



Interested in Becoming an SJFD Firefighter?

Firefighting is a highly respected career. As first responders, firefighters specialize in protecting the public by responding to fires and life-threatening emergencies. They are often the first to arrive on scene and are tasked with a wide range of duties, including providing emergency medical and rescue services.

Firefighting is a profession that takes preparation through education and rigorous training. When they aren't putting out fires or responding to other emergencies, firefighters spend their time learning and developing additional skills related to firefighting and emergency response, such as conducting real-life simulations and practice drills, conducting inspections, community outreach, maintaining equipment, and participating in physical fitness activities. Since SJFD covers residential, commercial, high-rise, industrial, and wildland-urban interface, it offers many areas of specialization including hazardous materials, technical rescue, and aircraft rescue and firefighting.

JOIN THE SJFD FAMILY!

About San José Fire Department

The San José Fire Department is an all-risk department committed to excellence in public safety. We embrace innovative approaches to meet the evolving needs of our diverse city. We work in partnership with the community to achieve a more fire- and hazard-safe environment. SJFD is committed to serving the community by protecting life, property and the environment through prevention and response.

Responding to approximately 91,000 service calls each year, SJFD is a high-volume, high-performance, all-hazard fire department. SJFD serves San José's incorporated city limits and unincorporated areas of Santa Clara County, totaling around 1.2 million residents.

LEARN MORE AT
WWW.SJFD.ORG

Questions can be sent to
SJFDRecruiting@sanjoseca.gov

San José Fire Department
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408-794-7000

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FIREFIGHTER

**San José
Fire Department**

RECRUITMENT BROCHURE

Benefits

- + 48/96 work schedule
- + Paid vacation and sick leave
- + Medical, dental and vision insurance
- + Uniform allowance
- + Tuition reimbursement
- + Retirement benefits¹
- + Competitive salary:
 - Firefighter recruit: \$41.23 hourly, \$3,298.40 bi-weekly
 - Firefighter step 1 (upon successful completion of the academy): \$3,792.00 bi-weekly base pay², \$98,592.00 annually
 - In addition to base salary, recruits and firefighters will also receive an approximate 1% ongoing non-pensionable pay
- + Eligible employees may also receive additional premium pay (upon successful completion of the academy):
 - Education and training pay (AA/AS-BS, Fire Science, Fire Technology, Fire Protection Technology): 1.5% of top step firefighter
 - Oral bilingual pay: 2.5% of top step firefighter
 - Paramedic pay: 12% of top step firefighter

Career Opportunities

As our firefighters gain experience and advanced education, they may promote to a higher rank. The rank structure in San José is:

- Fire chief
- Assistant fire chief
- Deputy fire chief
- Battalion chief
- Fire captain
- Fire engineer, arson investigator, fire prevention inspector
- Firefighter
- Firefighter recruit

Licensing Requirements

1. Valid CA driver's license or the ability to obtain one
2. Current and valid State of California Emergency Medical Technicians (EMT) Certification or certified by the National Registry of EMTs, EMT Basic within one year of application filing deadline³
OR
valid Paramedic License, or valid certification as a National Registered Paramedic within one year of application filing deadline³
3. Proof of a valid Candidate Physical Ability Test (CPAT) within six months of application filing deadline and additionally, within one year prior to date of hire; the CPAT must be renewed annually to remain valid

Job Requirements

1. At least 18 years of age at written examination date
2. High school diploma, GED, or California Certificate of Proficiency
3. Ability to provide verification of eligibility to work in this country
4. Ability to read, write and speak English
5. Employees hired after January 1, 2017, must reside within 120 minutes travel time from the nearest San José fire station

Physical Requirements

1. Medical history and physical examination
2. Screening for heart and lung function
3. Blood and urine tests
4. Supplemental testing as required to determine that the applicant is free of disqualifying medical conditions as described in the National Fire Protection Association (NFPA) 1582 Standard of Medical Requirements; please reference NFPA 1582 for further details



Hiring Steps⁴

1. Application and written examination (submitted via National Testing Network at www.nationaltestingnetwork.com during an open application period)
2. Personal history questionnaire
3. Oral board interview
4. Chief's interview
5. Background investigation
6. Conditional offer of employment contingent upon passing additional criteria: polygraph examination, psychological examination and screening, LiveScan fingerprinting, and medical examination
7. Final offer of employment
8. San José Firefighter Academy (18-week program)
9. Upon graduation, firefighter recruits will enter a one-year probationary period (2,912 regular hours) as firefighters

¹Subject to change based upon ongoing contract negotiations between the City of San José and San José Fire Fighters Local 230, IAFF.

²Salary as of July 1, 2021.

³Preferably at time of application.

⁴Candidates will be invited to proceed in the hiring process once they meet the qualifications for hire.