



City of Stockton

FIREFIGHTER TRAINEE / PARAMEDIC

SALARY	\$2,612.43 Biweekly \$67,923.18 Annually	LOCATION	City of Stockton, CA
JOB TYPE	Classified	JOB NUMBER	26-1-PARAMEDIC
DEPARTMENT	Fire	OPENING DATE	07/01/2025
CLOSING DATE	8/1/2025 5:00 PM Pacific	MAX NUMBER OF APPLICANTS	150

DEFINITION

The City of Stockton is partnering with the Firefighter Candidate Testing Center (FCTC) to select the best qualified candidates for the position of

FIREFIGHTER TRAINEE / PARAMEDIC

****limited to first 150 qualified applicants****

ELIGIBLE APPLICANTS MUST POSSESS A VALID PARAMEDIC LICENSE ISSUED BY THE STATE OF CALIFORNIA OR NATIONAL REGISTRY AT TIME OF APPLICATION

AND

BE ACTIVE ON THE FCTC STATEWIDE ELIGIBILITY LIST (SEL) ON 08/01/2025.



<https://www.youtube.com/embed/Qw7Vzm0Too4?&wmode=opaque&rel=0>

Click [here](#) to see the Stockton Regional Fire Academy 23-1

The City of Stockton Fire Department is seeking career-minded individuals whose performance is reflective of a very high level of dedication and commitment to public service. Stockton firefighters are trained professionals who provide a wide range of services to include: fire suppression, fire prevention, and emergency services to protect the lives and property of a diverse community. The Fire Department's goal is to develop staffing that reflects the rich make-up of the diverse population residing within the City of Stockton. The ideal candidate will possess excellent interpersonal and

communication skills, be committed to fostering respect, dignity, and fairness, and is driven by a strong commitment to providing quality service.

SALARY

During the Fire Academy, Trainees receive the monthly salary below. After successful completion of the Fire Academy, trainees achieve the sworn status of Firefighter and the salary steps are reflected below:

FIREFIGHTER TRAINEE

\$2,612.43*/biweekly (while attending the academy)

CURRENT MONTHLY SALARY STEPS : (after successful completion of the academy)

Step 2: \$2,746.79 /biweekly after successful completion of the academy

Step 3: \$2,888.13 /biweekly after six (6) months at step 2

Step 4: \$3,036.43/biweekly after six (6) months at step 3

Step 5: \$3,192.97 /biweekly after one (1) year at step 4

Step 6: \$3,357.12 /biweekly after one (1) year at step 5

Step 7: \$3,529.51 /biweekly after one (1) year at step 6

Step 8: \$3,710.76/biweekly after one (1) year at step 7

Step 9 (Top Step): \$3,901.55 /biweekly after six (6) months at step 8

Paramedic Certification - Additional Pay

Paramedic Firefighters at level 1 receive 6% above top step of current applicable rank

Paramedic Firefighters at level 3 receive 8.5% above top step of current applicable rank

Paramedic Firefighters at level 5 receive 9% above top step of current applicable rank

HAZ/MAT Assignment - Additional Pay

The City shall pay 5% of the top step of rank for sworn Fire Unit employees actively assigned to the HAZ/MAT response team

Education Incentive - Additional Pay

Employees that satisfy the educational and service requirements shall receive:

Intermediate Education Certification receives 3% above the top step of rank for sworn Fire Unit employees

Advanced Education Certification receives 5% above top step of rank for sworn Fire Unit employees

Continuing Education for Paramedics.

Upon prior approval of the Fire Chief the City will compensate members of the Fire Unit at their straight time rate for time spent, in an off-duty status, in continuing education necessary to maintain their certification, up to twenty-four (24) hours or less in a two (2) year certification period.



BENEFITS

- Vacation - 120 hours per year
- Holidays - 13 fixed and 1 floating per year
- Sick Leave - 12 hours per month of service (40 hours advanced; available for immediate use)
- Health Benefits - Choice of plans for medical and hospitalization, dental and orthodontia, vision, and prescription coverage for employees and dependents
- Life Insurance - \$50,000 policy value
- Retirement - California Public Employees' Retirement Systems (CalPERS) = 2.7% at 57
- Deferred Compensation - Dollar for dollar match up to \$25/per pay period (up to a maximum of \$600 per fiscal year)

- Section 125 (Flexible Spending Account) - available at employee's option
- Education Assistance Program - up to \$1,500 per fiscal year
- Uniform allowance - \$950.00 yearly allowance

OPPORTUNITIES TO ADVANCE

Several levels of responsibility create the rank structure of the Stockton Fire Department. As training and required in-service time is acquired, a Firefighter can advance as follows:

[Firefighter/Engineer](#): \$3,478.86 - \$4,469.29 /biweekly

[Fire Captain](#): \$3,972.38 - \$5,103.42 /biweekly

[Fire Battalion Chief](#): \$5,064.80 - \$6,506.05 /biweekly

FLSA STATUS: Non-exempt



Veteran's Preference:

Pending approval by the Civil Service Commission, this position is eligible to receive five (5) Veteran's Preference Points for entrance into the Civil Service. Veteran's Preference Points will not be granted on the promotional list. If you believe you may qualify for Veteran's Preference Points, please attach a DD-214 Member-4 copy indicating at least 181 consecutive days of service with honorable discharge with your application (see supplemental questions for details).

