

SCOTTS VALLEY FIRE PROTECTION DISTRICT

Invites your application for the position of:

**FIREFIGHTER / PARAMEDIC
ENTRY OR LATERAL**
Annual Salary Range \$126,129 - \$168,641



**SCOTTS VALLEY
FIRE DISTRICT**

7 Erba Lane
Scotts Valley, CA 95066

Phone 831.438.0211
Email:
Info@scottsvalleyfire.com

Accepting applications until:
October 9th 2026

Scotts Valley Fire Protection District

Established in 1958, the Scotts Valley Fire District provides fire protection and emergency services to the City of Scotts Valley and adjacent unincorporated areas of Santa Cruz County including the neighborhoods of Glenwood, Branciforte, Rollings Woods and Pasatiempo.

Operating from two full-time stations, and a third unstaffed station, with six apparatus, the District serves nearly 24,000 residents across its 30-square-mile service area. The District employs 28 full-time personnel and two part-time employees, supported by 10 paid-call firefighters. Together, they provide a wide range of services, including fire suppression, emergency medical services, technical rescue, regional hazardous materials response, public education, fire investigation, fire prevention, and administration.

Daily emergency response staffing consists of seven firefighters and one Battalion Chief. The District also maintains mutual-aid agreements with neighboring fire agencies, further strengthening the emergency services available to the community.

The District's temporary administration office, located at 251 Glenwood Drive in Scotts Valley, is open Monday through Thursday, from 7:00 a.m. to 4:00 p.m., excluding holidays.

The Scotts Valley Fire District is governed by a five-member Board of Directors elected at large. Registered voters within the District elect fellow constituents to four-year terms. As an autonomous special district, the District is funded through property taxes and service fees; it does not receive funding from the City of Scotts Valley.

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

Mission Statement

Dedicated to saving 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 exam. Note: Information on obtaining CPAT certification is available at www.fctonline.org
- Successfully pass a comprehensive background check as provided by the SVFD.
- Current California **Paramedic License** with valid - CPR/BLS/HCP, Advanced Cardiac Life Support (ACLS) certification, Pediatric Advanced Life Support (PALS), Pre-Hospital Trauma Life Support (PHTLS) or International Trauma Life Support (ITLS) certifications.
- Desirable qualifications:
 - Graduate of an accredited fire training academy, or equivalent* training academy/program. 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 exam. Note: Information on obtaining CPAT certification is available at www.fctonline.org
- Successfully pass a comprehensive background check as provided by the SVFD.
- Minimum of **twenty-four (24) months in Fire Suppression as a full-time**, paid member of a municipal, county, or other fire agency
- **Firefighter I Certification** or the IFSAC/Pro Board equivalent by time of appointment
- **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* by time of appointment.

* 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 medical, fire or rescue related training/certifications

ADA special requirement:

Questions regarding Americans with Disability Act (ADA) requirements shall be directed to the Fire Chief (info@scottsvalleyfire.com)

Salary and Benefits

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

- **Salary Range Firefighter/Paramedic: \$126,129 - \$168,641 (annually)**
 - Inclusive of Holiday Pay and Paramedic Differential
- **Paramedic Differential:** 10% of base salary
- **Holiday pay:** 10% of base salary
- **Certifications:** up to 3% of base salary
- **Hazmat:** 5% of base salary
- **Mechanic pay:** 5% of base salary
- **Educational incentive:** \$150 - \$350 (monthly) based on degree
- 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 covering the total costs of most plans
- Employer paid dental and life insurance plans
- Post Retirement Healthcare reimbursement \$1000/month
- Optional 457(b) and 457 ROTH plans available
- Uniforms provided by the District
- Vacation Leave: 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 with no cap

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 October 9th 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
- Single page 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 UTILIZE 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: *proof of current CPAT by time of exam, application appraisal*, paramedic assessment, *oral panel interviews*, and a *Chiefs oral interview*. Candidates who successfully complete the selection process will be placed on an eligibility list. Appointment will be made from the eligibility list. A minimum of a twenty-four (24) month probationary work period is required for the entry level position. A minimum twelve (12) month probationary work period for a lateral position.

Candidates without a previous firefighter academy or equivalent firefighter certifications will be required to complete an approved firefighter academy with a tentative start date of January 2027.

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

COMPONENT / TENTATIVE DATES:

- **Application Filing Period:** September 14, 2026 – October 9, 2026
- **Exam:** October 26, 2026 - The exam will include: a panel interview and paramedic assessment station, designed to evaluate those qualities necessary for success on the job.
- **Chiefs Oral Interview:** October 29, 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.
- **Employment Eligibility List:** Candidate's final composite scores will determine placement on the employment eligibility list. The list will be certified on **November 11th, 2026** (730PM)
- **Current Vacancies:** The District currently anticipates up to four (4) vacancies over the next six (6) months to one (1) year. The employment eligibility list is valid for one year unless exhausted sooner.
- **Conditional Offer of Employment:** Conditional employment offers will require a thorough medical and background screening prior to final offer of employment.

DATE OF NOTICE: September 14, 2026



SCOTTS VALLEY FIRE PROTECTION DISTRICT

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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: _____



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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.



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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: _____



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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: _____