



ORANGE COUNTY FIRE AUTHORITY

Human Resources Department
1 Fire Authority Road
Irvine, CA 92602

www.ocfa.org

Invites Applications For The Position Of: **FIREFIGHTER PARAMEDIC - TRAINEE**

An Equal Opportunity Employer

SALARY

Salary: See Position Description

OPENING DATE: Tuesday, September 2, 2025

CLOSING DATE: Tuesday, September 30, 2025 at 11:59 pm

THE POSITION

The Orange County Fire Authority (OCFA) is currently accepting applications for the position of Firefighter Paramedic - Trainee. **Candidates must agree to a two-year assignment in a paramedic post position.** Please review the entire recruitment bulletin for important information before applying.

Salary (during academy):

\$5,974.90* per month + 9% EMT Bonus = **\$6,512.64** per month

Salary upon paramedic accreditation/activation (approximately week 22 of employment):

\$7,953.95* per month (Step 7 of Firefighter Classification) + 9% EMT Bonus + 15% Paramedic Bonus = **\$9,862.90** per month

**Salary listed includes a 2.75% increase due in the pay period which includes January 1, 2026 per side letter agreement [OCPFA Local 3631 - Base Salary](#).*

24-Month Salary Outlook:

Effective December 8, 2028, a candidate who is hired as part of this selection process, may be making up to **\$11,275.85 per month** (step 12, \$9,093.43 + 9% EMT Bonus + 15% Paramedic Bonus). This salary does not include possible, future negotiated cost of living increases.

Medical, Vision, and Dental Benefits

A Firefighter Paramedic with no dependents pays **ZERO (\$0)** out of pocket for PPO Medical and Vision. Optional PPO Dental insurance is only \$6.00 per month. Please use link below to learn more about benefits available for this position.

[OCPFA Benefits](#)

OCFA FIRE ACADEMY:

Candidates who successfully complete the selection process and are selected for employment with the Orange County Fire Authority must successfully complete a nineteen (19) week firefighter academy.

ORANGE COUNTY PARAMEDIC ACCREDITATION:

MUST complete Orange County Paramedic Accreditation.

PROBATION PERIOD:

Probation period is equal to the completion of the Firefighter Basic Training Recruit Academy. Upon promotion from Firefighter Trainee promotional probation period is fifty-two (52) weeks from the date of promotion.

PARAMEDIC POST POSITION COMMITMENT REQUIREMENT:

All candidates selected for this position must agree to a 2-year commitment in an OCFA Firefighter/Paramedic position. The 2-year commitment for Firefighter Paramedic - Trainee recruits begins upon obtaining OCEMSA Paramedic Accreditation specifically through or sponsored by OCFA, not through any other agency. All newly hired paramedics must promptly complete the OCEMSA and OCFA accreditation process directly following the OCFA recruit academy or at the next available accreditation session. Throughout this commitment period, these individuals are not intended to fill BLS roles. Additionally, if a member is Administratively Assigned by OCFA during the commitment, the assignment period counts toward their 2-year obligation. Should a member promote within OCFA, specifically through FAE promotions—such advancement will also be counted as part of the commitment time.

MINIMUM QUALIFICATIONS

EDUCATION (*position requirements at time of application*):

- Possession of a high school diploma or general equivalency diploma (GED)

EXPERIENCE:

- No experience required

LICENSES AND CERTIFICATIONS (*position requirements at time of application*):

- Possession of a valid, current California or National Registry Paramedic License
- Possession of a valid Class C California Driver License or out of state equivalent
 - Candidates who possess an out of state equivalent license must possess a Commercial Driver's License at time of appointment.

Applicants **MUST** attach a copy of their valid, current California or National Registry Paramedic License at time of application submission. **Failure to submit required documentation at time of application will result in disqualification.**

SUPPLEMENTAL INFORMATION

SCHEDULE OF EVENTS*:

September 30, 2025 at 11:59 p.m.: Last day to apply on-line

November 1 – December 21, 2025: Biddle Physical Agility Test coordinated by the OCFA

- Possession of a current Biddle Certificate within the last six (6) months may be substituted for this portion of the selection process (April 1, 2025 – Current)

January 5 – 30, 2026: Paramedic Assessment Center (Interview/Skills/Written)

TBD: Eligibility List Established

February 1 – 28, 2026: Chief's Interview

March 1 – May 31, 2026: Background Investigation, Pre-employment Medical Examination, and Pre-Academy Physical Fitness Assessment

June 12, 2026: Academy On-Boarding Orientation

July 24, 2026: Family Orientation/Date of Hire/First Day of Fire Academy (19-week academy)

December 11, 2026: Academy Graduation

*Please note, all dates are subject to change.

