

# JOIN SANTA CRUZ FIRE DEPARTMENT



**AS A LATERAL  
FIREFIGHTER**

[WWW.CITYOFSANTACRUZ.COM](http://WWW.CITYOFSANTACRUZ.COM)



Base Annual Salary: \$88,944 - \$133,740\*\*

With 10% Premium  
Paramedic Pay: **\$97,838-\$147,114\*\***

\*\*Plus premium differential pay for other assignments and incentives as listed in the Memoranda of Understanding.

## SALARY & BENEFITS

### MINIMUM QUALIFICATIONS

- At least 2 years of full-time, paid professional experience with a fire agency as a FF/PM.
- Possess and maintain a current and valid California Paramedic license, and/or a current and valid NREMT-P certification.

### HEALTH & WELLNESS

- Health & Dental Insurance
- Cancer screenings
- Physical fitness assessment & training
- Peer Support program
- Mental health counselors & EAP
- Life Insurance
- Long Term Disability



### SPECIAL TEAMS

- **Special Team Assignments**  
Rescue swimmer, PWC operator, Hazmat, Fire line medic, Fire Investigations

### SERVICE BONUS

- **Longevity Pay (City Years of Service)**  
2.5% at 6 yrs, 2% at 15 yrs, 2% at 17 yrs, 2% at 20 yrs, 2% at 22 yrs.
- **Lateral/Experience credit**  
Prior FF time = higher pay
- **Retirement Plan**  
CalPERS Safety: 2.7% at 57, CalPERS tier II (3% at 55 reciprocity)
- **Deferred Comp**



### SCHEDULE & DEPLOYMENT

- Engine/Truck Based
- 48/96 Shift Schedule
- Unlimited shift trades



### ACCRUED PAID TIME OFF

- **Paid holidays**  
Up to 200 hrs/yr
- **Paid vacations**  
Up to 144-288 hrs/yr
- **Sick leave**  
Up to 144 hrs/yr

### \*\*DIFFERENTIALS

AA/Fire Officer 2%, BA/BS/Chief Officer 4%,  
Bilingual 5%, Hazmat 5%, swimmer 5%

The deadline to apply for this position will be  
5 pm PST on Thursday, 11/14/2024.

For the job description, complete list of job  
requirements, and to apply go to  
[www.cityofsantacruz.com](http://www.cityofsantacruz.com) and click on Jobs.



**→ APPLY NOW ←**