TIBURON FIRE PROTECTION DISTRICT 2025

ENTRY LEVEL & LATERAL FIREFIGHTER-PARAMEDIC RECRUITMENT

The District is seeking skilled, professional and motivated candidates for the position of Firefighter-Paramedic. Firefighter-Paramedics function as a member of an engine company and an ALS ambulance and are assigned the following duties: prevent, control and extinguish fires; perform basic and advanced life support medical care; carry out rescue operations and perform basic maintenance. District Firefighter-Paramedics are trained and fulfill the role of a Fire Apparatus Driver/Operators upon completion of the 18-month probationary period. Incumbents are expected to exercise initiative and develop independent decision-making in assignments, carry out all instructions, directives, orders and participate in training activities. The Firefighter-Paramedic position offers special training and certifications such as Fireboat Operator, Open Water Rescue Swimmer, US&R Team Member (RTF-1), US&R Water Rescue Team Member, Marin County Hazardous Materials Team Member, Rescue Watercraft (RWC) Operator and more.

Salary & Benefits:

Salary Range $122,586 - $160,470 annually

(includes eligible incentive pay)

Benefits package includes:

- CalPERS Retirement - PEPRA 2.7% @ 57; Classic 3% @ 55
- Healthcare Benefit Value of $2,329/mo. (Family Enrollment)
- Retiree Health Premium Benefits
- Educational Incentive up to 7% of Base Salary (as qualified)
- Employer contributes 5% to employees' deferred compensation plan
- Health Savings Account Plan
- Special Assignment pay up to 6% of Base Salary (as qualified)
- Annual uniform allowance
- Dental, vision and life insurance plans
- In-station gyms/saunas
- Access to local sports club gym/pool/sauna/steam room
- Access to yoga classes

Selection Process (FOR APPLICATION PACKET SUBMITTAL INSTRUCTIONS SEE PG. 3):

1. Application Screening: (Pass/Fail/Ranking) – Applicants who meet the minimum qualifications stated on the job announcement and have submitted a complete application packet as specified will be considered. Applicants will be screened and ranked by the application screening committee. Applications will be invited to the Oral Interview based on the rankings established by the screening committee.

2. Oral Interview Panel: (Pass/Fail/Ranking) – The Oral Interview is administered by members of the District in-person only. Candidates will be notified via email of the Oral Interview Test date, time, and location one to two weeks prior to the test.

3. Fire Chief's Interview: Top scoring/ranking candidates from the Oral Interview Panel will be invited to a Fire Chief's interview typically scheduled within 1 to 7 days following the Oral Interview.

4. Background Process & Medical Exam/Drug Test: If considered for appointment, candidates must complete and pass a background investigation, which may include but is not limited to personal history, work history, reference checks, Live Scan/fingerprinting, and psychological evaluation. Candidates must also pass a pre-employment medical exam and drug screening.

5. Academy: New recruits will be assigned to a 48/96 shift schedule after successful completion of a 12-week academy. Typical academy schedule: 40-hour weeks, M-F

***Selection procedure and timelines are subject to change.**

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Minimum Qualifications:

- High School Diploma or equivalent
- Valid California Driver's license or equivalent
- Completion of an accredited Firefighter I Academy or CSFM Firefighter I certificate
- Cal-JAC CPAT (Candidate Physical Ability Test) Card dated **on or after January 1, 2025**
- Valid CA EMT-Paramedic License
- Valid CPR Certification - American Heart Association BLS for Healthcare Provider - CPR card or equivalent

Knowledge of & Ability to:

