



Apply to join the Redwood City team as a:

## LATERAL FIREFIGHTER / ENGINEER

\$105,804 – \$135,048 annually

-OR-

## LATERAL FIREFIGHTER / ENGINEER / PARAMEDIC

\$105,804 – \$135,048 annually, with additional 9.5% paramedic pay applied to base salary

*COLA salary increases approved for additional 2% in January 2023*

Accepting applications through August 28, 2022 at [www.calopps.org](http://www.calopps.org)

### Why join the Redwood City team?

We offer a wide range of meaningful career opportunities with potential for growth, training and development, competitive salaries, paid time off, and robust benefits. The Redwood City team is guided by the [core values](#) of excellence, integrity, service and creativity. The community is known for its diversity, strong neighborhoods, and civic pride. The City works diligently to maintain positive and productive relationships with community partners, together providing outstanding services, programs and opportunities for residents. This mix of tradition and progress, community and diversity, makes Redwood City an extraordinary place to work and call home.

### The Fire Department:

The Redwood City Fire Department was established in 1861 and has a proud history serving the Cities of Redwood City and San Carlos, as well as portions of San Francisco Bay and unincorporated areas of San Mateo County. We are a Class I Fire Department providing exceptional customer service out of seven fire stations. We staff seven type 1 fire engines, one tillered aerial ladder truck, and one Battalion Chief. Additionally, we cross staff one type 5 fire engine, one breathing support, one fire boat, two rescue boats, two unmanned aerial systems (drones), and one fuel tender. The Department provides engine-based paramedicine, with one Paramedic assigned to all front-line apparatus. We are a part of a borderless response system within San Mateo County, utilizing GPS technology to respond the closest apparatus. The Department actively participates in the State's Master Mutual Aid plan. Additionally, we support the California Task Force 3 Urban Search and Rescue Team, and the South Bay Incident Management Team. The Department also serves the community through volunteer programs which support public education and emergency preparedness.

At the heart of Silicon Valley, the Redwood City Fire Department serves from the San Francisco Bay to the foothills of San Mateo County. The combined population of Redwood City and San Carlos is 120,000, with the daytime population swelling to 150,000. We provide life, safety and property conservation to our residents in both high density and low-density housing, County offices, including two jail facilities, our deep-water commercial port, the San Carlos Airport, growing high tech and bio tech industries, four hospitals (Sequoia, Palo Alto Medical Foundation, Stanford and Kaiser), and Cañada Community College.

### The Role:

The City of Redwood City is seeking Lateral Firefighters or Lateral Firefighter/Paramedics who, under direction of the Fire Captain, will perform firefighting and fire prevention duties aimed at protecting life and property, operate and maintain firefighting equipment, and provide basic medical assistance. Firefighters also provide Basic Life Support first responder pre-hospital emergency medical care and emergency medical assistance, perform minor station maintenance, and participate in training to maintain skills.

### Required Qualifications:

- Two years of current full-time firefighting service
- A valid Emergency Medical Technician certificate OR Advanced Life Support Paramedic license
- Possession of a California State Fire Training Firefighter I certificate
- Possession of, or ability to obtain, a valid California driver's license.
- For Lateral Firefighter / Paramedic, incumbent must have a valid State of California Paramedic License, and will need to obtain San Mateo County Paramedic accreditation prior to completing probationary period.

### Knowledge of:

- Basic life support

### Ability To:

- Act in accordance with departmental policies, rules, and instructions in the field of firefighting
- Apply principles practices and procedures of modern firefighting

- Safely operate fire apparatus, equipment, tools, devices, facilities and use properly
- Perform tasks relating to firefighting, medical aid and other calls for assistance
- Maintain an Emergency Medical Technician Certification or Paramedic License as required by the State of California
- Act appropriately in emergency situations
- Understand and follow oral and written directions promptly and accurately
- Analyze fire and emergency situations and adopt effective courses of action
- Communicate clearly and effectively, both orally and in writing
- Establish, maintain and foster positive and harmonious working relationships with those contacted in the course of work
- Operate and maintain voice radio equipment, and a computer terminal or personal computer
- Drive and operate fire apparatus and motor vehicles proficiently and safely

**Special Requirements** - Essential duties require the following physical abilities and work environment:

- Must be 18 years of age; eyesight: 20-30 corrected with contact lenses or spectacles, successful long term soft contact lens wearers (i.e., six months without a problem) are not subject to the uncorrected criteria of 20-100 uncorrected; freedom from color blindness; normal hearing.
- Ability to sit, stand, walk, kneel, crouch, squat, stoop, reach, crawl, twist, climb, lift and carry 100 lbs.; pull and/or drag 175 lbs.; work in the following environments: cold, extreme heat, extreme noise, outdoors, confining work spaces, elevated areas; work with electrical hazards, vibration, chemicals, dust, toxic waste, mechanical hazards, and explosive materials; availability for shift work.
- This position shall serve a probationary period of eighteen (18) months.
- As a condition of employment, employee shall comply with mandated medical monitoring.

