

## COMPENSATION

**Annual Salary:** \$65,588.52 - \$87,894.84 EMT  
\$72,397.44—\$97,019.52 Paramedic  
(Will also receive FLSA overtime, Holiday Pay, and Uniform Allowance.)

**Vacation:** 13.14 accrued hours per month to a maximum of 20.62 hours per month

**Sick Leave:** Accrue 11.2 hours per month

**Retirement:** Qualified candidates currently or within the last six (6) months a member of CalPERS **OR** subject to reciprocity with another eligible retirement plan may be a “classic member” and may be enrolled in the City’s 3% @ 50 plan. The employee pays an additional cost-share pension contribution of 3%.

Non-classic or “new members” will be enrolled in the 2.7% @ 57 plan. Employee will be required to pay 50% of the normal contribution rate as prescribed by PEPRA on a pre-tax basis.

Final compensation for the formulas listed is the average of the highest 36 consecutive months.

The City does not participate in Social Security except for the mandatory 1.45% contribution for Medicare.

**Health Insurance:** The City pays up to 80% of the Kaiser rate by category.

**Life Insurance:** Employee coverage (\$100,000) and spouse and eligible dependents (\$5,000).

**Additional Benefits:** The City currently provides and pays for dental and vision insurance for the employee and his/her dependents. Voluntary deferred compensation plans also offered. \$1,000 Annual Educational Reimbursement. Education Incentive Pay up to 6% of base salary.



## SELECTION PROCESS

All applicants must be on the FCTC list at the time the recruitment closes. Only those candidates that score 70% or higher are eligible to apply.

### Candidate must complete and submit:

- A City employment application
- Cover letter and resume detailing experience and training
- All required licenses and certifications. Failure to do so will result in non-consideration.

Upon screening of the above requirements, applicants whose qualifications best meet the requirements of the position will be invited to the examination process. This process may include, but is not limited to an oral interview, assessment, and Chief’s interview. Those candidates who pass the examination process are placed on an eligibility list from which the final selections will be made.

The candidates chosen for the position must successfully pass a pre-employment medical examination, including a drug screen, background check, and reference check. The candidates chosen must also be able to provide proof of U.S. Citizenship or legal right to work in the United States.

Visit the City’s website to apply: [www.patterson.ca.gov](http://www.patterson.ca.gov)  
For questions contact Lakisha Callum, Acting Director of Human Resources, at 209-895-8032 or by mail at [lcallum@patterson.ca.gov](mailto:lcallum@patterson.ca.gov).



# City of Patterson

## Firefighter EMT or Paramedic



**Deadline to Apply:**  
**April 22, 2026**

### **Tentative Recruitment Schedule:**

**Oral Interviews—May 12, 2026**

**Chief Interviews -TBD**

**Date of Hire—July 2026**

## THE COMMUNITY

In a Metropolitan Statistical Area, the City of Patterson is the heart of the San Joaquin Valley and our vibrant City offers residents a safe, diverse, and friendly community rich in heritage. Patterson has a resident population of approximately 25,000 and is located in Stanislaus County. It is 45 miles southeast of Livermore, is part of the Modesto Metropolitan Statistical Area. Patterson is known as the "Apricot Capital of the World."

Patterson is a rural, small town surrounded by agricultural land and has grown immensely during the past decade. Agriculture and industrial warehousing is the City's primary economy with an array of fruits and vegetables playing an important role in Patterson's history.

Today, Patterson continues to take pride in its rich heritage while promoting balanced growth in a well planned community. New neighborhoods blend well with the historical homes of Patterson's past. Commercial and industrial growth also meet design guidelines which enhance our community.

## THE ORGANIZATION

The City employs over 150 full-time employees and operates under a Council-Manager form of government. The City Manager is responsible for all City Departments to include Administration, Finance, Public Works, Recreation & Community Services, Fire, Community Development and Engineering.

The annual budget for Fiscal Year 2025/26 is approximately \$90,952,466.

## MISSION STATEMENT

We are proudly dedicated to serving our communities by providing high quality emergency service response, education, prevention and preparedness.



## THE DEPARTMENT

The Fire Department operations are provided by a staff of 27 (including the Chief) with an annual budget of \$8.0 million operating from Stations 51 and 52 and provides services to the incorporated areas of Patterson, approximately 7.8 square miles, and provides Mutual/Automatic Aid to surrounding agencies. The Fire Department responds to approximately 2,500 incident calls annually operating two ALS (Non-Transport) Engine Companies and cross-staffing apparatus includes: OES Type 1, OES Type 3, Rescue Boat, and a Ladder Truck. Each station and shift is staffed with a Captain, Engineer, and Firefighter, with a minimum of one licensed Paramedic.

Due to the unique and diverse nature of our response area, we service a wide range of emergencies including structure fires, vehicle accidents, water rescues, technical rescues, vegetation fires, and medical aids.

## HISTORY

The Patterson Fire Department (PFD) was formed in 1935 as an all-volunteer agency. As the area grew, the City hired its first paid Fire Chief and Administrative Assistant. As the City began experiencing rapid growth in early 2000, the City hired its first two Division Chiefs. The first career firefighters were hired in 2005.

## THE POSITION

- Fights fire under departmental procedures to include connecting and laying hose lines, setting ladders, operating fire streams; using equipment and power tools to ventilate and enter fire structures.
- Protect life and property from fire and other hazards by preventing, controlling and extinguishing fires.
- Provides first responder medical emergency response at the basic life support level.
- Participates in specialized rescue operations.
- Maintain fire department apparatus and equipment and perform maintenance tasks.
- Participate in fire prevention, pre-fire planning, public education, and training.

## Education:

- Possession of a high school diploma or GED.

## Licenses or Certification:

- All required licenses and certifications must be submitted at the time of application. Failure to do so will result in non-consideration.

## Firefighter:

- Clear and current Class C California Driver's License. Firefighter endorsement by end of probationary period.
- Valid National Registry EMT or EMT-P; or State of California EMT or Paramedic License.
- Ability to obtain Stanislaus County EMSA accreditation within 60 days of appointment.
- Firefighter 1 certification (California State Fire Training), or graduation from a California State Fire Marshal's Firefighter I Academy or possess 12 college credits from a Regionally Accredited Fire Technology or Fire Science college or university level program.
- Successfully complete Firefighter Academy once hired.
- Current CPR/AED, or BLS Certification. Paramedics also require ACLS. and PALS and BTLs or PHTLS by time of appointment
- Hazardous Materials, FRO Certification.
- ICS 200

## Other Requirements:

- 21 years of age or older. No use of tobacco products.
- Must be current on the FCTC Statewide Eligibility List. (For more information on how to be placed on the FCTC SEL, visit [www.FCTCOnline.org](http://www.FCTCOnline.org)).
- Cal-JAC CPAT (Candidate Physical Ability Test) Card and passing score on the FCTC Written must be dated within one year of application.