- Respond to fires, open water rescues, medical emergencies and other service calls
- Perform basic facility maintenance. Maintain/repair firefighting tools & equipment
- Learn District policies and standards, identify hazardous situations and perform standard firefighting tactics; participate in training exercises
- Follow Marin County Paramedic Policies and Protocols. Provide emergency medical care within scope of practice
- Perform periodic fire prevention inspections as a member of an engine company
- Operate fire apparatus as a driver/operator
- Perform structure, wildland and misc. fire suppression
- Carry, raise, lower and climb ladders
- Conduct salvage and overhaul operations
- Operate on a Fireboat as a Deckhand
- Principles, practices and procedures of modern firefighting, rescue and property preservation
- Local geography of the area including location of hydrants, water mains and major fire hazards of the participating jurisdictions
- Standard broadcasting procedures of a fire radio system
- Maintain proficiency in medical emergency practices and techniques
- Analyze fire and driving situations and to adopt effective course of action
- Prepare clear, concise and complete reports and notices
- Think and act quickly in emergencies
- Understand and carry out oral and written directives
- Perform a variety of manipulative tasks with good dexterity
- Operate rescue tools, rope rescue equipment, ventilation, salvage, communication equipment, forcible entry tools & power saws

ADA Special Requirement:

Essential duties require the following physical abilities and work environment: Ability to sit, stand, walk, kneel, crouch, squat, reach, crawl, twist, climb and lift 150 pounds; exposure to cold, heat, extreme noise, outdoors, confining work space, electrical hazards, vibration, chemicals, dust, toxic waste, mechanical hazards and explosive materials; availability for shift work, on-call and stand-by call.

Employment Eligibility:

Documentation verifying the candidate's eligibility for employment in the United States will be required and shall be presented upon hire. This includes citizens and noncitizens.

Our District:

The Tiburon Fire Protection District, established in 1941, employs 24 career members, up to 6 Firefighter-Trainees and Fire Prevention personnel under the direction of Fire Chief Thomas Hellyer. The District has three shifts, each with a Battalion Chief, Captain, Lieutenant and 3 Firefighters (Qualified as Driver Operators) and up to 2 Firefighter-Trainees assigned to a 48/96 schedule.

The District provides emergency response, fire prevention and public education to a 6 square mile area including areas of San Francisco Bay. The District responds to approximately 2100 calls for service annually from 2 Stations on the Tiburon Peninsula. We are an ISO Class 1 Agency utilizing a fleet of: (3) Type I Engines, (3) Type III Engines, (1) Medium Rescue, (1) ALS Ambulance and a 38' Fireboat. We participate in the Southern Marin Emergency Paramedic System (SMEMPS) JPA providing ALS treatment and transportation within the Southern Marin area. As an all-risk agency we provide automatic and mutual aid throughout the State of California.

Our Community:

The Tiburon Fire Protection District is located in southern Marin County and borders Richardson Bay, San Francisco Bay, Central Marin Fire Authority, Southern Marin Fire District and Angel Island State Park. Our service area includes the Town of Tiburon, City of Belvedere, Bay Waters and areas of unincorporated Marin County.

TIBURON FIRE PROTECTION DISTRICT 2025

How to Apply:

Applications are available on Tiburon Fire Protection District's website: www.tiburonfire.gov and must be submitted **BY 5:00PM ON OCTOBER 31, 2025.**

Application Requirements: *(Include ONLY the following):*

- ☐ Completed Application
- ☐ One (1) Page Resume

AND

Copies of the following licenses & certificates:

- ☐ Valid California Driver's license or equivalent
- ☐ Completion of a recognized Firefighter I Academy or CA Firefighter I certificate
- ☐ Cal-JAC CPAT (Candidate Physical Ability Test) Card dated **on or after 1/1/25**
- ☐ Valid CA EMT-Paramedic card
- ☐ Valid CPR Certification - American Heart Association Healthcare Provider or equivalent

Applications must only include the items listed in **Application Requirements** above, please do not include additional certificates or documents at this time. All applications must be submitted **BY 5:00PM ON OCTOBER 31, 2025,** to one of the following:

-Email: jobs@tiburonfire.org

-In Person: District Headquarters located at 1679 Tiburon Boulevard, Tiburon, CA 94920

OR

-By Mail: Applications
Attn: Nicole Chaput
1679 Tiburon Boulevard
Tiburon, CA 94920

PANEL & CHIEFS INTERVIEWS TENTATIVELY SCHEDULED THE WEEK OF NOVEMBER 10, 2025

Questions regarding the application and recruitment process?
-Direct all questions to: jobs@tiburonfire.org ***Please do not call for application/recruitment questions***

A station visit is not required. Station visit requests are currently TBD.