ONLINE APPLICATION:

Human Resources will screen all applications for minimum qualifications as listed above.

WRITTEN EXAMINATION:

The OCFA utilizes the Fire Candidate Testing Center (FCTC) Statewide Eligibility List (SEL). Candidates must be on the FCTC SEL by the end of OCFA's application acceptance period, **Tuesday, September 30, 2025 at 11:59 p.m.** The requirements to be placed on the FCTC SEL are as follows:

- Register and complete your profile on the FCTC website
- Be 18 years of age or older
- Possess a valid driver's license – MUST upload to your profile AND keep current
- Have a high school diploma or GED – MUST complete the education field in your profile
- Possess a valid Cal-JAC Candidate Physical Ability Test (CPAT) Card – (CPAT results are uploaded automatically by FCTC)
- Receive a passing score on the FCTC Written Test – Written test score expires 12 months from date taken
 - **The OCFA only accepts FCTC scores of 80% or higher**
 - **The OCFA will only accept FCTC written exam scores taken between October 1, 2024 – September 30, 2025**

To view the FCTC test schedule, [click here](#). Candidates are responsible to schedule and complete the FCTC Written exam.

BIDDLE PHYSICAL AGILITY EXAMINATION:

Candidates must pass the Biddle Physical Ability Test in a time of 9 minutes and 34 seconds or less. The Biddle Physical Ability Test will be coordinated by the OCFA at a nearby Orange County college (TBD) and proctored by the college staff.

- Possession of a current Biddle Certificate within the last 6 months may be substituted for this portion of the selection process (April 1, 2025 – Current)
- Candidates **MUST** attach a copy of their valid Biddle Physical Ability Certificate completed between April 1, 2025 through September 30, 2025 to their application in order to substitute for participation in this portion of the selection process.
- Possession of a CPAT will NOT be accepted in lieu of the Biddle Physical Agility Examination portion of the selection process (note the CPAT is still required for placement on the FCTC SEL).

Human Resources will notify candidates by **EMAIL** of the scheduled dates, times, and locations. Candidates will be required to pay the cost of the Biddle Physical Ability Test (approximately \$40.00) at time of examination. All candidates who pass the Biddle Physical Ability Test (or attach a valid copy of a Biddle to their application) will be invited to the Paramedic Assessment Center.

PARAMEDIC ASSESSMENT CENTER:

The Paramedic Assessment Center consist of:

- Paramedic Written Exam
- Oral Interview
- Practical Paramedic Skills Examination

PARAMEDIC WRITTEN EXAMINATION:

The minimum passing score is 80%. The written exam will have a weight of 15% of the candidate's overall score.

PANEL ORAL INTERVIEW:

The minimum passing score is 80%. The panel interview will have a weight of 50% of the candidate's overall score.

PARAMEDIC SKILLS EXAMINATION:

The minimum passing score is 80%. The paramedic skills examination will have a weight of 35% of the candidate's overall score. Candidates who achieve passing scores on all portions of the paramedic assessment center will be placed on the eligibility list.

Human Resources will arrange the Paramedic Assessment Center. Human Resources will notify referred candidates by **EMAIL** of the scheduled dates, times, and locations.

ELIGIBILITY LIST:

Placement on the eligibility list will be established based on a combination the written examination (15%), panel oral interview scores (50%) and paramedic assessment examination (35%). The Biddle Physical Ability Test is pass/fail. The eligibility list will remain in effect for a period of one (1) year from the date of establishment or until all the names on the list are exhausted. The eligibility list may be extended or abolished at the discretion of the Assistant Chief / Human Resources Director.

CHIEF'S INTERVIEW:

Candidates who successfully complete the Chief's interview may be invited to begin the pre-employment background process.

Human Resources will arrange the Chief's interview. Human Resources will notify referred candidates by **EMAIL** of the scheduled dates, times, and locations.

SELECTION:

Tentative selections will be completed after the Paramedic Assessment Center. Final placement in any academy will be determined based on successful completion of:

- Pre-employment medical examination
- Background check
- Pre-academy physical fitness assessment

PRE-EMPLOYMENT MEDICAL EXAMINATION:

Candidate must successfully complete a comprehensive pre-employment medical exam including a drug screen through the OCFA's designated physician.

PRE-EMPLOYMENT BACKGROUND:

Candidate must successfully complete a comprehensive pre-employment background investigation including but not limited to fingerprinting, current and previous employment history check, reference check, DMV check, criminal history check, and licensure/certification check.

PRE-ACADEMY PHYSICAL FITNESS ASSESSMENT:

Candidate must complete a comprehensive Pre-Academy Physical Fitness Assessment through the OCFA's designated assessment vendor.

