



FIREFIGHTER / PARAMEDIC (Entry-Level)

CITY OF SAN RAFAEL, CALIFORNIA

Salary: \$118,649 - \$141,448 ANNUALLY*

*(*up to 7.5% incentive pay plus \$200/month Bi-Lingual pay)*

Apply by March 4, 2025, for first consideration

The San Rafael Fire Department strives to provide the best fire and EMS services possible; a service that is capable, compassionate, predictable, and sustainable.



ABOUT THE DEPARTMENT

We are nearing completion of historic improvements and changes that make our department an exciting and worthwhile place to invest your career in the fire service.

In furtherance of our mission to help and deliver exceptional public service, we have added state-of-the-art fire apparatus and ambulances, EMS equipment and technologies, and invested millions of dollars rebuilding five fire stations including a brand-new Public Safety Center.

We recently established a marine program, which includes our 30' fire boat. We are expanding the program to include rescue swimmers, inflatable rescue boats, and rescue watercraft.

Station 52 and 57 opened in mid-2019 complete with new drill grounds, a four-story training tower, burn room, and a classroom with world-class facilities.

The new Public Safety Center in downtown San Rafael opened in 2020. This brand new, 44,000 square-foot building houses Fire Station 51, fire administration, prevention, the police department and emergency management services.

Stations 54 and 55 underwent complete renovations this past year, making them the fourth and fifth stations to be rebuilt in the past 5 years. Together, the stations represent the commitment from the community to our service and ensure the health and wellness of our personnel.



JOIN OUR TEAM AND MAKE A DIFFERENCE EVERY DAY!



THE IDEAL CANDIDATE

The Firefighter-Paramedic protects life, property, and the environment by performing firefighting activities, emergency medical aid, hazardous materials response, and fire prevention duties. The position is also responsible for maintaining fire equipment, apparatus, and facilities.

The Department seeks individuals whose values align with our departmental commitment to respect, integrity, compassion, equality, and fairness. Our six San Rafael neighborhood fire stations deliver exceptionally courteous, compassionate, and professional public service. Our firefighters are committed to helping their community and their fellow peers. Our workforce is diverse and continuously strives to reflect the diversity of the communities we serve. Our members work closely with multiple service agencies to ensure we are meeting the unique needs of the multicultural community of San Rafael.

Our department supports a behavioral health program consisting of IAFF trained Peer Support members, as well as members trained in critical incident stress management. The culture established by our personnel is cited as a key contributor to what makes the San Rafael Fire Department a great place to work. With over half of our line personnel having been hired within the past decade, there is a major focus on physical fitness, training, health and wellness, and an overall excitement about learning the art and trades of firefighting and emergency medicine.

***To learn more about the hiring process and the department, candidates are encouraged to attend an orientation (either virtual or in person) on [Monday, February 10th at 6:00 p.m.](#) or on [Saturday, March 1st at 10:00 a.m.](#) at the San Rafael Station 52 Classroom located at 52 Union Street in San Rafael. Parking is available offsite. [Click on the links above to attend via Microsoft Teams.](#)

***Candidates are strongly encouraged to make a station visit. Please email fire.department@cityofsanrafael.org to schedule a visit.

MINIMUM QUALIFICATIONS:

- **CA STATE FIREFIGHTER 1** or completion of **CA STATE BOARD OF FIRE SERVICES FIREFIGHTER I** curriculum prior to appointment
- **VALID CALIFORNIA PARAMEDIC LICENSE** (or equivalent); or ability to obtain prior to appointment.

COMPENSATION & BENEFITS

The City of San Rafael offers an attractive compensation and benefits program. The Annual salary range is **\$118,649 - \$141,448** for candidates, with a competitive benefits program including:

Retirement: Marin County Employees' Retirement Association (MCERA - 1937 Act County System).

New members receive 2.7% @ 57 retirement benefit. Candidates with previous service from reciprocal agencies may be eligible for 3% @ 55.

Health Insurance: Full flex cafeteria plan with the following monthly contributions: \$950.00 employee only; \$1,900.00 employee +1; \$2,400.00 family coverage; \$300 opt-out payment

Retiree Health Savings Plan: City contribution of 2% top step Firefighter-Paramedic salary (employee required match)

Life and LTD: City coverage of \$5,000; LTD up to \$1,000/month. Option to purchase voluntary life insurance up to \$500,000.

Dental Insurance: Family coverage

Deferred Compensation and 125 Plan: Employee participation optional

Annual Leave: 5 shifts of vacation per year (based on years of service, max accrual is 12.5 shifts/year), 6 shifts of sick leave/year, Bereavement leave, 13 holidays.

Uniform Allowance: **\$1,135** per year. Class B uniforms provided annually. **\$160** station boot allowance every 2 years.

Incentive: Pays up to 7.5% above base salary after probationary year.

Bilingual Pay: Pays up to \$200/month if eligible.



Save The Date:

Meet the Team/Orientation: February 10 & March 1, 2025

First Round Interviews: March 11, 12, 13, 2025

Paramedic Assessment Center/Chief's Interviews:

March 25 and 26, 2025

Tentative Academy Start Date: May 16, 2025

HOW TO APPLY:

Apply at: <https://www.calopps.org/san-rafael/job-20585369>

QUESTIONS:

Please contact Rhonda Castellucci, HR Rep

Rhonda.Castellucci@cityofsanrafael.org

415-485-3474