

TIBURON FIRE PROTECTION DISTRICT

FIREFIGHTER I RECRUITMENT

The District is seeking skilled, professional and motivated candidates for the position of Firefighter I. The Firefighter I role include assignments on: Type I Engine Company, Fireboat as a Deckhand or Rescue Swimmer (as qualified), ALS Ambulance as an EMT/Operator and Type III Engine with deployments throughout the State. Firefighter I duties include: prevent, control and extinguish fires; provide emergency medical care; rescue operations and perform basic maintenance. The District Firefighter I is expected to exercise initiative, develop independent decision-making, carry out instructions, directives and orders, and participate in training. Upon completion of a 12-week Regional Academy, the Firefighter I position is assigned to a 48/96 work schedule. This position is at-will.

Salary & Benefits:

Salary Range \$60,000 - \$90,000 annually (as qualified)

Benefits package includes:

- CalPERS Retirement - PEPR 2.7% @ 57
- Healthcare monthly stipend \$964
- 144 hours of vacation annually
- Annual Training Budget \$2,000
- Uniform allowance \$500

Qualifications & Duties:

Minimum Qualifications:

- High School Diploma or equivalent
- Valid California Driver's License or equivalent
- Completion of a recognized Firefighter I Academy prior to 01/01/2027 or CSFM Firefighter I Certificate or proof of current enrollment
- Cal-JAC CPAT (Candidate Physical Ability Test) Card dated on or after 01/01/2026
- Valid EMT-B License
- Valid CPR Certification - American Heart Association BLS for Healthcare Provider or equivalent

Firefighter I Duties:

- Respond to fires, open water rescues, medical emergencies and other service calls
- Perform basic maintenance. Maintain/repair firefighting tools & equipment
- Follow District Policies and Standards
- Follow Marin County EMS Policies and Protocols. Provide emergency medical care within the scope of practice
- ALS Ambulance Operator/EMT
- Perform fire suppression
- Carry, raise, lower and climb ladders
- Operate on a fireboat as a deckhand
- Ability to learn local geography, infrastructure and hazards
- Prepare clear, concise and complete reports and notices
- Think and act quickly in emergencies
- Understand and carry out oral and written directives
- Perform a wide range of physically demanding firefighting and emergency response tasks
- Demonstrate competency of rescue equipment, rope rescue equipment, radio communication and firefighting tactics

TIBURON FIRE PROTECTION DISTRICT

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 Panel Interview based on the rankings established by the screening committee.
2. **Panel Interview:** (Pass/Fail/Ranking) – The Panel Interview is administered by members of the District in-person only. Candidates will be notified via email of the Panel Interview date, time, and location one to two weeks prior to the interview.
3. **Fire Chief's Interview:** Top scoring/ranking candidates from the Panel Interview will be invited to a Fire Chiefs interview typically scheduled within 1 to 7 days following the Panel 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

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 workspace, 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.

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

Our District:

The Tiburon Fire Protection District, established in 1941, employs 21 career members, up to 4 Firefighter I personnel, 3 Fire Prevention personnel, and 3 administrative personnel under the direction of Fire Chief Thomas Hellyer. The District has three shifts, each shift with a Battalion Chief, Captain, Lieutenant and 3 Firefighters (Qualified as Driver Operators) and up to 1 Firefighter I position 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 2,100 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 (SMEPMS) 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.

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How to Apply:

Applications are available on Tiburon Fire Protection District's website: www.tiburonfire.gov

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
- ☐ CalCal-JAC CPAT (Candidate Physical Ability Test) Card dated **on or after 1/1/26**
- ☐ Valid CA EMT-B License
- ☐ Valid CPR Certification - American Heart Association Healthcare Provider or equivalent
- ☐ Completion of a recognized Firefighter I Academy prior to 01/01/2027 or CSFM Firefighter I Certificate or proof of current enrollment

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 complete to be considered.

All applications must be submitted **BY 12 NOON on Friday October 16, 2026** to one of the following:

-Email: jobs@tiburonfire.gov

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

OR

-By Mail: Applications
Attn: Human Resources
1679 Tiburon Boulevard
Tiburon, CA 94920

Questions regarding the application and recruitment process?

-Direct all questions to: jobs@tiburonfire.gov ***Please do not call for application/recruitment questions***

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