CLASS CHARACTERISTICS

This position is an apprentice-level, non-sworn position in the Fire Department. Incumbents are assigned to the Fire Academy and must satisfactorily pass all the requirements of the Academy before becoming candidates for the sworn position of Fire Fighter. Assignment to this classification is temporary. If incumbents do not successfully complete a fire academy, they will be terminated.

PRINCIPAL DUTIES (Illustrative Only)

For Firefighter Trainee full **Job Description**, [click here](#).

QUALIFICATIONS

Education/Experience:

Possession of a high school diploma or GED. College-level fire science course work and/or previous experience fighting fires in a volunteer or paid capacity is desirable. **(Note: For this specific recruitment, applicants are required to be active on the FCTC SEL on 08/01/2025.)**

- To view upcoming Cal-JAC CPAT and FCTC Written Test dates, click here (<https://www.fctconline.org/candidates/upcoming-test-schedule/>).
- Candidates experiencing financial hardship may qualify for financial aid to pay for their FCTC testing fees. (<https://www.fctconline.org/grants/>)

Other Requirements:

- Must possess and maintain a valid California Class C driver's license. If driver's license is not issued in the State of California, must be able to obtain prior to the completion of the Fire Academy as a condition of continued employment.
- Must possess a valid CAL-JAC Candidate Physical Ability Card (CPAT) issued by the Firefighter Candidate Testing Center (FCTC). CPAT must be issued between 8/01/2024 and 08/01/2025.
- Must obtain a Firefighter endorsement from the California Department of Motor Vehicles within seventeen (17) months of appointment.
- Must possess or be able to obtain and maintain, within one (1) year of employment, current certification as an Emergency Medical Technician/Level I.
- Must meet the physical standards and successfully complete a background investigation, which shall include a polygraph and psychological examination, a medical examination, and obtain a California Department of Justice fingerprint clearance.
- Must possess a valid Paramedic license issued by the State of California or National Registry at the time of application. **(Note: For this specific recruitment, applicants must possess a valid Paramedic license at time of application)**.
- Required licenses and certifications must be maintained as a condition of continued employment.

The Examination:

Applicants who qualify in terms of relevant work experience, license, education, and **are active on the FCTC SEL on 8/01/2025**, will be eligible to move forward in the hiring process.

The examination process will include

1. The successful completion of a written exam administered by FCTC (this is a requirement in order to be active on the SEL.) Applicants that are active on the SEL and have **obtained a written exam score of 75% or better** will be invited to participate in the Oral Panel Interview.
2. Oral panel interviews will be scheduled for the week of **August 29, 2025** (tentative). Successful candidates must receive a minimum passing score of 70%, as determined by the relative performance of all candidates.
3. Scores from the written exam will be combined with scores from the oral panel to create the overall score and establish the eligible list. In the event of identical ratings, candidates' names will be arranged in order of application date/time, and, if the same, then arranged alphabetically.

Notes:

- After on-line submittal, immediate notification will appear on your screen indicating your application has been received. Please print this notice as proof of filing.
- **Notices and correspondence will be sent via email only. No paper notices will be mailed to applicants. It is the applicant's responsibility to ensure a correct email address is provided and that correspondence is received.**
- **NeoGov.com: You will receive correspondence via the e-mail address you placed on your application. Some e-mail accounts have been known to place these e-mails in the spam/junk file. Please check your e-mail folders or accept e-mails ending with neogov.com.**

The City of Stockton requires employees in this position to reasonably respond to emergencies at all times. Employees will be required to maintain primary residence within **45 minutes of City Hall** in order to timely respond to emergencies and meet the health, safety, and welfare needs of the City. New employees have up to three (3) months from date of hire to comply with the requirement. Any interested candidates must be willing to adhere to this requirement throughout the duration of employment.

Still have questions? Email: recruitment@stocktonca.gov

Employer

City of Stockton

Address

400 E. Main Street, 3rd Floor

Stockton, California, 95202

Phone

(209) 937-8233

(209) 937-8234

Website

<http://www.stocktonca.gov/>

FIREFIGHTER TRAINEE / PARAMEDIC Supplemental Questionnaire

*QUESTION 1

The Supplemental Questionnaire is part of the examination process; accordingly, it should be completed carefully. It must be submitted with your official employment application. Do not indicate "see resume" as an answer to any of these questions.

