

# Join our Team and Make a Difference Every Day



The City of San Rafael invites applicants for

## FIREFIGHTER-PARAMEDIC



*Annual salary for entry-level candidates is \$76,302 - \$84,780*

**\$84,780** during probationary year for candidates with 1-2 years of relevant experience

**\$95,085 - \$113,356** after probationary year

**\$102,216 - \$121,857** after probationary year w/incentive pays

The San Rafael Fire Department was established in 1874 and has grown to 79 professionals trained in the specialties of fire prevention, technical rescue, emergency medical services, disaster response and community preparedness. We strive to provide the best fire and EMS services possible; a service that is capable, compassionate, predictable, and sustainable.

We are looking for firefighters whose values align with our departmental commitment to respect, integrity, compassion, equality and fairness. It's an exciting time to become a part of our department. Come join our extraordinary team!

**Interested candidates are encouraged to schedule a Station visit by calling (415) 485-3304.**

# ABOUT THE DEPARTMENT

The San Rafael Fire Department strives to provide the best fire and EMS services possible; a service that is capable, compassionate, predictable 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 order to continue to carry out our mission to help and deliver exceptional public service, we have added state-of-the-art fire apparatus and ambulances, EMS equipment and technologies, as well as invested millions of dollars in rebuilding three fire stations from the ground up with improvements to the remaining stations breaking ground in 2020.

We have also recently established a marine program, which includes our new fire boat. We are looking to expand the program to include rescue swimmers, inflatable rescue boats, and PWC's.

Station 52 opened earlier this year complete with new drill grounds, a four-story training tower, burn room and a classroom with world class facilities. By the end of this year, we anticipate opening newly constructed Station 57 – which will rival the beauty of Station 52.

Our effort to build a new public safety center in downtown San Rafael is also well underway! The project is a new, 44,000-square-foot Public Safety Center for fire, police and emergency services to replace the existing Fire Station 51 (Downtown Fire Station).





# THE IDEAL CANDIDATE

The Firefighter-Paramedic protects life and property by performing firefighting, emergency aid, hazardous materials and fire prevention duties. The position maintains fire equipment, apparatus and facilities.

We are looking for firefighters 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 excel in their whole-hearted efforts to help their community and their fellow firefighters. Our workforce is diverse, as is our city. We 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 and an overall excitement about learning the art and trade that is firefighting and emergency medicine.

## Minimum Qualifications

In addition to the above ideal candidate competencies, candidates must have a high school diploma AND 21 semester units of college coursework. Candidates will be asked to provide proof of the following prior to full background (early December 2019):

- CPAT card dated on or after September 22, 2018. *To register for an upcoming exam, visit <https://www.fctconline.org/>.*
- Completion of CA State Board of Fire Services Firefighter I curriculum. *1 year of experience as a paid Firefighter is accepted in lieu of the curriculum.*
- Valid California Paramedic License or ability to obtain prior to appointment (*expected appointment by 1/16/20*).

# COMPENSATION & BENEFITS

The City of San Rafael offers an attractive compensation and benefits program. The starting salary is **\$76,302** for entry level candidates and **\$84,780** 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: \$733.39 employee only; \$1,173.42 employee +1; \$1,525.46 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

**Apply at** <https://www.calopps.org/san-rafael/job-19907534> by 5 pm on September 22<sup>nd</sup>.

There will be a CPS written exam on October 2, 2019 for candidates who are not on the FCTC Statewide Eligibility List.

### QUESTIONS?

Please contact: Sylvia Gonzalez-Shelton  
[sylvia.gonzalez@cityofsanrafael.org](mailto:sylvia.gonzalez@cityofsanrafael.org)  
(415) 485-3391

### SAVE THE DATES! (tentative)

September 16<sup>th</sup> – Candidate Orientation  
October 15<sup>th</sup> & 17<sup>th</sup> – Oral Boards  
Week of October 28<sup>th</sup> - Chiefs' Interviews