

# READY FOR THE FIRE SERVICE?

## Sonoma County Fire District Invites Applications for the Position of **Firefighter/Paramedic TRAINEE**

**Annual Salary: \$84,177 - While in Sponsored FF1 Academy**

\*Does not include longevity & FLSA



***Our Mission:** To compassionately care for the safety of our communities and our visitors through progressive professional emergency preparedness and response.*



### THE POSITION



The Firefighter/Paramedic Trainee is a Junior College Fire Academy paid sponsorship position for licensed paramedics who are eligible to apply or have been accepted into spring 2027 Firefighter 1 academies. The Trainee will be required to meet all the noted requirements to qualify.

Under the supervision of a shift supervisor or training officer, the Firefighter/Paramedic Trainee participates in structured training, education, and on-the-job development to gain dual qualifications as both a Firefighter and a Paramedic. Incumbents will already hold certification as a Paramedic and will work toward achieving the Firefighter certification necessary for full Firefighter/Paramedic status. Assignments may include work at a fire station, training academy, classroom instruction, or field/on-the-job training, including nondistrict locations.

## THE IDEAL CANDIDATE

The ideal candidate is a compassionate and motivated professional with a strong commitment to the fire service and emergency medical care. They remain calm, focused, and effective under pressure, with the ability to quickly assess medical conditions and determine appropriate treatment. We are looking for detail-oriented individuals who can follow verbal and written instructions, maintain accurate records, and prepare clear, concise reports using a computer. Excellent communication skills—both verbal and written—are essential, along with the ability to build and maintain positive working relationships with coworkers and the public in the course of Firefighter/Paramedic duties.

## REQUIRED QUALIFICATIONS

- Graduation from high school or equivalent.
- A valid driver's license (must obtain a valid CA driver's license within 6 months)
- Current certification as a Paramedic, either through the National Registry of Emergency Medical Technicians or the State of California (by the start of the Firefighter-1 Academy)
- Ability to become accredited with Coastal Valleys EMS as an EMT-Paramedic (within 3 months of date of hire)
- Santa Rosa Junior College Prerequisite courses: **Fire 71: Fire Protection Organization** and **Fire 208: Introduction to the Firefighter Academy**.
  - **IMPORTANT:** You can apply for the Trainee position while still enrolled in these courses, but both courses must be completed with passing grades before the Fire Academy application deadline (October 1, 2026).
- Trainee level candidates must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL) prior to date of hire. For more information on how to be placed on the FCTC SEL, visit [www.FCTOnline.org](http://www.FCTOnline.org).

## DESIRED QUALIFICATIONS

- Currently Enrolled in a California State Fire Marshal Firefighter 1 academy.
- 1 year or more as a certified paramedic working on an ALS transport ambulance.

## COMMUNITY – SONOMA COUNTY



Located less than an hour's drive north of San Francisco, Sonoma County enjoys the world-class culture of the San Francisco Bay Area, while still maintaining its agricultural heritage and rustic charm. Its award-winning wineries, miles of hiking trails, towering redwoods, and the pacific coastline, is an ideal place to live and work. Sonoma County enjoys more affordable housing costs and a more competitive cost-of-living compared to the rest of the San Francisco Bay Area.

## THE DISTRICT

The Sonoma County Fire District is a leader in all-risk Fire-EMS services. The District encompasses an area of more than 436 square miles. With over 100 SCFD members, they respond to approximately 13,000 calls for service out of 11 fire stations. As of July 1<sup>st</sup>, the District is expanding to 14 Stations and adding an additional 30 personnel. The District serves an approximate population of 100,000 which increases to well over 150,000 with visitors due to the high volume of tourism.

The members of the Sonoma County Fire District serve our communities with honesty, integrity, respect, and a commitment to excellence. Customer care and community involvement is our culture. The District incorporates city, suburban and small towns. As well as the Russian River, Sonoma Coastline, a growing regional airport, commuter train, wineries, and one of the state's largest casinos.

Our dynamic prevention division focuses on community risk reduction through progressive fire prevention and investigation, with a strong focus on community engagement and public education.

Our modern fleet includes Type I, Type III and Type VI fire engines and a ladder truck, rescues, ALS ambulances, ocean and river boats, jet skis, and a helicopter.



## APPLICATION AND SELECTION PROCESS

**Timeline:** Applications due by June 28, 2026 at 11:59pm. Interviews and Paramedic assessment on July 7<sup>th</sup> or 8<sup>th</sup> followed by Chief interviews on July 14<sup>th</sup> or 15<sup>th</sup>. Please email the completed application, resumé, and all supporting documentation to: [applications@sonomacountyfd.org](mailto:applications@sonomacountyfd.org)

Link to Application: [Firefighter / Paramedic Trainee Employment Application - Sonoma County Fire District](#)

**Pre-employment process:** Following a conditional job offer, a thorough background investigation, medical examination, drug test and a psychological exam is required prior to appointment.

## COMPENSATION AND BENEFITS

### The District offers an extraordinary salary and benefits package including:

- **July 1, 2026 Annual Base Salary: \$86,702** \*excludes incentives & FLSA
- **January 1, 2027 Annual Base Salary: \$89,303** \*excludes incentives & FLSA
- Upon appointment to FF/PM, trainee's salary will increase to FF/PM Step 1 wage.
- **Incentives:** Up to 10% in additional pay incentives available:
  - Bilingual 3%
  - Swiftwater Technician 2%
  - Education incentive up to 5%
  - Qualified Paramedic Preceptor FTO \$75.00/24 hour shift while performing PPFTO duties
- **Longevity:** Begins after the completion of 6 years of service. (3,6,or 9% based off years of service)
- **Retirement:**
  - CalPERS Classic members - 3% at 55; employee pays 9% employee contribution and 1% toward district contribution
  - New CalPERS PEPRA members - 2.7% at 57; employee pays 13.75% employee contribution
- **Benefits:** The District offers very generous medical, dental, and vision plans. Life insurance, 457 deferred compensation, long term disability, uniform, training, and boot allowance.
- **Cash in-lieu-of medical:** The District offers \$500 per month cash in-lieu-of medical, when waiving medical coverage.
- **Time off:** Starting at 144 hours of Sick and Vacation Accrued Per year.
- **Holiday pay:** 156 hours annually
- **Protected Trade & Vacation Time-Off**
- **Schedule filled 30 days out with no mandation from home.**

## QUESTIONS

If you have any questions:

visit our website, [www.sonomacountyfd.org](http://www.sonomacountyfd.org) or email [applications@sonomacountyfd.org](mailto:applications@sonomacountyfd.org)

*NOTE: Information contained in this announcement does not constitute an express nor implied contract, and the information provided is subject to change: It does not necessarily include all duties and responsibilities required of the position.*