



**San Mateo Consolidated  
Fire Department**

*Invites your application for the positions of:*

**Firefighter  
and/or  
Firefighter/Paramedic**



**Closing Date: Sunday, July 12, 2026**

**An equal opportunity employer**

## *San Mateo Consolidated Fire Department*

The San Mateo Consolidated Fire Department commenced operations on January 13, 2019. The Fire Department is proud to serve the Cities of Belmont, Foster City and San Mateo as a Joint Powers Authority. The Department collectively has ten engines and two trucks operating out of nine fire stations. There are 164 full-time employees assigned to one of the following divisions: Administration, Community Risk Reduction, Training, Emergency Preparedness, Fire Operations and EMS. The Department serves nearly 164,000 residents daily with a daytime population around 230,000. Additionally, the department participates in a mutual aid program throughout the county, helping to serve a million people daily. The Department has a healthy collaborative atmosphere and encourages participation at all levels. For more information visit: [www.smcfire.org](http://www.smcfire.org).

## *Proudly Serving the Communities of*

### *The City of Belmont*

Belmont is home to approximately 27,000 residents. Known for its wooded hills, views of the San Francisco Bay and stretches of open space, Belmont is a quiet residential community in the midst of the culturally and technologically rich Bay Area. For more information about the City, visit Belmont's website at: [www.belmont.gov](http://www.belmont.gov).

### *The City of Foster City*

Foster City is home to approximately 33,000 residents and a wide array of industry, including some of the bay area's elite businesses. Conveniently located midway between San Francisco and San Jose, Foster City prides itself on its well-planned neighborhoods, shopping centers, and a supreme quality of life. Foster City's temperate climate, diverse cultural attractions, beautiful parks, excellent school district and unique waterfront setting offer a quality of life that is unsurpassed. For additional information about the City, visit Foster City's website at: [www.fostercity.org](http://www.fostercity.org).

### *The City of San Mateo*

San Mateo is a city of approximately 104,000 residents, strategically located midway between San Francisco and San Jose, and is within the Silicon Valley. One of the City's strengths is its diversity, both in the ethnic makeup and the physical development of the community. San Mateo has a vibrant business and retail environment with national and international businesses, two major shopping centers and an active downtown. The community values its historic and new residential neighborhoods and a recent major development added 1,500 new homes, 300,000 square feet of new retail and approximately 1.5 million square feet of commercial office space. For additional information about the City, visit San Mateo's website at: [www.cityofsanmateo.org](http://www.cityofsanmateo.org).

## *The Position*

The Firefighter and Firefighter/Paramedic is responsible for combating fires, providing medical response and care for the sick or injured, protecting life and property, and operating and maintaining firefighting equipment and fire stations. The Firefighter and Firefighter/Paramedic will actively participate in fire prevention, code enforcement, public education, and training programs. Candidates, who will be graduates of the Fall 2023 or Spring 2024 Academy or Fall 2024 enrollees of the College of San Mateo / San Mateo County Fire Academy will be hired as Firefighters. Their probationary period as Firefighters will last eighteen months.



## ***The Qualifications***

*Any combination of experience, education, and training that would likely provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:*

### **Experience, Education and Training:**

- High School Diploma  
**AND/OR**
- An associate degree from an Accredited College or sixty (60) semester units  
**AND/OR**
- Two (2) or more years of verifiable work experience  
**AND/OR**
- Two (2) years of active military service with an honorable discharge

### **License or Certificate:**

- Valid California Driver's license or equivalent upon appointment.
- Valid EMT card or if a paramedic, proof of valid Paramedic Licensure (National Registry acceptable) by date of appointment

### **Academy Graduate/Enrollee:**

- Successful graduation from the Fall 2024 or Spring 2025, or Fall 2025 enrollment in the College of San Mateo/San Mateo County Fire Academy. (Appointment dependent on successful graduation from the Academy.)

### **Knowledge of and Ability to:**

- Learn rules, regulations and operational procedures of the fire department.
- Learn and apply emergency medical procedures.
- Demonstrate physical endurance, agility, strength, and stamina in the performance of hazardous tasks under emergency conditions.
- Demonstrate a high degree of mechanical aptitude.
- Learn and demonstrate the operating and mechanical principles of fire apparatus, fire alarm systems, automatic fire extinguishing equipment, and other fire equipment.
- Learn to effectively and safely drive and operate the full range of fire apparatus and equipment used by the fire department.
- Learn to perform field calculations of hydraulics for the proper and effective operation of equipment at emergency scenes.
- Learn and effectively demonstrate fire combat methods and techniques, the operation of firefighting equipment, street location and physical layout of the communities and major traffic and fire hazards.
- Think and act quickly in emergencies.
- Understand and follow oral and written directions promptly and accurately.
- Effectively impart knowledge of materials learned to others.
- Deal courteously and effectively with the public.
- Establish and maintain cooperative relationships with those contacted in the course of work.

