



SCOTTS VALLEY FIRE PROTECTION DISTRICT

Invites your application for the position of:

FIREFIGHTER / PARAMEDIC (Entry or Lateral Position)



Scotts Valley Fire District is establishing an eligibility list for entry-level or lateral Firefighter / Paramedic. This eligibility list will be used to fill up to one (1) immediate full-time position, and possible three (3) additional positions over the next year.

Position appointment will be made based on meeting minimum qualifications, merit, demonstrated ability, and fitness. These will be established by testing, examining, and investigating qualified candidates.

Application Procedure

- You may obtain an application online at: www.scottsvalleyfire.com
- You may also request an application by contacting Battalion Chief Andrew LoFranco at info@scottsvalleyfire.com or call (831) 438-0211

The application with required documents can be emailed (info@scottsvalleyfire.com), sent by regular mail, or delivered in-person to:

Scotts Valley Fire District
Attn: Full-Time Firefighter Position
251 Glenwood Drive
Scotts Valley, CA 95066.

Applications will be accepted until

Feb 28, 2026

SCOTTS VALLEY FIRE DISTRICT

7 Erba Lane
Scotts Valley, CA 95066

For Questions:
Call 831.438.0211
or
Email
info@scottsvalleyfire.com

Scotts Valley Fire Protection District

Established in 1958, the Scotts Valley Fire District provides fire and emergency services to the City and communities of Scotts Valley, Branciforte, and the adjacent unincorporated areas of Santa Cruz County. Utilizing two full time stations with 6 pieces of apparatus, the District serves nearly 22,000 residents within its 30 square mile boundaries. The District has 27 full time employees, two part time, and 11 paid-call firefighters, which provide a variety of services, including fire suppression, emergency medical services, administration, technical rescue, hazardous materials mitigation, public education, fire investigation, and fire prevention. Daily emergency response consists of 7 firefighters and one Battalion Chief. Added to this, the Scotts Valley Fire District has Mutual Aid Agreements with neighboring fire suppression organizations to further strengthen the emergency services available to our customers.

The District's administration, temporarily located at 251 Glenwood Dr. in Scotts Valley, is open Monday through Thursday 7am – 4pm excluding holidays. The District is governed by a five-member Board of Directors, elected by registered voters within the District to serve four- year terms. As an autonomous special district, Scotts Valley Fire is independently operated and relies solely on funding from property taxes. It does not receive financial support from the City of Scotts Valley.

Scotts Valley Fire personnel are highly trained, highly motivated, and prepared to answer the call. We continually strive to exceed the expectations of those we serve.

Mission Statement

Dedicated to savings lives, property, and the environment of the communities we serve through rapid response, prevention and education.

Vision

Scotts Valley Fire Protection District is committed to being a trusted and reliable leader in emergency response, proactive fire prevention, and advanced EMS services while embracing innovation, technology, sustainability, and disaster resilience. Through continuous training, firefighter wellness, and strong partnerships, SVFD will enhance quality customer service and build a safer, more prepared community.

Values

- Uncompromised commitment to serving the community and state with a focus on the safety and well-being of all people, showing a dedication to public service.
- Dedicated level of professionalism through training, physical and emotional readiness, appearance, and commitment to excellence.
- Collaborating with the department and other agencies to provide a higher level of service and to achieve common goals.
- Provide compassionate and empathetic levels of service.
- Strive for the highest levels of standard performance and service delivery through training and professional development.
- Mindful and transparent use of public funds.
- Maintain a culture that fosters respect, kindness, and inclusivity.
- Foster a culture of innovation and adaptability.

Minimum Qualifications

General Hiring Requirements (Lateral and Entry-Level)

Age: Must at least 18 years of age and have the legal right to work in the United States.

Education: High School Diploma or possession of an equivalent G.E.D. certificate.

Medical Requirements: Must be able to pass a medical/physical examination and drug screening.

Specific Hiring Requirements (Entry-Level)

License/Certifications:

- Possess and maintain a valid Class C California Driver's License, and be insurable to operate a SVFD-owned vehicle as defined and determined by the SVFD's insurance provider.
- Ability to perform the essential functions of the position and possess a valid candidate physical ability test (CPAT) card not greater than 6-months old at time of hire. Note: Information on obtaining CPAT certification is available at www.fctonline.org
- Successfully pass a comprehensive background check as provided by the SVFD.
- Desirable qualifications:
 - Firefighter/Paramedic: Graduate of an accredited fire training academy, or equivalent* training academy/program. Graduate of an accredited paramedic training program with the ability to be licensed as a paramedic in California at the time of hire, and a non-expired CPR, ACLS, PALS, and basic level trauma training (e.g. PHTLS, BTLS) or equivalent*. Experience as a firefighter is not required.

