



Apply to join the Redwood City team as a:

LATERAL FIREFIGHTER / ENGINEER

\$117,769 - \$150,342 annually

-OR-

LATERAL FIREFIGHTER / ENGINEER / PARAMEDIC

\$132,490 - \$169,135 annually, including additional 12.5% paramedic pay applied to base salary

Open Continuous

To be considered in the next application review cycle,
submit your application at www.calopps.org by January 31, 2025 @ 11:59 p.m.

Why join the Redwood City team?

We offer a wide range of meaningful career opportunities with potential for growth, training and development, competitive salaries, paid time off, and robust benefits. The Redwood City team is guided by the [core values](#) of excellence, service, inclusion, integrity, collaboration, and innovation. The community is known for its diversity, strong neighborhoods, and civic pride. The City works diligently to maintain positive and productive relationships with community partners, together providing outstanding services, programs and opportunities for residents. This mix of tradition and progress, community and diversity, makes Redwood City an extraordinary place to work and call home.



The Fire Department:

The Redwood City Fire Department was established in 1861 and has a proud history serving the Cities of Redwood City and San Carlos, as well as portions of San Francisco Bay and unincorporated areas of San Mateo County. We are a Class I Fire Department providing exceptional customer service out of seven fire stations. We staff seven type 1 fire engines, one tillered aerial ladder truck, and one Battalion Chief. Additionally, we cross staff one type 5 fire engine, one breathing support, one fire boat, two rescue boats, eight unmanned aerial systems (drones), and one fuel tender. The Department provides engine-based paramedicine, with one Paramedic assigned to all front-line apparatus. We are a part of a borderless response system within San Mateo County, utilizing GPS technology to respond the closest apparatus. The Department actively participates in the State's Master Mutual Aid Plan and the Bay Area Search and Rescue Council. Additionally, we support the California Task Force 3 Urban Search and Rescue Team, and the South Bay Incident Management Team. The Department also serves the community through volunteer programs which support public education and emergency preparedness.

At the heart of Silicon Valley, the Redwood City Fire Department serves from the San Francisco Bay to the foothills of San Mateo County. The combined population of Redwood City and San Carlos is 120,000, with the daytime population swelling to 150,000. We provide life, safety and property conservation to our residents in both high density and low-density housing, County offices, including two jail facilities, our deep-water commercial port, the San Carlos Airport, growing high tech and bio tech industries, four hospitals (Sequoia, Palo Alto Medical Foundation, Stanford and Kaiser), and Cañada Community College.



The Role:

The City of Redwood City is seeking Firefighter/Engineers who are licensed paramedics. Under direction of the Fire Captain, the Firefighter/Engineer will perform firefighting and fire prevention duties aimed at protecting life and property, operate and maintain firefighting equipment, and provide basic medical assistance. Firefighter/Engineers also provide Advanced Life Support first responder pre-hospital emergency medical care and emergency medical assistance, perform minor station maintenance, and participate in training to maintain skills. Please see the [Firefighter/Engineer job description](#) for more details.

Recruitment Process:

- Written Application
- Candidate Physical Ability Test (CPAT)
 - Make sure you can provide proof of a Candidate Physical Ability Test (CPAT) within the last 12 months or completed prior to appointment.
- Additional process details and dates are TBD, and will include an Oral Board Interview, Paramedic Assessment (if applicable), and Selection Interview with the Fire Chief. Information will be shared with candidates via CalOpps emails.

Required Qualifications:

Experience and Training Guidelines:

A typical way to demonstrate the applicant possesses the required knowledge and ability may be obtained through the following ways:

1. Two years (2) of full-time firefighting service.
2. Possession of a California State Fire Training Firefighter I certificate is required.
3. Possession of, or ability to obtain, a valid California driver's license.
4. Must have a valid Paramedic License from the National Registry of Emergency Medical Technicians and will need to obtain San Mateo County Paramedic accreditation prior to completing probationary period.

Required Certification and License:

1. Must possess a valid Emergency Medical Technician (EMT) certificate or valid Paramedic license.
2. Provide proof of a valid Candidate Physical Ability Test (CPAT) certificate. CPAT must be valid and completed within the last 12 months.
3. Possession of, or ability to obtain, a valid California driver's license. Driving record will be reviewed and any infractions will be evaluated on a case-by-case basis.

