



**Rancho Adobe Fire
Protection District
Invites you to apply for
Firefighter Paramedic**



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RANCHO ADOBE FIRE PROTECTION DISTRICT

Invites Applications for the position of

Firefighter Paramedic (Entry Level and Lateral)

Application Period: Continuous

Our Mission

Rancho Adobe Fire Protection District is committed to protecting lives and property through emergency response, preparedness, community education, and risk reduction.

The Position

A Rancho Adobe Firefighter Paramedic is responsible for responding to fires, medical emergencies, traffic collisions, as well as other emergency and non-emergency situations under the supervision of a Fire Captain. The primary objective is to take appropriate action to protect life and property. In addition to normal emergency response activities, the Firefighter Paramedic also performs various staff support assignments. Initially, the Firefighter Paramedic may be assigned to an engine company, and there is potential for staffing an ALS ambulance in the future. The Firefighter Paramedic may be assigned to an engine following a training and evaluation period performing duties with Petaluma Fire Department's paramedic ambulance.



The Exceptional Candidate

We are looking for candidates who possess a strong sense of empathy for others and are passionate about the field of fire and emergency medical services. We value detail-oriented individuals who can follow both verbal and written instructions and maintain accurate records. Production of clear, concise reports and written materials, effective communication, and the development of positive working relationships with colleagues and other contacts while performing the duties of Firefighter Paramedic are valued heavily. Previous experience working as a Paramedic and/or Firefighter is highly desirable.

Qualifications:

Required Licenses/Certifications

(Copies of documents confirming the following must be included in the applicant packet. **YOU MUST SUBMIT ONE PDF FILE FOR ALL APPLICATION MATERIALS**).

- High School Diploma or Equivalent.
- Valid California Class A, B, or C Driver's License.
- Completion of an accredited Firefighter 1 Academy and the possession of a California Firefighter 1 Certification.
- Current certification as a Paramedic in Advanced Life Support, either through the National Registry of Emergency Medical Technicians or by the State of California or Completion of a Paramedic Internship.
- Accreditation in the County of Sonoma (Coastal Valleys EMS) as an EMT-Paramedic within three months of date of hire.
- Must pass and maintain physical requirements as specified by the District and be able to wear self-contained breathing apparatus.
- Cal-JAC CPAT (Candidate Physical Ability Test) Card must be dated within one year of application date.

To view upcoming Cal-JAC CPAT 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/financialaid/details/>)

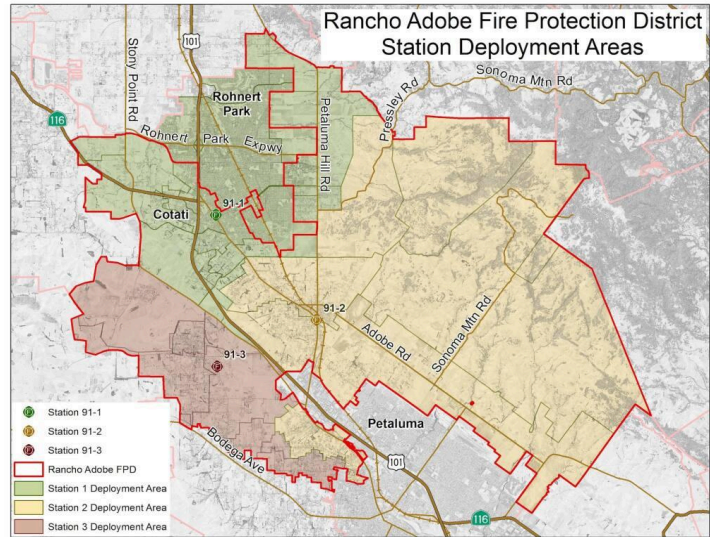
If you do not have a valid CPAT card at the time your application is submitted, you must indicate the date and location of your scheduled test with your application. Once you have received your CPAT card, please submit a PDF copy via email to apply@rafd.org as soon as it is available.

