
- Upon appointment to FF/PM, trainee's salary will increase to FF/PM Step 1 wage.
- **MOU agreed 12%:** MOU agreed 12% raises in 3%, 6-month increments. Starting July 1, 2025. Ending January 1, 2027.
- **Incentives:** Up to 10% in additional pay incentives available:
  - Bilingual 3%
  - Swiftwater Technician 2%
  - Education incentive up to 5%
  - Qualified Paramedic Preceptor FTO $75.00/24 hour shift while performing PPFTO duties
- **Longevity:** Begins after the completion of 6 years of service. (3,6,9% based off years of service)
- **Retirement**:
  - CalPERS Classic members - 3% at 55; employee pays 9% employee contribution and 1% toward district contribution
  - New CalPERS PEPRA members - 2.7% at 57; employee pays 13.75% employee contribution
- **Benefits:** The District offers very generous medical, dental, and vision plans. Life insurance, 457 deferred compensation, long term disability, uniform, training, and boot allowance.
- **Cash in-lieu-of medical:** The District offers $500 per month cash in-lieu-of medical, when waiving medical coverage.
- **Time off:** Starting at 144 hours of Sick and Vacation Accrued Per year.
- **Holiday pay:** 156 hours annually
- **Protected Trade & Vacation Time-Off**
- **Schedule filled 30 days out with no mandation from home.**

QUESTIONS

If you have any questions:
visit our website, www.sonomacountyfd.org or email applications@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.