Specific Hiring Requirements (Lateral)

License/Certifications:

- Possess and maintain a valid Class C California Driver's License, and be insurable to operate a SVFD-owned vehicle as defined and determined by the SVFD's insurance provider.
- Ability to perform the essential functions of the position and possess a valid candidate physical ability test (CPAT) card not greater than 6-months old at time of hire. Note: Information on obtaining CPAT certification is available at www.fctonline.org
- Successfully pass a comprehensive background check as provided by the SVFD.
- Meet the following minimum qualifications:
 - Firefighter/Paramedic: Graduate of an accredited fire training academy, or equivalent* training academy/program, not less than two (2) years experience as a career firefighter/EMT, graduate of an accredited paramedic training program with the ability to be licensed as a paramedic in California, and a non-expired CPR, ACLS, PALS, and basic level trauma training (e.g. PHTLS, BTLS) or equivalent*.

** The Fire Chief or Designee shall determine, at their discretion, qualifying equivalencies.*

Additional Desirable Qualifications (Lateral and Entry-Level)

- Collegiate education or course of study related to the position
- Emergency response experience in the SVFD
- Emergency medical, fire or rescue related training
- California licensed EMT or Paramedic

Equal Employment Opportunity

Scotts Valley Fire Protection District (SVFPD) is an equal employment opportunity employer and does not discriminate based on sex, age, race, color, religion, national origin, mental or physical disability, marital status, or military service, or any state of California protected classifications. SVFPD does not discriminate against the candidate or employee in hiring or the terms, conditions, and or privileges of employment based on genetic information, pregnancy, childbirth, sexual orientation gender identity, or related medical conditions. SVFPD will make reasonable accommodations for qualified employees with physical or mental disabilities and for employees' religious beliefs that conflict with workplace rules or functions. No application will be rejected as a result of a disability that, with reasonable accommodation, does not prevent performance of the essential job duties.

Salary and Benefits

Salaries are determined through a collective bargaining process

- Base salary range: **\$8,429 - \$11,271** (Monthly, paid bi-weekly), plus a 4% increase on July 1, 2026.

The Fire District offers a competitive total compensation package that includes the following:

- 3% @ 55 retirement for Classic CalPERS members, 2.7% @ 57 retirement for New CalPERS members (PEPRA)
- Choice of medical plans offered through CalPERS, with substantial District contribution toward healthcare premium
- Employer paid dental and life insurance plans
- Optional 457 plan and EAP plan available
- Uniforms provided by the District
- Paid vacation, six (6) shifts per year, up to fourteen (14) shifts per year after twenty years with the District
- Work week averages 56 hours-typical 48-hour shifts (48/96) on a 3-platoon system
- 24 hours of sick leave accrual per month
- 10% Paramedic Differential range: \$10,114 - \$13,525 annually
- Educational incentive: \$150 - \$350 (monthly) based on degree
- Additional pay/Incentives
 - Certifications: up to 3% of base salary
 - Hazmat: 5% of base salary
 - Holiday pay: 288 hours, spread over bi-weekly pay schedule
 - Mechanic pay: 5% of base salary

How to Apply

Applicants for this position are required to submit an employment application and required documents to the District. All required documentation, questions, and requests for reasonable accommodations must be received **on or before February 28, 2026**. Applicants who fail to complete all requirements by the deadline provided will be disqualified from further consideration.

Note: The application with required documents can be emailed (info@scottsvalleyfire.com), sent by regular mail, or delivered in-person to 251 Glenwood Drive, Scotts Valley, CA 95066.

Candidates must include copies of the following items in the application packet:

- Completed SVFPD application
- Cover letter stating why you wish to work for Scotts Valley Fire Protection District
- Proof of current CPAT
- Copy of current Driver License
- Copy of High School Diploma, GED Equivalent
- Current CPR Certification Card
- Copy of National Registry and/or EMS certifications
- Copy of ACLS/PALS/other ALS level certifications

ALL RESPONSES WILL BE CONDUCTED VIA THE EMAIL ADDRESS YOU PROVIDE. Therefore, it is imperative that you provide an email address to which you have access and frequently check.

Selection Process

Candidates who meet all qualifications along with the most desirable combination of education, experience and training will be invited to continue in the selection process.

The selection process will require the following: *application and supplement documents appraisal, written exam, paramedic assessment, oral panel interviews, and a Chiefs oral interview.*

Candidates who successfully complete the selection process will be placed on an eligibility list. A conditional offer of employment will be made from the eligibility list. Final offer of employment will be offered upon passing a thorough physical examination and background screening. A minimum of a twenty-four month probationary work period is required for entry position, 12 month probationary work period is required for lateral position.

Failure to submit all required documents by the filing deadline will result in disqualification of the applicant.

