



## Lakeside Fire Protection District

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Donald H. Butz  
Fire Chief

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# LAKESIDE FIRE PROTECTION DISTRICT FIREFIGHTER / PARAMEDIC OPEN RECRUITMENT ENTRY LEVEL (RECRUIT)

**POSTING OPEN:** Monday, May 1, 2023

**APPLICATION DEADLINE:** Thursday, June 8, 2023 at 4:00 PM

**SALARY RANGE:** \$25.05 - \$33.83 per hour; \$72,945.60 - \$98,512.96 annually  
(see defined salary schedule on page 2)

**SCHEDULE:** 56-hour work week (Kelly); during recruit academy schedule is a 40-hour work week.

**POSITION:**

Under direct supervision will perform a myriad of firefighting and EMS skills including responding to structure fires, wildland fires, vehicle accidents and medical emergencies. May be assigned to an ALS ambulance. Participates in all fire suppression, prevention, and public education activities; performs station, equipment and apparatus maintenance; participates in training activities and other related duties as required.

**MINIMUM QUALIFICATIONS:**

- 18 years of age or older
- Possess a high school diploma or equivalent
- Possess a CA Class C driver license
- CA Paramedic licensure with San Diego County accreditation or currently participating in the paramedic clinical or field internship portion of a paramedic training program (accreditation is required at time of hire)
- Possess the physical abilities to perform the duties identified in the NFPA 1001: Standard for Firefighter Professional Qualification
- Must have CPAT by date of hire



**HIGHLY DESIRABLE QUALIFICATIONS:**

- CA State Fire Marshal FireFighter I Certificate or completion of an accredited academy (Not required, but highly desirable)
- Associate degree in Fire Science (Not required, but highly desirable)

**EMPLOYEE BENEFITS- 2023**

\*Subject to Memorandum of Understanding (MOU) with Local 4488\*

- FLSA Premium Pay
- Education Incentive – Up to 5%
- Paramedic Incentive
- Holiday Pay
- Paid Leave (Sick and Vacation)
- Retirement – Eligibility through CalPERS
- Insurance Benefit amount of \$1,849.77 per month
- Long-term Disability Insurance – Eligible through C.S.F.A.
- Deferred Compensation (457 Plan) – Employee funded

**SALARY SCHEDULE:** As defined in the MOU; upon initial hire there will be a period of three (3) months at Step “R” Recruit.

Rate	Recruit	Step A	Step B	Step C	Step D	Step E
Hourly	\$25.05	\$27.83	\$29.22	\$30.68	\$32.22	\$33.83
Annual	\$72,945.60	\$81,040.96	\$85,088.64	\$89,340.16	\$93,824.64	\$98,512.96

**APPLICATION PROCESS**

To be considered for this position, you **must submit a district application and include the following items** to the Administrative Office located at 12216 Lakeside Avenue, Lakeside, CA 92040 or via email at [recruitment@lakesidefire.org](mailto:recruitment@lakesidefire.org), no later than 4:00pm on the filing deadline. Office hours are Monday through Thursday from 8:00am – 4:00pm PST.

Please attach the following items to your application:

- Resume, detailing education and experience
- Copy of valid California Class C Driver’s License
- Copy of California Paramedic licensure with San Diego County accreditation or currently participating in the paramedic clinical or field internship portion of a paramedic training program (accreditation is required at time of hire)
- Copy of CPAT (if available)

**TESTING PROCESS**

The applications submitted will be screened and the most qualified applicants will be invited to our testing process which may include the following components:

- Written test
- Oral interview
- Skills assessment, including patient assessment (using San Diego protocols)



## **TENTATIVE SELECTION SCHEDULE AND PROCEDURE**

1. Filing Deadline – Thursday, June 8<sup>th</sup> at 4:00 PM
2. Testing: Week of June 12<sup>th</sup>
3. Oral Interview (1<sup>st</sup> Round): Week of June 19<sup>th</sup>
4. Chiefs Interview: Week of June 26<sup>th</sup>
5. Job Offers Extended and Background Process Begins: Week of July 3<sup>rd</sup>
6. Anticipated Hire Date: Week of August 14<sup>th</sup>
7. Prior to employment, the successful candidate will be required to complete and pass all areas of a conditional offer which may include drug screening, physical, backgrounds, psychological evaluation, and fingerprinting.  
\*Interview schedule may be subject to change

## **ABOUT THE DISTRICT**

The Lakeside Fire Protection District, in San Diego County, is home to over 60,000 residents living in the communities of Lakeside, Eucalyptus Hills, Moreno, Winter Gardens, Lakeview, Johnstown, Blossom Valley, Flinn Springs, Pepper Drive and other areas of unincorporated El Cajon. Our service area is primarily suburban residential but also has several core commercial zones, some light industry, and many rural/agricultural properties. The District also has a significant wildland/urban interface.

The Lakeside Fire Protection District is proud to have been an original participant in the Heartland Mutual Aid Pact and, along with our partner, Santee Fire Department, continue to operate the longest running paramedic program in San Diego County.

## **OUR MISSION, VISION, AND VALUES**

The Lakeside Fire Protection District exists to protect life, property, and the environment; and is dedicated to serving our community. Lakeside Fire Protection District's 2023 vision is to be widely known as an internationally accredited fire and emergency services agency that exists to protect life, property, and the environment for those who live, work, and play in our district. The Lakeside Fire Protection District values professionalism, integrity, competency, and compassionate customer service.

## **LAKESIDE FIRE PROTECTION DISTRICT**

- Area: 50 sq. miles
- Population: 65,000
- Fire Stations: 4
- Personnel: 58



All material received in this application and testing process will remain confidential.

The Lakeside Fire Protection District is an Equal Opportunity Employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, gender, national origin, age, religion, creed, disability, political or religious affiliation, veteran's status, sexual orientation, gender identity or gender expression, or other functional limitation as defined in the Americans with Disabilities Act except where a bona fide occupational qualification(s) so dictates.

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