All job offers are contingent upon the successful completion of a criminal conviction check (Live-Scan), comprehensive pre-employment medical exam and drug screen, and pre-academy physical fitness assessment.

After an offer of employment is made, a candidate must be able to provide proof of eligibility to work in the United States in accordance with Immigration and Reform Control Act of 1986.

ESSENTIAL FUNCTIONS

To review the entire [Firefighter Trainee](http://www.ofa.org) job description please go to www.ofa.org.

CLASS SUMMARY:

Under supervision, to perform a full range of firefighting duties in the suppression of structural, aircraft, wildland, and other types of fires; and/or to provide emergency paramedical services to the community; and to do other work as required.

DISTINGUISHING CHARACTERISTICS:

Incumbents perform a full range of firefighting and paramedic duties and may serve in a technical assignment performing one of the following: fire prevention, training, arson investigation, communications, and others. Paramedic and hazardous materials emergency response duties required additional qualifications and receive special compensation.

LOYALTY OATH:

All new employees must take an oath of allegiance to the United States of America and the State of California.

AMERICANS WITH DISABILITIES ACT (ADA ACCOMMODATION):

In accordance with the Americans With Disabilities Act, anyone who needs an ADA accommodation for the purposes of employment testing should contact Brad Stephens, Senior Human Resources Analyst at (714) 573 - 6816 or via email at bradstephens@ocfa.org within 72 hours prior to the need for the accommodation.

TOBACCO PRODUCTS:

Employees represented by the OCPFA hired after September 1, 2016 are not permitted to use tobacco products on or off duty.

QUESTIONS:

All questions regarding this position should be directed to Brad Stephens, Senior Human Resources Analyst at (714) 573 - 6816 or via email at bradstephens@ocfa.org.

NOTE:

The provisions of this publication do not constitute an express or implied contract. Any provision in this publication may be modified or revoked without notice.

APPLICATIONS MAY BE OBTAINED AND FILED ONLINE AT:
www.ocfa.org

EXAM #2026-TBD-BS
FIREFIGHTER PARAMEDIC TRAINEE
BS

Firefighter Trainee – Paramedic Supplemental Questionnaire

- * 1. The Orange County Fire Authority uses e-mail to notify applicants of important information relating to the status and processing of applications. We do so as part of our ongoing efforts to increase efficiency, conserve resources, and minimize delays and costs. Therefore, as an applicant, please ensure that the e-mail address you provide is current, secure, and readily accessible to you. We recommend that you do not share e-mail addresses with other individuals who may inadvertently delete important communications sent to you. Spam or other filters should be adjusted to accept e-mails from ocfa.org and governmentjobs.com. Please read each e-mail notice carefully and in a timely manner. Follow further instructions, if any.
Please acknowledge that I have read, understand, and agree to the above.
☐Yes ☐No

- * 2. From the choices below, select the highest level of education you have completed.
 - ☐ Less than high school diploma or GED
 - ☐ High school diploma or GED
 - ☐ Some college credits completed
 - ☐ Associate's Degree
 - ☐ Bachelor's Degree
 - ☐ Master's Degree
 - ☐ PhD

- * 3. As of today (date of application submission), do you possess a valid, current California or National Registry Paramedic License? Please note, you MUST attach a copy of your Paramedic License.
☐Yes ☐No

- * 4. Please provide your Paramedic License number. If you do not possess a Paramedic License, please write "N/A."

- * 5. Have you successfully completed a Biddle within the past 6 months (April 1, 2025 – Current)?
☐Yes ☐No

- * 6. If you are currently on the FCTC SEL with a written exam between 10/01/2024 – 09/30/2025 and a score of 80% or higher please provide your FCTC ID#. If you have not completed the FCTC written exam between 10/01/2024 – 09/30/2025 with a score of 80% please write "N/A."
- * 7. From the list below, please indicate the certificates you have attached to your electronic application. Please note you **MUST** attach a copy of your Paramedic License.
- ☐ Current California or National Registry Paramedic license
 - ☐ Biddle Physical Ability Certification successfully completed within the past 6 months (A valid Biddle Physical Ability Certificate completed between April 1, 2025 through September 30, 2025 must be attached to your application in order to substitute for participation in this portion of the selection process.)
 - ☐ I do not possess, or I have not attached the required certificates
- * 8. From the list below, please select any additional language other than English that you speak fluently.
- ☐ Spanish
 - ☐ Farsi
 - ☐ Chinese
 - ☐ Mandarin
 - ☐ Cantonese
 - ☐ Korean
 - ☐ Vietnamese
 - ☐ Urdu
 - ☐ Hindi
 - ☐ Tagalog
 - ☐ American Sign Language
 - ☐ I do not speak any of the languages listed above
- * Required Question