COMPONENT / TENTATIVE DATES:

- **Application Filing Period:** Feb 1, 2026 – Feb 28, 2026
- **Exam:** March 9, 2026. The exam will include: A firefighter 100 question multiple choice test, a panel interview and a paramedic assessment interview designed to evaluate those qualities necessary for success on the job.
- **Employment Eligible List:** Placement on the eligible list is comprised of the combined weighted scores. Candidate's final composite scores will determine placement on the employment eligible list. The list will be certified on **March 11, 2026 (7:30PM)**
- **Chiefs Oral Interview:** **March 16, 2026.** For those that move forward in the exam process. The oral interview examination is designed to evaluate those who fit best with Scotts Valley Fire District.
- **Current Vacancies:** The District currently has one (1) vacancy and anticipates up to four (4) additional vacancies over the next six (6) months to one year. The employment eligibility list is valid for one year unless exhausted sooner.
- **Conditional Offer of Employment:** Any candidate who receives a conditional employment offer will require a thorough medical and background screening prior to final offer of employment.

DATE OF NOTICE: **Feb 1, 2026**



Employment Application

Position applied for: _____ Lateral Position Entry Position

Date: _____

SECTION A — APPLICANT INFORMATION

Full name (last, first, middle): _____

Other names used (aliases): _____

Street address: _____

City: _____ State: _____ ZIP: _____

Mailing address (if different): _____

Primary phone: _____ Alternate phone: _____

Email: _____

Best time/place to contact you: _____

Emergency contact (name/relationship/phone): _____

SECTION B — ELIGIBILITY / AUTHORIZATION

Are you legally authorized to work in the U.S.? Yes No

Are you 18 years or older? Yes No

Do you have a valid California driver's license? Yes No

Driver's license number: _____ Class: _____ Expiration: _____

Do you have any physical or medical conditions that would interfere with duties of the position applying for or be relevant to reasonable accommodation? Yes No

If yes, explain: _____



SCOTTS VALLEY FIRE PROTECTION DISTRICT

7 Erba Lane, Scotts Valley, CA 95066-4199 • scottsvallyfire.com • 831-438-0211

Are you willing to work shifts, nights, weekends, holidays, and be on-call? Yes No

Are you willing to be subject to background check, drug/alcohol screening, and medical/fitness exam? Yes No

SECTION C — EDUCATION

High school name/city: _____

Graduated: GED: Year: _____

College / Technical School — name/city: _____

Major/degree/certificate: _____ Dates attended: _____

Other relevant training or coursework: _____

SECTION D — CERTIFICATIONS & LICENSES

List all current certifications, issuing agency, certificate number (if applicable) and expiration date:

CPR Card- Expiration Date: _____

Firefighter I- Date Completed: _____

Firefighter II- Date Completed: _____

EMT- Agency: _____ Exp: _____

Paramedic- Agency: _____ Exp: _____

Wildland S-130 / S-190- Date Completed: _____

ICS (list levels): _____

Hazardous Materials (level): _____

Driver/Operator / Pump Ops: _____

CPAT / Fitness test: Date: _____ Result: _____

Other relevant certifications: _____

Attach copies of certifications and driver's license.



SCOTTS VALLEY FIRE PROTECTION DISTRICT

7 Erba Lane, Scotts Valley, CA 95066-4199 • scottsvalleyfire.com • 831-438-0211

SECTION E — EMPLOYMENT (List current or most recent)

Employer name: _____ Phone: _____

Address/city/state/zip: _____

Job title: _____ Supervisor: _____

Dates employed: From _____ To _____ Rate of pay: _____

Summary of duties: _____

Reason for leaving: _____

May we contact this employer: Yes No

Have you served in the military? Yes No

If yes, branch: _____ Rank at discharge: _____ Dates: _____

Relevant military training/experience: _____

SECTION F — SPECIALIZED SKILLS / EXPERIENCE

List experience with: apparatus operation, pump operations, extrication, rescue, wildland, hazmat, incident command, public education, community relations, languages, computer systems, etc.:

SECTION G — REFERENCES (Professional — not family)

Reference 1: Name: _____ Title: _____

Organization: _____ Phone: _____

Relationship: _____ Email: _____



Reference 2: Name: _____ Title: _____

Organization: _____ Phone: _____

Relationship: _____ Email: _____

Reference 3: Name: _____ Title: _____

Organization: _____ Phone: _____

Relationship: _____ Email: _____

SECTION H — APPLICANT STATEMENT & AUTHORIZATION

I certify that the information provided on this application and any attachments is true and complete to the best of my knowledge. I understand that false or misleading statements or omissions may result in disqualification or termination. I authorize Scotts Valley Fire District to investigate and verify all statements on this application, to contact my former employers and references, and to obtain criminal history, driving record, medical, and other background information as required for employment. I release all parties from liability for providing such information.

I understand that completion of this application does not guarantee employment and that employment with Scotts Valley Fire District is at-will (if applicable) and conditioned upon successful completion of required examinations, background checks, and medical/fitness evaluations.

Applicant signature: _____ Date: _____

Printed name: _____

For Office Use Only

Application received by: _____ Date: _____