



FY 2025-26	\$122,949 – \$135,487
FY 2026-27	\$131,022 – \$144,389
FY 2027-28	\$140,300 – \$154,618

ROSS VALLEY FIRE DEPARTMENT IS SEEKING ENTRY & LATERAL **FIREFIGHTER-PARAMEDICS**

Join a forward-thinking department in one of the Bay Area's most scenic communities, offering excellent work-life balance, support for professional growth, and a focus on firefighter health and wellness.

Candidates currently enrolled in paramedic school are encouraged to apply, but must be a licensed paramedic at the time of appointment. Lateral applicants must show one year of paid experience in a comparable role and meet all stated qualifications.

SICK LEAVE
16 HOURS/MONTH

**ADVANCED 1 YEAR
SICK LEAVE & VACATION**

4 WEEK ACADEMY
FOLLOWED BY 48/96 HOUR
SHIFT ASSIGNMENT

PROGRESSIVE PAY STRUCTURE
INCLUDES LONGEVITY PAY, STEP
INCREASES & INCENTIVES

EDUCATION INCENTIVE
2.5% FOR ASSOCIATE'S DEGREE
5% FOR BACHELOR'S DEGREE

ADVANCED STEP INCREASES
DEPENDING ON QUALIFICATIONS

APPLICATIONS DUE BY FRIDAY, AUGUST 8, 2025 AT 5 PM

Salary range reflects base pay plus uniform and holiday compensation.

ABOUT THE DEPARTMENT

The Ross Valley Fire Department is a consolidated Joint Powers Authority proudly serving the towns of Ross, San Anselmo, Fairfax, and the Sleepy Hollow Fire Protection District in scenic central Marin County, California. With a strong emphasis on education, prevention, and community service, the Department operates with professionalism, integrity, and a commitment to fairness, respect, and ethical conduct. Continuing a proud tradition of fire protection that spans more than 100 years, the Department is staffed by 34 sworn personnel and four non-sworn employees, all working together to serve and safeguard the community.





ABOUT ROSS VALLEY

Ross Valley is comprised of four distinct communities, all nestled within a narrow, scenic valley that stretches from the southeast to northwest across central Marin County.

Ross Valley's primary travel corridor is Sir Francis Drake Boulevard, which closely follows the historic path of a 19th-century railroad line that once connected residents to San Francisco. Today, remnants of the former railroad shape key intersections along Center Boulevard, a route that is still central to daily life and emergency access.

Fairfax, Ross, and San Anselmo each offer compact yet vibrant commercial districts nestled along the valley floor, bordered by residential neighborhoods that rise into the surrounding hillsides. Just north of San Anselmo, the unincorporated community of Sleepy Hollow extends along Butterfield Road.

There are also small pockets of county land adjacent to San Anselmo and Fairfax. No highways run through the valley, and traffic can impact emergency responses during commute hours.

Ross Valley is bordered by San Rafael to the east and northeast and Ross to the southeast. The surrounding land is largely undeveloped wildland, watershed, or open space used for recreation and conservation. Ross Valley Fire Department serves a dynamic environment of developed neighborhoods and wildland urban interface (WUI) terrain and the Wildfire Preparedness Coordinator plays a key role in strengthening readiness and supporting responses to both structural and wildland fire incidents.

ESSENTIAL DUTIES & RESPONSIBILITIES

This is a safety position that will participate in a wide range of emergency and rescue activities, including emergency medical services, fire suppression, extrication, heavy rescue, and hazardous materials handling.

- Required to safely respond to emergencies and public service requests including: fires, medical aid, resuscitation, rescue, and natural disasters
- Operate and maintain a variety of equipment and apparatus, and maintain fire stations and grounds
- Train with and operate all equipment as required to perform at emergency and non-emergency calls for service
- Fire prevention, public education, and training programs as assigned
- Produce reports relating to emergency medical service, maintenance, training, and prevention activities
- Inventory and restock fire apparatus as required and any other duties related to maintaining and operating the fire apparatus
- Communicate regularly with other station personnel in order to coordinate station and equipment maintenance and activities
- Participate in community relations assigned to the engine company
- Provide patient assessment quickly and thoroughly and applies the appropriate medical treatment including rescue, first aid, and advanced life support according to local County protocols and latest technology available
- Participate in proficiency training to develop and maintain job skills
- Assist in the investigation of fire causes and the preservation of evidence when a fire is of suspicious origin
- Prepare reports and if needed, testify in court as to the findings
- Assist in making residential, commercial and industrial inspections to discover and eliminate potential fire hazards and gain compliance with federal, state and local laws, codes and ordinances



THE IDEAL CANDIDATE



EDUCATION & EXPERIENCE

Any combination of experience that demonstrates possession of requisite knowledge, skills, and abilities is qualifying. At minimum, the candidate should have:

