

# Join our Team and Make a Difference Every Day



The City of San Rafael invites applicants for  
**FIREFIGHTER-PARAMEDIC**



### Entry-Level and Lateral

*Annual salary for entry-level candidates is \$79,385 - \$88,206*

**\$88,206** during probationary year for candidates with 1-2 years of relevant Firefighter experience

**\$98,927 - \$117,936** after probationary year\* (includes paramedic pay)

*\*eligible for up to 7.5% of additional incentive pay*

The San Rafael Fire Department is an all-risk fire agency that includes 69 operational firefighters trained in the areas of firefighting, Advanced Life Support (ALS) response, ambulance transport, technical rescue, hazardous material response, disaster response, fire prevention, and community preparedness. We constantly strive to provide the highest level and most capable emergency service delivery possible to our community; a service that is professional, compassionate, predictable, consistent, and sustainable.

We are looking for firefighters whose values align with our departmental commitment to respect, integrity, compassion, equality, and fairness.

Due to COVID-19, our Fire Stations are closed to drop-in visits. To schedule a phone or video call with active-duty personnel, e-mail [Fire.Department@cityofsanrafael.org](mailto:Fire.Department@cityofsanrafael.org) and provide your name and a contact phone number.

# ABOUT THE DEPARTMENT

The San Rafael Fire Department strives to provide the best fire and EMS services possible; a service that is professional, compassionate, predictable, consistent, and sustainable.

We are currently undergoing historic improvements and changes that make our department an exciting and worthwhile place to invest your career in the fire service.

In furtherance of our mission to help and deliver exceptional public service, we have added state-of-the-art fire apparatus and ambulances, EMS equipment and technologies, and invested millions of dollars in completely rebuilding three fire stations, and a brand new Public Safety Center, with significant improvements to the remaining stations scheduled in the near future.

We have also recently established a marine program, which includes our new fire boat. We are expanding the program to include rescue swimmers, inflatable rescue boats, and rescue watercraft.

Station 52 opened in mid-2019 complete with new drill grounds, a four-story training tower, burn room and a classroom with world class facilities. Station 57 also opened in 2019. This neighborhood fire station offers award winning architecture, a host of modern amenities to ensure the health and safety of our crews, and a layout to facilitate rapid response.

The new Public Safety Center in downtown San Rafael opened in 2020. This brand new, 44,000-square-foot building houses fire administration, prevention, and suppression personnel, the police department and emergency management services and replaces the former downtown fire station.







# THE IDEAL CANDIDATE

The Firefighter-Paramedic protects life, property, and the environment by performing firefighting activities, emergency medical aid, hazardous materials response, and fire prevention duties. The position is also responsible for maintaining fire equipment, apparatus, and facilities.

The Department seeks individuals whose values align with our departmental commitment to respect, integrity, compassion, equality, and fairness. Our six San Rafael neighborhood fire stations deliver exceptionally courteous, compassionate, and professional public service. Our firefighters are committed to helping their community and their fellow firefighters. Our workforce is diverse and continuously strives to reflect the diversity of the communities we serve. Our members work closely with multiple service agencies to ensure we are meeting the unique needs of the multicultural community of San Rafael.

Our department supports a behavioral health program consisting of IAFF trained Peer Support members, as well as members trained in critical incident stress management. The culture established by our personnel is cited as a key contributor to what makes the San Rafael Fire Department a great place to work. With over half of our line personnel having been hired within the past decade, there is a major focus on physical fitness, training, health and wellness, and an overall excitement about learning the art and trades of firefighting and emergency medicine.

## Minimum Qualifications

In addition to the above ideal candidate qualities, candidates must have a high school diploma AND a minimum of 21 semester units of college coursework. Candidates will be asked to provide proof of the following:

- CPAT card dated on or after January 18, 2020. To register for an upcoming exam, visit <https://www.fctconline.org/>.
- Completion of CA State Board of Fire Services Firefighter I curriculum or ability to obtain prior to appointment (*projected appointment by 5/17/2021*)
- Valid California Paramedic License or ability to obtain prior to appointment (*projected appointment by 5/17/2021*).

# COMPENSATION & BENEFITS

The City of San Rafael offers an attractive compensation and benefits program. The starting salary is **\$79,385** for entry level candidates and **\$88,206** for candidates with 1-2 years of relevant experience, with a competitive benefits program including:

- **Retirement:** Marin County Employees' Retirement Association (MCERA - 1937 Act County System). New members receive 2.7% @ 57 retirement benefit. Candidates with previous service from reciprocal agencies may be eligible for 3% @ 55.
- **Health Insurance:** Full flex cafeteria plan with the following monthly contributions: \$755.62 for employee only; \$1,208.99 for employee +1; \$1,571.70 for family coverage; \$300 opt-out payment
- **Retiree Health Savings Plan:** City contribution of 2% top step Firefighter-Paramedic salary (employee required match)
- **Dental Insurance:** Family coverage
- **Deferred Compensation and 125 Plan:** Employee option
- **Life and LTD:** City coverage of \$5,000; LTD up to \$1,000/month. Option to purchase voluntary life insurance up to \$500,000.
- **Annual Leave:** 120-300 hours of vacation (based on years of service), 144 hours of sick leave, 13 holidays.
- **Sick Leave for Service Credit:** Unused sick leave can be applied to service credit upon retirement.
- **Uniform Allowance:** \$1,135 per year. Class B uniforms provided annually. \$160 boot allowance every 2 years.
- **Additional Incentive Pays up to 7.5% above base salary** after probationary year.



## HOW TO APPLY - You must be on the FCTC list to schedule an interview.

Apply at <https://www.calopps.org/san-rafael/job-20068466> by 5 pm on January 18<sup>th</sup>.

If you are not currently active on the FCTC candidate list, please register for an upcoming exam at <https://www.fctconline.org/candidates/upcoming-test-schedule/>.

### QUESTIONS?

Please contact: Sylvia Gonzalez-Shelton  
[sylvia.gonzalez@cityofsanrafael.org](mailto:sylvia.gonzalez@cityofsanrafael.org)

### SAVE THE DATES! (tentative)

Week of February 1<sup>st</sup> - Oral Boards  
Week of February 22<sup>nd</sup> - Chiefs' Interviews