

CITY OF SOUTH SAN FRANCISCO
EMPLOYMENT OPPORTUNITY

Applications are being accepted for the position of:

Paramedic / Firefighter
(Entry Level and Lateral Transfer)

City of South San Francisco • Human Resources Department • 650.877.8522 • www.ssf.net • EOE

DEADLINE TO APPLY: TUESDAY, JUNE 2, 2026 AT 5:00 P.M., OR UPON RECEIPT OF THE FIRST 100 QUALIFIED ONLINE APPLICATIONS, WHICHEVER OCCURS FIRST.

RECRUIT SALARY: \$130,291.00 Annually (while in the Firefighter Academy – Entry Level Only)

PARAMEDIC/FIREFIGHTER SALARY: \$136,805.00 - \$166,304.00 Annually (Before Incentives)

**Cost of living increase of 4% will occur in July 2026.*



The South San Francisco Fire Department provides its residents with service in fire suppression; first-responder and ambulance transport emergency medical services; hazardous materials response; urban search and rescue; marine rescue and fire prevention, investigation and public education. The Department operates five (5) fire stations throughout the City, plus an Emergency Operations Center and Fire Training Tower and is comprised of 92 dedicated staff members.

More About the Department

The City of South San Francisco is the only Fire Department in San Mateo County providing its own paramedic transport services. The Paramedic ambulances respond to medical emergencies, as well as structure fires and other hazardous incidents. The department cross-staffs a Type I/Heavy Urban Search and Rescue, an OES Type VI Engine, and two Fire/Rescue Boats. A recent multi million-dollar upgrade was just completed on the department's state of the art, live fire, training facility.

The Fire Department is an active participant in the San Mateo County automatic aid system and responds regularly in support of neighboring jurisdictions throughout the county, including the San Francisco International Airport. Department members are eligible to participate on FEMA USAR California Task Force 3, sponsored by the Menlo Park Fire Protection District. The department is also an active participant in the Bay Area Maritime Search and Rescue Council and regularly trains with other fire agencies and the United States Coast Guard.

The City is planning for the replacement and expansion of two of its existing fire stations, modernizing and relocating the facilities to better serve the public.

THE POSITION | This classification encompasses the full range of firefighter duties and Paramedic Ambulance Transport Services. Incumbents currently work a 2/4 work schedule with a 24-hour work cycle (2/24 hour shifts with 4 days off). Training is provided to protect life, property, and the environment from the risks of fire, explosion, and hazardous materials. Incumbents perform paramedic ambulance transport services, engage in medical aid, firefighting, and all other suppression and prevention activities to protect life and property; drive, operate, and maintain fire apparatus and equipment; assist and participate in training, inspections, and related fire prevention and public education activities.

The City offers a competitive benefits package that includes incentive pays up to 15.5% of base salary, depending on qualifications. The City values employee development and offers a reimbursement program for 50% of tuition costs annually, up to \$5,000/fiscal year.

The City offers all department members an Enhanced Employee Assistance Program as well as a department-specific Peer Support Program.



HOW TO APPLY

Apply online via CalOpps at:

<https://www.calopps.org/city-of-south-san-francisco>

This announcement is meant only as a general description guide and is subject to change. It does not constitute an expressed or implied contract.

Posting of May 2026.



SELECTION PROCESS | Applicants must be active on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List at the time of appointment. The South San Francisco Fire Department will receive a list of eligible candidates from FCTC. If you are currently not on the list, visit www.FCTCOnline.org to register and to find out the minimum qualifications to be placed on the Statewide Eligibility List. Candidates with a complete application including a verified FCTC score of 70% and above and submission of a valid CA EMT-P or National Registry Paramedic Certification will be placed on the Eligible Employment List which will remain valid for one year. Top scoring candidates placed on the eligible list will be invited to a final selection interview with the hiring department. Candidates invited to the departmental selection interviews will be requested to submit valid proof of all required certifications listed within this job announcement.

In support of the San Mateo County automatic aid agreement, all entry level candidates will attend a regional, county-wide, fire academy where they will be introduced to all agencies in the county and rotate through a variety of training sites. The roughly 12-week academy also includes specialized training depending on candidate certifications. The next academy is tentatively scheduled for Spring 2027 through a partnership with the College of San Mateo. The top scoring candidates will be given the opportunity to start with the department in October 2026 prior to the beginning of the fire academy in January 2027.

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

Experience | Entry Level: None required. Two years' work experience as a field paramedic is preferred.

Lateral: Two years as a paramedic/firefighter in a California city or county within the last five years of application. Successful completion of probationary period within the two years as paramedic/firefighter is required.

Training | Entry Level: High school diploma or GED. Successful completion of Firefighter I curriculum or 6 units of college-level fire science coursework.

Lateral: High school diploma or GED and successful completion of Firefighter I curriculum. Successful completion of Firefighter II curriculum is preferred.

Licenses/Certificates: *The following must be maintained as a condition of employment.*

1. Possession of a current State of California EMT-P or current National Registry Paramedic Certification prior to time of appointment. With National Registry Certification, you must also obtain a current State of California EMT-P prior to appointment.
2. Ability to meet California Department of Motor Vehicle and departmental requirements to operate fire apparatus.
3. Possession of current certification or successful completion of the equivalent of the following prior to appointment:
 - Pediatric Advanced Life Support (PALS) curriculum or Pediatric Education for the Pre-hospital Provider (PEPP) curriculum.
 - Basic Life Support (BLS) or CPR Health Care Provider (AHA & AED)
 - Advanced Cardiac Life support (ACLS) curriculum.
 - Pre-hospital Trauma Life Support (PHTLS) or Basic Trauma Life Support (BTLS) or International Trauma Life Support (ITLS) curriculum.
 - Possession of a current and valid CPAT card (Candidate Physical Ability Test) earned within 12 months of conditional offer.
 - Possession of a valid Driver's License, with ability to obtain a valid California Driver's License prior to appointment.
 - **Entry-Level applicants:** California Firefighter I certification or 6 units college-level fire science coursework.
 - **Lateral applicants:** California Firefighter I certification or the ability to obtain this certification through California State Fire Training by reciprocity (IFSAC/ProBoard) during the probationary period.
4. Accredited by San Mateo County EMSA within six months of appointment.
5. May be required to obtain CPR Instructor's Certificate.

Age | Minimum of 21 years of age at time of the interviews.

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