☐ I certify that the information provided is accurate and complete to the best of my knowledge. I understand that any falsification may cancel any terms, conditions, or privileges of employment.

*QUESTION 2

Eligible candidates must be on the FCTC SEL on 8/1/2025. Candidates that do not meet this requirement will not be eligible to move forward for this recruitment. **Do you understand this requirement?**

☐ Yes

☐ No

*QUESTION 3

What is your current status on the FCTC SEL?

☐ I have completed all requirements and have verified that I am currently active on the FCTC SEL.

☐ I am in the process of completing all of FCTC's requirements to become active on the FCTC SEL and understand I must be active by 8/1/25 in order to move forward in the process.

☐ I am not currently active on the FCTC SEL and will not be able to complete all of FCTC's requirements to become active by the 8/1/25 deadline.

*QUESTION 4

For this recruitment, the Stockton Fire Department is requiring a FCTC written exam score of 75 or higher issued between the dates of 8/1/24 and 8/1/25. **Do you understand and meet this requirement?**

☐ Yes

☐ No

*QUESTION 5

For this recruitment, the Stockton Fire Department is requiring a valid CPAT card issued between the dates of 8/1/24 and 8/1/25. **Do you understand and meet this requirement?**

- ☐ Yes
- ☐ No

***QUESTION 6**

A valid Paramedic license issued by the State of California is or the National Registry is required to be eligible for this recruitment. (Note: a 'No' response will result in the rejection of your application.) **Do you understand and possess this required license?**

- ☐ Yes
- ☐ No

***QUESTION 7**

Proof of Paramedic License Proof of your current, valid Paramedic license must be electronically uploaded to your FCTC profile for verification prior to applying with the City of Stockton. **Do you understand and agree to this requirement?**

- ☐ Yes
- ☐ No

***QUESTION 8**

This position requires you possess high school diploma or GED. (Note: a 'No' response will result in the rejection of your application.) **Do you understand and meet this requirement?**

- ☐ Yes
- ☐ No

***QUESTION 9**

This position requires you possess a valid Class C driver's license. **Select the response that represents the current drivers license you possess.**

- ☐ Current, unexpired California Class C or greater driver's license
- ☐ Expired California Class C or greater driver's license
- ☐ Current, unexpired driver's license from another state
- ☐ Expired driver's license from another state
- ☐ None of the above

***QUESTION 10**

Provide your current, valid driver's license number in the box below. If none, type 'N/A'.

***QUESTION 11**

Provide the state which your current, valid driver's license was issued in the box below. If none, type 'N/A'.

***QUESTION 12**

Candidates must submit to and successfully pass the following:

- Background Investigation
- California DOJ and FBI fingerprint
- Polygraph Examination

- Psychological Examination
- Medical Examination **Do you understand and agree to these requirements?**

- ☐ Yes
- ☐ No

***QUESTION 13**

As part of the hiring process, the Stockton Fire Department anticipates holding oral panel interviews with candidates the week of August 29, 2025. **Do you understand and will be available should you be contacted for an interview?**

- ☐ Yes
- ☐ No

***QUESTION 14**

The Stockton Fire Department anticipates an February 2026 start date for the Academy. **Do you understand and will be available to start the Academy should you be offered employment?**

- ☐ Yes
- ☐ No

QUESTION 15*Veteran's Preference:**

Applicants who pass the examination process and have served on active duty in any branch of the United States Armed Forces, including the National Guard and the United States Coast Guard, for at least 181 consecutive days and have been honorably discharged, may receive five (5) Veteran's Preference Points for original entrance into the civil service.

Veteran's Preference Points will not be granted on the promotional list.

Do you wish to apply for Veteran's Preference Points?

- ☐ Yes
- ☐ No

***QUESTION 16**

You may submit your DD-214, member 4 form, by one of the following methods:

1. Scan and attach to the online application (preferred method); or
2. Email a copy of your form to recruitment@stocktonca.gov no later than the **final filing date** (use "FF Trainee/Paramedic" in the subject line of the email); or

- ☐ I qualify for Veteran's Preference Points and understand that I must comply with this requirement to be considered for Veteran's Preference Points.
- ☐ I do not qualify for Veteran's Preference Points.

***QUESTION 17**

The City of Stockton requires employees in this position to reasonably respond to emergencies at all times. Employees will be required to maintain primary residence within 45 minutes of City Hall in order to timely respond to emergencies and meet the health, safety and welfare needs of the City. New employees have up to three (3) months

from date of hire to comply with the requirement. Any interested candidates must be willing to adhere to this requirement throughout the duration of employment.

- ☐ I understand and will comply with this requirement.
- ☐ I do not agree with this requirement

* Required Question