**Perks and Benefits:**

- **Pension membership in the [California Public Employees Retirement System \(CalPERS\)](#)** – New members join 2.7% at age 57; current members join 3% at age 55.
- **Health Insurance for you and your family** – Choose from a range of HMO, PPO and EPO options. The City pays up 90% of the Bay Area Kaiser family rate, which is \$1,871.42 per month in 2022.
- **Dental and Vision Insurance** – The City pays 90% of the premiums for eligible employees and dependents.
- **Employee Assistance Program** – Obtain a range of supportive services, including free counseling.
- **Generous Paid Time-Off (Based on a 56-Hour Week)**
  - **Vacation leave** – 120 to 280 hours per year, depending on years of service with the City; Lateral hires may qualify for vacation accrual rate equitable to years of service
  - **Sick leave** – 288 hours per year; Lateral hires may qualify for sick leave transfer of up to 200 hours
  - **Total paid time off** (categories above combined) – 408 to 568 hours
- **Holiday In-Lieu Compensation (Based on a 56-Hour Week)** – Employees receive 8.65% of base pay in lieu of any holiday benefits.
- **Funeral Leave** – Two (2) scheduled duty shifts.
- **Free Fitness Center Access at City Facilities**
- **Flexible Spending Account (Section 125)** – Use pre-tax dollars to pay for health insurance premiums, dependent care, medical expenses and commuter expenses.
- **Commuter Benefits** – City matches up to \$100/month on commuter expenses
- **Education Reimbursement Program** of \$750/fiscal year. \$750 may be used for courses taken as a part of a degree program. Up to \$750 may be used for job-related professional development classes outside of a degree program.
- **Education Incentive Program** – Employees who meet the requirements can receive up to 5% of their base pay.
- **Emergency Medical Technician / Paramedic Pay** – Employees receive 5% of base pay for EMT certification. Firefighters/Engineers accredited and assigned as a Paramedic receives an additional 9.5% of base pay.
- **Life Insurance** – The City pays the full cost of the Basic Life Insurance. Policies available equal to one and one-half times the employee’s annual salary, at a 60/40 premium split between the City and employee respectively.
- **Long Term Disability Insurance** – The City reimburses each employee \$29.50 per month for Long Term Disability Coverage.
- **Uniform Allowance** – \$800/fiscal year.
- **Retirement Health Savings Plan** – Mandatory pre-tax contributions upon retirement funded by accrued sick leave, vacation, and non-FLSA compensatory leave payout.
- **Learning and Development Program** – The City fully supports professional development and offers a variety of classes and seminars for our team to continue to learn and grow.
- **For more information regarding benefits, please refer to the MOU.**

**Interested in joining the Redwood City team?**  
**Submit your application via [www.CalOpps.org](http://www.CalOpps.org) by August 28, 2022 at 11:59 pm**  
*Grow your career in public service while making an impact on the community.*

**Recruitment Process:**

- Written Application and Supplemental Questionnaire
- Oral Board Interview
- Paramedic Assessment (for current Paramedics only)
- Selection Interview with Fire Chief

**Additional Information:**

- All certifications, licenses, training, and other relevant information must be clearly stated within the appropriate area(s) of the CalOpps application, and added as attachments.
- For candidates who are IFSAC or PROBOARD certified, you may apply for California Firefighter 1 Certificate via reciprocity with the California State Fire Marshall. To learn more about the process, visit the website of the California Fire Marshall, or review the reciprocity application [here](#).
- 9.5% Paramedic Pay will be applied to the base salary for those who qualify. Firefighter/Paramedic applicants will be required to participate in a paramedic assessment during the selection process.

**The Fine Print**

- Applications will be reviewed and those who best meet the qualifications for the position will be invited to continue in the selection process. Specifics will be communicated to candidates throughout the process.
- Prior to appointment, candidates will be required to pass a background check (at no cost to the candidate) including criminal, DMV, DOJ fingerprinting, psychological evaluation, drug screening, and a pre-employment physical.
- Candidates with a disability which may require special assistance in any phase of the application or selection process should advise Human Resources prior to or upon submittal of application by contacting Christine Doan, Human Resources Analyst at [cdoan@redwoodcity.org](mailto:cdoan@redwoodcity.org)
- Questions? Read hiring process [FAQs](#), or reach out via email to [cdoan@redwoodcity.org](mailto:cdoan@redwoodcity.org)
- Provisions in this document may be modified or revoked without notice.
- Redwood City is an Equal Opportunity Employer.

## QUESTIONNAIRES

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**Minimum Qualification Questionnaire (required):**

- The Minimum Qualification Questionnaire will be used to determine if you meet the minimum qualifications for this position. Be sure to follow the directions very closely.
  - It is your responsibility to ensure you are accurate in your responses and that you answer each part of the question completely. Many questions are multi-part and incomplete answers to the questionnaire will not be considered qualifying.
  - The City is not able to answer questions about whether individuals meet the minimum qualifications during the application process.
1. To be considered as a Lateral Firefighter, candidates must have two years of current full-time firefighting service. When calculating your experience, do not include seasonal firefighter experience or volunteer firefighter experience towards your two years of current full-time firefighting service. Do you meet this requirement?
  2. If you answered “yes” to question 1, list each qualifying agency, job title, and start and end dates of employment.
  3. Do you have a valid Emergency Medical Technician certificate?
  4. If you answered “yes” to question 3, list the certification number.
  5. Do you have a Paramedic License?
  6. If you answered “yes” to question 5, list the license number.
  7. Do you have a California State Fire Training Firefighter 1 Certificate?

8. If you answered “yes” to question 7, list the certificate number.
9. Do you possess, or have the ability to obtain, a valid California driver’s license?

**Supplemental Qualification Questionnaire (optional):**

10. If you are currently an accredited Paramedic, in what State and County are you accredited?
11. Do you have experience as a fire engineer / driver / operator?
12. If you answered “yes” to question 11, do you have two or more years of experience as a fire engineer / driver / operator?
13. Are you bilingual?
14. If you answered “yes” to question 13, what language(s)? And what is your level of proficiency? (Beginner, Intermediate, or Fluent)
15. Do you have an AA/AS degree?
16. Do you have a BA/BS degree?

**Minimum Qualification Attachments (required):**

These required documents will be reviewed and verified as part of the minimum qualification screening.

- A. California State Fire Training Firefighter 1 Certificate  
AND
- B. Valid Emergency Medical Technician Certificate  
OR
- C. Paramedic License