- **High School Diploma** or equivalent



LICENSES & CERTIFICATIONS

- **Valid California driver's license (Class C)** and a clean driving record
- **Advanced Cardiac Life Support (ACLS) certification** at time of employment
- **Firefighter I Certificate** issued by the California State Fire Marshal, or successful completion of a California State Fire Marshal approved Firefighter I Academy
- **Healthcare Provider CPR Certificate** issued by a training center approved by the California EMS Authority, which must be maintained throughout the duration of employment. Healthcare Provider cards issued by the American Heart Association and the American Red Cross meet the CPR requirement
- **California Physical Ability Test (CPAT) card** at time of appointment
- **Emergency Medical Technician-Paramedic License** issued by the State of California
- **Marin County EMS Accreditation** to practice, or ability to secure upon appointment



KNOWLEDGE OF

- State and local emergency medical technician paramedic procedures and treatment approaches
- Medical terminology
- Basic operation and mechanics of emergency medical response equipment
- Fire suppression and rescue principles, practices, techniques, apparatus, and fire service hydraulics equipment
- Principles of fire behavior, physics, chemistry of fire, mechanics of pumps and effects of weather on fire
- Building design, construction, and material characteristics; weights, measures, and capacities
- Ventilation, forcible entry, ladder, and hose practices and techniques
- Related tools and equipment usage and maintenance
- Fire control practices and principles and wildland fire control safety procedures
- Effective teamwork techniques

THE IDEAL CANDIDATE



SKILLS & ABILITIES

- Make sound independent paramedic decisions
- Perform basic and advanced life support procedures
- React quickly and calmly to emergency situations
- Analyze emergency conditions and adopt quick, effective, and reasonable courses of action
- Write comprehensive reports and maintain accurate records
- Perform basic mathematical calculations
- Read and interpret complex technical documents such as maps, diagrams, and textbooks
- Clean and maintain fire station and grounds
- Teach classes and participate in public education demonstrations and activities
- Understand and follow verbal and written instructions
- Deal effectively with those contacted in the course of work
- Work and live harmoniously with co-workers



PHYSICAL REQUIREMENTS

Due to the varied and unpredictable nature of firefighting and public safety, personnel may be required to perform the following and more:

- Prolonged sitting, standing, walking, running, jumping, reaching, repetitive hand movements, twisting, turning, kneeling, bending, squatting, and stooping in the performance of daily activities
- Personnel must frequently lift and/or move up to 100 pounds and occasionally lift and/or move more than 100 pounds
- Use near and far vision, peripheral vision, depth perception, and the ability to adjust focus
- Working in hazardous situations or conditions with the potential risk of exposure to blood borne pathogens in the performance of duties

HOW TO APPLY

**JUL
11**

**AUG
8**

**AUG
18-20**

**AUG
25-26**

**SEP
1**

**NOV
1**

RECRUITMENT
OPEN

RECRUITMENT
CLOSE

PANEL
INTERVIEWS

FIRE CHIEF
INTERVIEWS

BACKGROUND
CHECK +
OFFER LETTER

ESTIMATED
START DATE

SCAN TO APPLY



To apply for this position, please submit your resume and any relevant certifications to the Human Resources department by **August 8, 2025 at 5:00 PM**. Candidates whose qualifications best match the requirements of the position will be contacted for the next steps.

BY MAIL
ROSS VALLEY FIRE DEPARTMENT
ATTN: HUMAN RESOURCES
777 SAN ANSELMO AVENUE
SAN ANSELMO, CA 94960

BY EMAIL
HR@ROSSVALLEYFIRE.ORG

COMPENSATION & BENEFITS

VACATION LEAVE
12 HOURS/MONTH TO START

SICK LEAVE
16 HOURS/MONTH

HOLIDAYS
14 DAYS OF HOLIDAY-IN-LIEU
PAY, PAID AT HALF PAY

HEALTH CAFETERIA PLAN
ALLOWANCE UP TO CALPERS
FULL FAMILY KAISER

**ENHANCED HEALTH &
WELLNESS PROGRAM**
W/ ANNUAL CANCER SCREENING

LONGEVITY PAY
+2% OF BASE @ 6 YEARS
+2% OF BASE @ 12 YEARS

**CASH IN-LIEU OF
MEDICAL BENEFITS**
UP TO \$270/MONTH

EDUCATION INCENTIVE
UP TO 5% OF BASE PAY

**EMPLOYEE ASSISTANCE
PROGRAM (EAP)**
CONCERN HEALTH

CALPERS RETIREMENT
3% @ 55 OR 2.7% @ 57,
DEPENDING ON ELIGIBILITY

UNIFORM ALLOWANCE
\$720 PER YEAR

457 DEFERRED COMPENSATION
VOLUNTARY TAX-DEFERRED
RETIREMENT SAVINGS PLAN

**RETIREMENT HEALTH
SAVINGS PLAN**
W/ EMPLOYER MATCH

