



**FIREFIGHTER - PARAMEDIC**  
**Academy May 2026**



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

**Annual Salary:** \$100,006 to \$116,618

**Annual Salary w/ Max Incentives:** \$109,753 to \$127,984

\*Does not include longevity



***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, the Firefighter/Paramedic responds to fires, rescues, medical emergencies, and other emergency and non-emergency situations while taking appropriate action to protect life and property. Performs advanced life support activities in a field environment and various staff support assignments in addition to normal emergency response activities. Performs related work as assigned. Firefighter/Paramedic staff are assigned to engine, truck, and ambulance shifts.

## 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.



## REQUIRED QUALIFICATIONS

- Graduation from high school or equivalent.
- IFSAC or ProBoard Firefighter 1 academy (non-CA need CA State Fire Training reciprocity) or CA Firefighter 1
- 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 date of hire)
- Entry level candidates 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 [www.FCTCOnline.org](http://www.FCTCOnline.org). Lateral candidates will not be required to show proof of current FCTC testing or CPAT.
- To be eligible for the position, Candidates must meet all qualifications by May 1, 2026.

**Lateral candidates** shall provide proof of being currently employed as a Firefighter/Paramedic, off probation, and working on a fire-based ambulance or advanced life support engine company. In addition, lateral candidates shall provide a single-page cover letter describing their experience, education, and qualifications.

## 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 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 February 17<sup>th</sup>, 2026, at 11:59pm. Interviews and Paramedic assessment on February 25-26, 2026, followed by Chief interviews on March 4-5, 2025. Academy start date is May 18<sup>th</sup>, 2026. Complete your application, resumé, and all supporting documentation listed above online at:

<https://www.sonomacountyfd.org/firefighter-paramedic-employment-application>

Applicants need to have all requirements met by May 1, 2026.

**Pre-employment process:** Conditional offers, medical, background, and psychological exams will be scheduled upon successful completion of an oral interview and paramedic assessment.

## COMPENSATION AND BENEFITS

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

**January 1, 2026 Annual Base Salary:** \$100,006 to \$116,618 \*excludes Incentives

- **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 Vacation and 144 hours of Sick Leave accrued per year.
- **Holiday pay:** 156 hours annually
- **Protected Trade & Vacation Time-Off**
- **Schedule filled 30 days out with no mandation from home**

**Lateral candidates** will start at steps determined by experience level and may have a shortened probationary period.

## QUESTIONS

If you have any questions:

Email: [applications@sonomacountyfd.org](mailto:applications@sonomacountyfd.org) or visit our website, [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.*