Knowledge of:

- Basic life support

Ability To:

- Act in accordance with departmental policies, rules, and instructions in the field of firefighting.
- Apply principles practices and procedures of modern firefighting.
- Safely operate fire apparatus, equipment, tools, devices, facilities and use properly.
- Perform tasks relating to firefighting, medical aid and other calls for assistance.

- Maintain an Emergency Medical Technician Certification or Paramedic License as required by the State of California.
- Act appropriately in emergency situations.
- Understand and follow oral and written directions promptly and accurately.
- Analyze fire and emergency situations and adopt effective courses of action.
- Communicate clearly and effectively, both orally and in writing.
- Establish, maintain and foster positive and harmonious working relationships with those contacted in the course of work.
- Operate and maintain voice radio equipment, and a computer terminal or personal computer.
- Drive and operate fire apparatus and motor vehicles proficiently and safely.

Special Requirements - Essential duties require the following physical abilities and work environment:

- Must be eighteen (18) years of age;
- Vision Standards: Must pass a pre-employment medical exam according to the standards set by The National Fire Protection Agency (NFPA) and freedom from color blindness;
- Hearing Standards: Must pass a pre-employment medical exam according to NFPA;
- Ability to sit, stand, walk, kneel, crouch, squat, stoop, reach, crawl, twist, climb, lift and carry in excess of 100 lbs.; pull and/or drag 175 lbs.; work in the following environments: cold, extreme heat, extreme noise, outdoors, confining work spaces, elevated areas; work with electrical hazards, vibration, chemicals, dust, toxic waste, mechanical hazards, and explosive materials; availability for shift work.
- This position shall serve a probationary period of eighteen (18) months.
- As a condition of employment, employees shall comply with mandated medical monitoring.

Perks and Benefits:

- **Pension membership in the [California Public Employees Retirement System](#) (CalPERS)** – New members join 2.7% at age 57; current members join 3% at age 55.
- **Health Insurance for you and your family** – Choose from a range of HMO, PPO and EPO options. The City pays up 90% of the Bay Area Kaiser family rate, which is \$2,461.99 per month in 2025.
- **Dental and Vision Insurance** – The City pays 90% of the premiums for eligible employees and dependents.
- **Employee Assistance Program** – Obtain a range of supportive services, including free counseling.
- **Generous Paid Time-Off (Based on a 56-Hour Week)**
 - **Vacation leave** – 120 to 280 hours per year, depending on years of service with the City; Lateral hires may qualify for vacation accrual rate equitable to years of service
 - **Sick leave** – 288 hours per year; Lateral hires may qualify for sick leave transfer of up to 200 hours
 - **Total paid time off** (categories above combined) – 408 to 568 hours
- **Holiday In-Lieu Compensation** – Employees receive 8.65% of base pay in lieu of any holiday benefits.
- **Bereavement Leave** – Eligible after 1 year of service for up to 2 scheduled shifts.
- **Free Fitness Center Access at City Facilities**
- **Flexible Spending Account (Section 125)** – Use pre-tax dollars to pay for health insurance premiums, dependent care, medical expenses and commuter expenses.
- **Free Employee Parking**
- **Education Reimbursement Program** of \$750/fiscal year. \$750 may be used for courses taken as a part of a degree program. Up to \$750 may be used for job-related professional development classes outside of a degree program.
- **Education Incentive Program** – Employees who meet the requirements can receive up to 5% of their base pay.
- **Emergency Medical Technician / Paramedic Pay** – Employees receive 5% of base pay for EMT certification. Firefighters/Engineers accredited and assigned as a Paramedic receive an additional 12.5% of base pay.
- **Life Insurance** – The City pays the full cost of the Basic Life Insurance. Policies available equal to one and one-half times the employee's annual salary, at a 60/40 premium split between the City and employee respectively.
- **Long Term Disability Insurance** – The City reimburses each employee \$29.50/month for Long Term Disability Coverage.
- **Uniform Allowance** – \$900/fiscal year.
- **Retirement Health Savings Plan** – Mandatory pre-tax contributions upon retirement funded by accrued sick leave, vacation, and non-FLSA compensatory leave payout.
- **Learning and Development Program** – The City fully supports professional development and offers a variety of classes and seminars for our team to continue to learn and grow.
- **For more information regarding benefits, please refer to the [MOU](#).**

Interested in joining the Redwood City team?