Knowledge of:

- Basic principles and practices of fire suppression and prevention.
- Basic principles and practices of emergency medical care at the basic and advanced life support levels.
- Safety practices and precautions.
- Basic computer report writing.

The District and Our Community

The Rancho Adobe Fire Protection District is a full-service fire and rescue agency which operates from three stations located in the City of Cotati and the communities of Penngrove and Liberty Valley (west of Petaluma) as well as Sonoma State University. The response area is a combination of urban and rural, with light industrial areas intermixed. The Rancho Adobe Fire Protection District is an Insurance Services Office (ISO) Class 4 District and will soon celebrate its 30th



anniversary of service to the community. The District staffs three engine companies and a 24-hour Battalion Chief. Three shifts of personnel work a 48-hour on, 96-hour off schedule. The call volume is challenging and varied; it still allows time for training and exposure to the many facets which make the District a place for an exciting career. You can expect to gain expertise in the following areas: EMS response, structure and wildland fire suppression, public education, fire prevention, disaster preparedness, hazardous materials, rescue systems, water rescue, confined space, as well as a significant vehicle-related rescue response.

The District is currently working collaboratively with the Petaluma Fire Department to functionally operate as a six-station joint agency, providing service to over 86,000 residents.

Core Values I.C.A.R.E

Integrity: We adhere to high ethical principles and standards, basing our actions on doing the right thing.

Courage: We have the moral and mental strength to do what is right even in the face of danger and personal or professional adversity.

Accountability: We have the courage and honesty to accept responsibility for our actions.

Respect: We value the differences in everyone we work with and serve and will treat them with dignity, courtesy, and respect.

Empowerment: We are committed to providing the resources, support, and motivation to our members and those we serve.



Compensation and Benefits

Salary Range: \$89,805 - \$103,923

Incentive pay: Bilingual 2%, Hazardous Materials Technician 1%

Retirement: CalPERS 2.7% @ 57 (PEPRA Members) or 2% @ 50 (Classic Members)

Healthcare: Fully-funded family medical (currently Kaiser HSA \$0/\$2000 Plan with Vision and Dental. HSA is funded at \$3,550 Single/\$7,100 Family).

Sick Leave: Accrued at 6 hours per pay period, no limit.

Vacation Leave: Accrued at between 6 and 12 hours per pay period based upon years of service with the District. Vacation is capped at two and a half years' worth of vacation accrued.

Education/Classes: The current MOU provides for 100% district funding of approved classes.

Application and Selection Process:

Please include the following documents

YOU MUST SUBMIT ONE PDF FILE FOR ALL APPLICATION MATERIALS

1. Rancho Adobe Fire Protection District Employment Application
<https://www.rafd.org/files/8bae59b5f/Application+for+Employment.pdf>
2. Resume
3. High School Diploma or Equivalent
4. Verification of CPAT within the last 12 months (or proof of scheduled test)
5. Valid Class C Driver's License
6. Paramedic License or completion of Paramedic Internship
7. California State Firefighter 1 and Firefighter 1 Academy completion

Submit via email with the document formatted as a PDF file to apply@rafd.org; applications may also be hand delivered to 11000 Main St, Penngrove, CA 94951.

All completed application documents will be reviewed. An application submitted without complete information will not be considered. A screening committee will evaluate the qualifications of each applicant who has met the minimum requirements for the position. The highest-ranking applicants will be invited to continue in the selection process. Applicants meeting the minimum qualifications are not guaranteed advancement in the process and the decision of the screening committee is final.

Hiring Requirements

Candidates being considered for selection are subject to an oral interview, practical exercise or other qualification testing. Upon conditional offer candidates are subject to a background investigation, polygraph test, pre-employment medical examination, psychological screening, State of California Department of Justice fingerprint search of records, and pass a drug screen. All statements made on application materials must be factual and will be subject to investigation and verification.