



CENTRAL MARIN  
FIRE DEPARTMENT



# WE'RE HIRING

## **FIREFIGHTER PARAMEDIC**

**SALARY: \$113,616 - \$138,132 ANNUALLY**

**FILING DEADLINE: OPEN UNTILL FILLED**

# CENTRAL MARIN FIRE DEPARTMENT FIREFIGHTER PARAMEDIC

## About the Position

The Firefighter-Paramedic responds to all types of fires, emergency medical incidents, hazardous materials incidents, rescues, and other calls for assistance in the protection of life, property, and environment; operates and maintains vehicles, apparatus, equipment, stations, and communication systems; teaches fire safety to the public; participates in physical fitness and career development programs; and performs other duties as required. Performs Advanced Life Support care and transports patients utilizing the Central Marin Fire Department Ambulance or provides early ALS Interventions as an Engine Company Paramedic.

## Ideal Candidate Statement

The ideal candidate is a highly motivated and community-focused professional who demonstrates both technical expertise and compassion in serving others. They bring a strong foundation in fire department operations, including firefighting, rescue, emergency medical services, hazardous materials response, and the use of fire protection equipment and systems. They understand the principles of fire behavior, hazardous materials, and safety practices, and apply this knowledge with sound judgment in high-pressure situations.

The ideal candidate communicates clearly and effectively, works collaboratively within a team, and interacts with the public with professionalism and empathy. They take pride in maintaining operational readiness through equipment care and continuous training.

The successful candidate has completed some college coursework, holds a valid California Paramedic License, and is a Firefighter I Academy graduate.



*Join a team where courage, skill, and compassion come together to protect lives and serve the community.*

## OUR MISSION

Our mission is to contribute to a safe, healthy, and vibrant community through effective and efficient all-hazards fire suppression, fire prevention, and advanced medical life support services, utilizing the resources available to us.







## The Community We Serve

The vibrant and historic communities of Corte Madera and Larkspur are located between the San Francisco Bay and Mount Tamalpais in Marin County, California. These communities host high-end shopping malls, light industrial manufacturing, a large variety of residential and multi-family homes, world class dining, and recreational access to the watershed that serves as the true birthplace of mountain biking. Both communities enjoy excellent schools, a low crime rate, peaceful neighborhoods, and superior access to open space.





## The Department

The Department currently staffs 4 fire stations with 40 personnel, including minimum daily staffing of 3 engine companies, 1 Paramedic Ambulance, and a Battalion Chief. A Type 1 Tactical Water Tender and two Type 3 Wildland Engines are cross staffed for specialized response. Operational members participate on Regional Teams including a Type 1 Hazardous Material Response Unit, Regional Fire Investigation Team, Urban Search & Rescue Regional Task Force, and other specialized response units. The Department Administration consists of the Fire Chief, Administrative Battalion Chief, Fire Inspector/Investigator, and a Wildfire Hazard Mitigation Specialist with support staff.





## Job Duties

- Responds to and performs skilled tasks at the scene of emergency calls including: fire, medical assistance, rescues, hazards identification, hazardous materials identification and spills, public assistance and service;
- Safely drives and operates vehicles, apparatus and equipment;
- Teaches fire safety, CPR and other classes and participates in public education demonstrations and activities;
- Writes reports and maintains records;
- Maintains, inspects, and repairs fire stations and fire grounds, emergency and support vehicles, apparatus, equipment, fire hydrants;
- Performs emergency medical procedures;
- Participates in daily proficiency training to develop and maintain emergency skills;
- Uses computers and portable electronic devices to perform word processing and data entry and specialized functions.
- May assume the responsibilities of a Fire Engineer when assigned and qualified.
- Performs works as a designated Disaster Service Worker as required for all public employees under California Government Code 3100-3109 during natural and manmade disasters and emergencies.
- Performs related work as assigned.





## **QUALIFICATIONS**

### **Experience:**

Entry level position.

### **Education:**

Possession of a high school diploma, G.E.D. equivalency or a high school proficiency certificate.

### **License:**

Possession of a valid California Driver's License. Maintenance of a valid California driver's license is required as a condition of employment.

### **Certification:**

- Emergency Medical Technician - Paramedic (EMT-P);
- Cardio-pulmonary Resuscitation (CPR) - current valid CPR certification
- California State Board of Fire Services Firefighter I Certification or Fire Academy Graduate

In addition, employees in this classification must complete and maintain ACLS, PALS and PHTLS (or equivalent) prior to completion of probationary period.

Employees must comply with requirements as outlined in County of Marin Paramedic Accreditation. Paramedic Certification is a condition of employment.