Submit your application via www.CalOpps.org by January 31, 2025, at 11:59 pm to be considered in the next application review cycle.

Grow your career in public service while making an impact on the community.

Please note:

- Updates about process details and application status will be provided via CalOpps as they become available. Individual status updates will not be provided; please do not inquire. Thank you in advance for your patience and cooperation.
- Candidates with a Paramedic License are highly desirable and encouraged to apply.
- All certifications, licenses, training, and other relevant information must be clearly stated within the appropriate area(s) of the CalOpps application, and added as attachments.
- For candidates who are IFSAC or PROBOARD certified, you may apply for California Firefighter 1 Certificate via reciprocity with the California State Fire Marshall. To learn more about the process, visit the website of the California Fire Marshall, or review the reciprocity application [here](#).
- Entry Level Firefighter candidates will need to attend an academy at the start of their employment.
- 12.5% Paramedic Pay will be applied to the base salary for those who qualify. Firefighter/Paramedic applicants may be required to participate in an additional skills assessment during the selection process.
- For Firefighter / Paramedic, incumbent must have a valid State of California Paramedic Certification / License, and will need to obtain San Mateo County Paramedic accreditation prior to completing probationary period.

The Fine Print

- Applications will be reviewed and those who best meet the qualifications for the position may be invited to continue in the selection process.
- Prior to appointment, candidates will be required to pass a background check (at no cost to the candidate) including criminal, DMV, DOJ fingerprinting, psychological evaluation, drug screening, and a pre-employment physical.
- Candidates with a disability which may require special assistance in any phase of the application or selection process should advise Human Resources prior to or upon submittal of application by contacting calopps@redwoodcity.org.
- Questions? Read hiring process [FAQs](#), or reach out via email to calopps@redwoodcity.org.
- Provisions in this document may be modified or revoked without notice.
- Redwood City is an Equal Opportunity Employer.

QUESTIONNAIRES

Minimum Qualification Questionnaire (required):

Please provide answers to the following questions. Failure to answer the questions will result in an incomplete application packet and your application will not be considered for the position. (Questionnaire responses must be submitted with the employment application.)

- The Minimum Qualification Questionnaire will be used to determine if you meet the minimum qualifications for this position. Be sure to follow the directions very closely.
 - It is your responsibility to ensure you are accurate in your responses and that you answer each part of the question completely. Many questions are multi-part and incomplete answers to the questionnaire will not be considered qualifying.
 - The City is not able to answer questions about whether individuals meet the minimum qualifications during the application process.
1. To be considered as a Lateral Firefighter, candidates must have two years of full-time firefighting service. When calculating your experience, do not include volunteer firefighter experience towards your two years of full-time firefighting service. Do you meet this requirement?
 2. If you answered "yes" to question 1, list each qualifying agency, job title, and start and end dates of employment.
 3. Do you have the required Paramedic License?
 4. If you answered "yes" to question 3, list the license number.
 5. Do you have a California State Fire Training Firefighter 1 Certificate?
 6. If you answered "yes" to question 5, list the certificate number.
 7. Do you possess, or have the ability to obtain, a valid California driver's license?

Supplemental Qualification Questionnaire (optional):

8. If you are currently in progress to obtain or complete any of the above certifications/licenses, please describe, and include the expected date of completion.

9. If you are currently an accredited Paramedic, in what State and County are you accredited?
10. If you are currently an accredited Paramedic, do you have a valid Pediatric Advance Life Support (PALS) certificate? *If yes, please attach.*
11. If you are currently an accredited Paramedic, do you have a valid Prehospital Trauma Life Support (PHTLS) certificate or International Trauma Life Support (ITLS) certificate? *If yes, please attach.*
12. If you're an accredited Paramedic, do you have a valid Advance Cardiac Life Support (ACLS) certificate? *If yes, please attach.*
13. Do you have experience as a fire engineer / driver / operator?
14. If you answered "yes" to question 13, do you have two or more years of experience as a fire engineer / driver / operator?
15. Are you bilingual?
16. If you answered "yes" to question 15, what language(s)? And what is your level of proficiency? (Beginner, Intermediate, or Fluent)
17. Do you have an AA/AS degree?
18. Do you have a BA/BS degree?

Minimum Qualification Attachments (required):

These required documents will be reviewed and verified as part of the minimum qualification screening.

- A. California State Fire Training Firefighter 1 Certificate
AND
- B. Valid Paramedic License