



Do you want to work for a full-service City located in the SF Bay Metro area?

Nestled in the slopes of San Bruno Mountain, Brisbane is a small city of 4,800 residents located immediately south of San Francisco on the Peninsula. The City also has a large industrial area that increases the daytime service population to approximately 12,000. Brisbane enjoys a sunny climate, fine views of the Bay, and a diverse, small-town atmosphere, with easy access to all the amenities of the metropolitan areas. The residents highly value the unique charm and natural beauty of the mountain setting and a close-knit community spirit. Brisbane is facing the challenge of dealing with future growth in a positive way that will enhance and preserve its small-town character.

The City of Brisbane offers:

- Full-Service City with a variety of opportunities
- Competitive training opportunities and potential for growth
- Ideal location (SF Metro/Peninsula)
- Flexible schedules
- Supportive leadership
- Competitive compensation package; and
- Dynamic, socio-economic environment

Application Process:

Applications will be accepted on a continuous basis. To be considered a complete application, qualified candidates must complete a City of Daly City, City of Brisbane, and City of Pacifica application. Applicants must also submit a copy of proof of EMT/Paramedic Certificate. Please upload a PDF copy of your EMT/PARAMEDIC CERTIFICATE with your application otherwise, it will be considered INCOMPLETE.

Special Instructions:

Interested candidates must submit an online application to all the following agencies: City of Brisbane, City of Daly City, and City of Pacifica. The links to submit an application are listed below:

Brisbane: <https://www.calopps.org/brisbane/job-20644133>

Daly City: <https://www.calopps.org/daly-city/job-20729465>

Pacifica: <https://www.calopps.org/pacifica/job-20729412>

City of Brisbane, City of Daly City, and City of Pacifica are accepting applications for the position of **Firefighter**

The City of Brisbane prides itself on being an employee-oriented organization that aims to "provide for today and prepare for tomorrow." We look forward to having you join our Brisbane family!

SUMMARY:

The City of Brisbane, as part of a joint recruitment with the North County Fire Authority, is currently recruiting for Firefighter/Paramedic candidates. Under general supervision of a Fire Captain, responds to fires, medical emergencies, hazardous materials incidents, rescues, and other emergency and non-emergency situations; participates in all other suppression, prevention, inspection, education and related activities to protect life and property; operates and maintains firefighting apparatus and equipment; performs fire station maintenance; serves in specialized departmental roles as assigned; provides information and assistance to the public; and performs related work as required.

A full classification description is available online at: <https://www.brisbaneca.gov/402/Job-Descriptions>

EDUCATION/QUALIFICATIONS:

- Graduation from high school or equivalent (College-level coursework in fire science desirable) supplemented by possession of a valid EMT-Paramedic certificate and completion of an accredited pre-service or recruit Firefighter I Academy.
- Must possess a valid California class C driver's license and have a satisfactory driving record. Must obtain a valid California non-commercial class C driver license with a firefighter "F" endorsement within 60 days of appointment.

Knowledge of: Principles and practices of fire suppression, containment, rescue, clean-up and salvage; Principles and practices of providing emergency medical care at the EMT level; Practices and techniques of driving varied vehicles and operating a wide range of fire apparatus; Practices and techniques hazardous materials response, containment and clean-up; Basic maintenance practices for fire services vehicles, equipment and facilities; Applicable laws, codes and ordinances; Safety practices and equipment related to the work; Computer applications related to the work.; Techniques of first aid and CPR.



Providing for Today, Preparing for Tomorrow

SALARY:

\$9,963.61 - \$12,106.70 per month

BENEFITS:

This position is eligible for benefits under the International Association of Firefighters, Local 2400 Memorandum of Understanding.

- Health benefits offered through CalPERS, the City contributes a fixed dollar amount to a flexible compensation plan for the cost of health plans. **The 2026 monthly flex dollar amount:**
 - Employee Only: \$1,148.50
 - Employee + 1: \$2,325.41
 - Family: \$3,031.62
 - Opt-out Option: \$802.97 (cash-in-lieu)
- City provides paid vision through VSP, dental through a self-insured reimbursement program, long-term disability, and life insurance coverage
- Retirement benefits are provided through CalPERS, 3%@55 for "Classic" members, 2.7%@57 for "New" members.
- The City will match a contribution up to 5% to a Deferred Compensation 457(b) plan
- Flexible spending accounts (Health and Dependent Care) and transportation spending accounts are also available.
- Free commuter shuttle to and from BART/Caltrain.
- Additional benefits include access to an annual health and wellness reimbursement for qualifying health-related expenses.
- Vacation accrual amounts increase with continuous years of service (112 hours annually for the first 4 years, 192 hours annually after 4 years, and 240 hours annually after 9 years of service).
- Life Insurance (\$150,000 coverage) and Long-Term Disability
- Employee Assistance Program through Concern
- Sick Leave - employees on a fifty-six (56) hour workweek will accrue twelve (12) hours of sick leave per month



CONTACT:

Location: 25 A Park PL, Brisbane, CA, 94005
E-mail: HRstaff2@brisbaneca.org
Phone: 415-508-2112

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EXAMPLES of DUTIES:

- Responds to fire alarms, emergency medical calls at the basic life support level, emergency rescues, hazardous materials incidents, public service calls or other incidents, which require the mitigation of circumstances that may threaten life or property.
- Drives and operates all fire equipment and locates the apparatus at the proper place at the scene.
- In a fire emergency, lays, connects, charges and uses supply lines and various water appliances to control and extinguish fires; places water curtains and performs ventilating and access maneuvers; uses foam and chemical extinguishers as required by the nature of the fire.
- Searches and rescues victims from buildings, motor vehicles, water hazards and other locations.
- Applies medical treatment and life support techniques within the scope of an Emergency Medical Technician (EMT); provides assistance to qualified paramedics, as directed; assists in the emergency transportation of patients.
- Contains, isolates and minimizes hazardous materials spills.
- Works closely with other emergency medical staff, police and public safety and fire personnel from other agencies; responds to mutual aid situations as required.
- Participates in investigations, clean-up, salvage, and overhaul operations.
- Participates in the fire inspections of buildings and properties within the City on a regularly scheduled basis.
- Maintains apparatus and vehicles in a clean and operable condition; performs minor maintenance and repair on equipment; reports the need for major repair.
- Maintains the station and living quarters in a clean and orderly condition; performs minor maintenance on facilities and station equipment.
- Participates in drills and training sessions.
- Prepares reports; prepares and maintains logs, records, and accurate files
- Performs other duties as assigned.

SELECTION PROCESS:

Only candidates demonstrating possession of the requirements in the Qualifications section will be considered for immediate consideration. NCFAs selection process includes an interview and successful completion of a thorough Background Investigation, including fingerprinting and medical examinations.

Candidates with a disability, which may require special assistance in any phase of the application or selection process, should advise the Human Resources Department upon submittal of application.