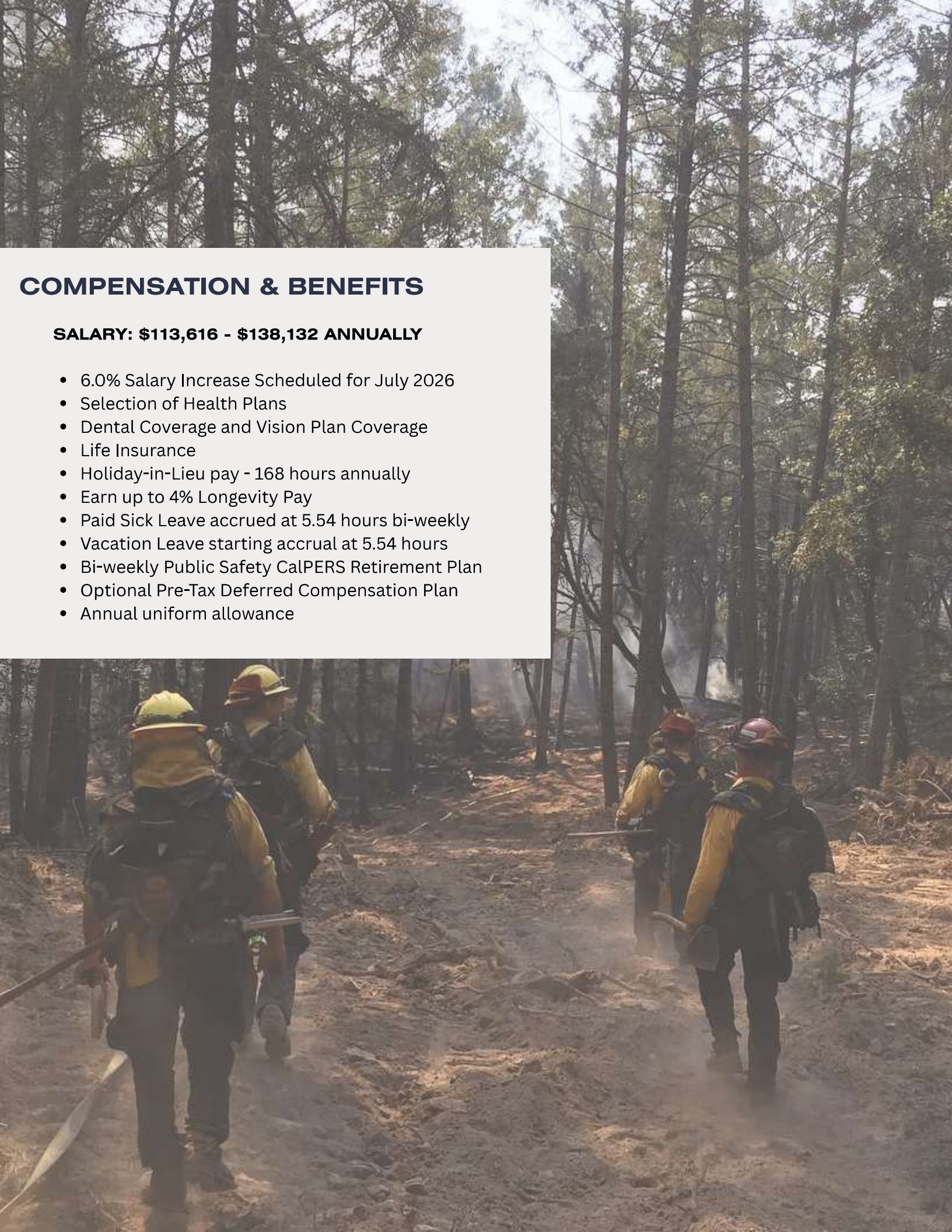
Age: Minimum: 18 years at time of appointment.

### **Job Description**

To view a copy of the complete position description, select the link:

<https://www.governmentjobs.com/careers/centralmarinpolice/CMFA/classspecs/1509426?keywords=firefighter%20paramedic&pagetype=classSpecifications>



A firefighter in full gear, including a helmet and a large air tank, is walking away from the camera on a dirt path through a forest. The path is covered in dry leaves and twigs. In the background, there is a dense forest of tall, thin trees, and a thick plume of white smoke or steam is rising from the ground, suggesting a controlled burn or a fire in progress. The lighting is natural, with sunlight filtering through the trees.

## COMPENSATION & BENEFITS

**SALARY: \$113,616 - \$138,132 ANNUALLY**

- 6.0% Salary Increase Scheduled for July 2026
- Selection of Health Plans
- Dental Coverage and Vision Plan Coverage
- Life Insurance
- Holiday-in-Lieu pay - 168 hours annually
- Earn up to 4% Longevity Pay
- Paid Sick Leave accrued at 5.54 hours bi-weekly
- Vacation Leave starting accrual at 5.54 hours
- Bi-weekly Public Safety CalPERS Retirement Plan
- Optional Pre-Tax Deferred Compensation Plan
- Annual uniform allowance

# CENTRAL MARIN FIRE DEPARTMENT FIREFIGHTER PARAMEDIC

## APPLICATION PROCESS



If you are interested in this outstanding career opportunity, please submit your application online at <https://www.governmentjobs.com/careers/centralmarinpolice/CMA>

- Submit online application
- Answer all supplemental questions
- Attach requested licenses, documents and certifications (see selection process for required proof of licenses, documents, and certifications)
- Optional: Current Resume
- Optional: Cover Letter

The qualifications of each applicant, as set forth in the employment application, will be reviewed. All applicants must meet the minimum qualifications for the position of Firefighter-Paramedic including possession of required certifications. Proof of the required certifications must be submitted with the application.

- Valid Paramedic License at the time of appointment
- Certifications in, or the ability to complete the following certifications within the first (6) six months from date of hire:
  - Advanced Cardiac Life Support (ACLS)
  - Pediatric Advanced Life Support (PALS) or acceptable equivalent
  - Prehospital Trauma Life Support (PHTLS) or acceptable equivalent
- Marin County Paramedic Accreditation is required by completion of the regional academy.
- California State Board of Fire Services Firefighter 1 Certificate or Fire Academy graduate
- Valid Driver License (firefighter endorsement is required within 18 months of employment)
- Graduation from High School or GED

For candidates not currently employed as a professional Firefighter Paramedic, possession of a valid Cal-JAC CPAT card that was issued within 12 months of application closing date.