**ADA Special Requirement:** *Essential duties require the following physical abilities and work environment: Ability to sit, stand, walk, run kneel, crouch, squat, stoop, reach, crawl, twist, climb, drive, and lift 150 pounds; exposure to cold, heat, extreme noise, outdoors, confining work space, electrical hazards, vibration, chemicals and dust, toxic waste, mechanical hazards, explosive materials; availability for shift work, on call and stand-by call.*

## ***Salary and Benefits***

***The San Mateo Consolidated Fire Department offers an excellent compensation package:***

**Firefighter Salary:** **\$10,594 —\$13,168 monthly (+5% EMT differential)** (paramedic and other possible differentials not included)

Benefits will be in accordance with the Memorandum of Understanding (MOU) agreed upon by Local 2400 and the San Mateo Consolidated Fire Department.



**ADA** - In compliance with the Americans with Disabilities Act, applicants requiring accommodations for any part of the testing or recruitment process must notify the Human Resources Department seven (7) days in advance of the deadline for the part of the process requiring accommodations.

**APPEALS** must be submitted in writing within seven days of decision or event being appealed. An appeal concerning the contents or administration of an examination process shall be filed within seven days of the date that the challenged portion of the examination / interview is given.

**IRCA** -To comply with the Immigration Reform and Control Act, all new employees must provide proof of authorization to work in the United States.

**POTENTIAL EMPLOYEES** may be subject to fingerprinting, drug testing, background reviews and medical examination.

**NEW EMPLOYEES** are required to present an original social security card at the time of appointment.

**REQUIRED** qualifications must be maintained throughout employment. Employees who are required to drive must be insurable.

**SALARIES** for new employees are established at the department level interview.

**THE PROBATIONARY PERIOD** is up to eighteen (18) months.

**THE POLICY** of the San Mateo Consolidated Fire Department is to grant equal employment opportunity to all qualified persons without regard to race, color, sex, age, religion, ancestry, physical or mental disability, sexual preference, marital status, or national origin. It is the intent and desire of the San Mateo Consolidated Fire Department that equal employment opportunity will be provided in recruiting, hiring, training, promoting, wages, benefits, and all other privileges, terms and conditions of employment.

The San Mateo Consolidated Fire Department complies with employment provisions of the Americans with Disabilities Act.

## The Selection Process

An eligibility list will be established from those candidates that meet the minimum qualifications and are graduates of the Fall 2025 or Spring 2026 or Fall 2026 enrollees of the San Mateo/San Mateo County Fire Academy. (If an applicant that is currently enrolled in the Academy does not successfully graduate, they will be removed from our list for not meeting the minimum qualifications.) A complete San Mateo Consolidated Fire Department application packet is required. Current 4 future vacancies may be filled from this list. The list will remain in effect for twelve months, unless sooner exhausted or abolished, and may be extended for up to twelve months at the discretion of the Fire Chief. A limited number of the most highly qualified candidates will be invited to interview. Following a departmental interview and Chief's interview, successful candidates are required to pass a psychological examination, drug screen, criminal history review, background investigation and a medical examination.

**Note:** The San Mateo Consolidated Fire Department reserves the right, at its discretion, to limit the number of qualified candidates invited to the selection process.

## How to Apply

**To Apply online:** <https://www.calopps.org/san-mateo-consolidated-fire-department/job-20744472>

Click on the apply button to complete an online employment application. Be prepared to attach a résumé, a copy of your EMT or Paramedic license, a copy of CA Driver's license and copies of any relevant certifications. NOTE: CalOpps will allow you to attach your résumé, plus one additional attachment. Please have copies of certifications and licenses saved as one .pdf file prior to attaching to your application.

Alternatively, you may also send your application package consisting of a completed employment application, résumé, EMT or Paramedic license, and any relevant certifications to:

San Mateo Consolidated Fire Department, Human Resources Department  
2121 S. El Camino Real, Building B, Suite 100, San Mateo, CA 94403

**Closing date: Sunday, July 12, 2026 at 5:00 p.m.**

Interview dates to be determined. If you are invited to interview, you will be asked to select a date and time from a list that you will be provided.

Failure to attach a résumé, licenses, and relevant certifications to the application may result in disqualification of the applicant. Unless otherwise specified, all responses will be conducted via the email provided in your online application. Therefore, it is imperative that you provide an email address to which you have access, and it is recommended that you frequently check your email for notices from: [smcfire@CalOpps.org](mailto:smcfire@CalOpps.org). and [ymaeda@cityofsanmateo.org](mailto:ymaeda@cityofsanmateo.org).

