



Lakeside Fire Protection District

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Donald H. Butz
Fire Chief

JOB OPPORTUNITY FIREFIGHTER / PARAMEDIC ENTRY LEVEL (RECRUIT)

APPLICATION DEADLINE: Wednesday, April 1, 2026 at 12:00 PM

POSITION:

Under direct supervision will perform a myriad of firefighting and EMS skills including responding to structure fires, wildland fires, vehicle accidents and medical emergencies. May be assigned to an ALS ambulance. Participates in all fire suppression, prevention, and public education activities; performs station, equipment and apparatus maintenance; participates in training activities and other related duties as required.

SALARY RANGE: As defined in the Memorandum of Understanding MOU with Local 4488

Rate	Step A	Step B	Step C	Step D
Hourly	\$33.20	\$34.86	\$36.61	\$38.44
Annual	\$96,678.40	\$101,512.32	\$106,608.32	\$111,937.28

MINIMUM QUALIFICATIONS:

- 18 years of age or older at time of hire
- Possess a high school diploma or equivalent
- Possess a CA Class C driver license
- CA Paramedic licensure with San Diego County accreditation or currently participating in the paramedic clinical or field internship portion of a paramedic training program (accreditation is required at time of hire)
- Possess the physical abilities to perform the duties identified in the NFPA 1001: Standard for Firefighter Professional Qualification
- Must have CPAT or Biddle certification (at time of application or time of first interview)

SCHEDULE: 56-hour work week (Kelly); during recruit academy schedule is a 40-hour work week.



HIGHLY DESIRABLE QUALIFICATIONS:

- CA State Fire Marshal FireFighter I Certificate or completion of an accredited academy (Not required, but highly desirable)
- Associate degree in Fire Science (Not required, but highly desirable)

EMPLOYEE BENEFITS - 2026

Subject to Memorandum of Understanding (MOU) with Local 4488

- FLSA Premium Pay – Range from approximately \$3,000 to \$3,500 annually
- Education Incentive – Up to a maximum of 5% of the hourly rate
- Continuing Licensure Incentive (Paramedic) - \$2,000 annually
- Holiday Pay – Range from approximately \$3,500 to \$4,000 annually
- Paid Leave (Sick, Vacation, Bereavement, Parental)
- Retirement – Eligibility through CalPERS
- Insurance Benefit amount of \$2,156.84 per month, effective January 1, 2026
- Long-term Disability Insurance – Portion of premium paid by employer
- Deferred Compensation (457 Plan) – Employee funded

APPLICATION PROCESS

Interested candidates can apply by submitting [a District application](#) and attaching the following items:

- Resume, detailing education and experience
- Copy of valid California Class C Driver's License
- Copy of California Paramedic licensure with San Diego County accreditation or currently participating in the paramedic clinical or field internship portion of a paramedic training program (accreditation is required at time of hire)
- Copy of a valid, current ACLS card
- Copy of a valid, current CPR card
- Copy of CPAT or Biddle certification (at time of application or time of first interview)

TESTING PROCESS

The applications submitted will be screened and the most qualified applicants will be invited to our testing process which may include the following components:

- Written test
- Oral interview
- Skills assessment, including patient assessment (using San Diego protocols)



TENTATIVE SELECTION SCHEDULE AND PROCEDURE

1. Application Deadline – Wednesday, April 1 at 12:00 PM
2. Testing & Oral Interview (1st Round): Wednesday, April 8th and Thursday, April 9th
3. Chiefs Interview: Tuesday, April 14th and Thursday, April 16th
4. Job Offers Extended and Background Process Begins: Week of April 20th
5. Anticipated Hire Date: June 2026
6. Prior to employment, the successful candidate will be required to complete and pass all areas of a conditional offer which may include drug screening, physical, backgrounds, psychological evaluation, and fingerprinting.
*Interview schedule may be subject to change

ABOUT THE DISTRICT

The Lakeside Fire Protection District, in San Diego County, is home to over 60,000 residents living in the communities of Lakeside, Eucalyptus Hills, Moreno, Winter Gardens, Lakeview, Johnstown, Blossom Valley, Flinn Springs, Pepper Drive and other areas of unincorporated El Cajon. Our service area is primarily suburban residential but also has several core commercial zones, some light industry, and many rural/agricultural properties. The District also has a significant wildland/urban interface.

The Lakeside Fire Protection District is proud to have been an original participant in the Heartland Mutual Aid Pact and, along with our partner, Santee Fire Department, continue to operate the longest running paramedic program in San Diego County.

OUR MISSION, VISION, AND VALUES

The Lakeside Fire Protection District exists to protect life, property, and the environment; and is dedicated to serving our community. Lakeside Fire Protection District's 2023 vision is to be widely known as an internationally accredited fire and emergency services agency that exists to protect life, property, and the environment for those who live, work, and play in our district. The Lakeside Fire Protection District values professionalism, integrity, competency, and compassionate customer service.

LAKESIDE FIRE PROTECTION DISTRICT

- Area: 50.55 sq. miles
- Population: 65,835
- Fire Stations: 4
- Personnel: 67

All material received in this application and testing process will remain confidential.

The Lakeside Fire Protection District is an Equal Opportunity Employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, gender, national origin, age, religion, creed, disability, political or religious affiliation, veteran's status, sexual orientation, gender identity or gender expression, or other functional limitation as defined in the Americans with Disabilities Act except where a bona fide occupational qualification(s) so dictates.

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