



City of Hollister Firefighter/EMT (Lateral)

SALARY	\$45.53 - \$55.34 Hourly \$3,642.05 - \$4,426.94 Biweekly \$94,693.30 - \$115,100.44 Annually	LOCATION	City of Hollister, CA
JOB TYPE	Full-Time (Permanent)	JOB NUMBER	26-00037
DEPARTMENT	Fire	OPENING DATE	07/22/2026
CLOSING DATE	8/30/2026 11:59 PM Pacific	FLSA	Non-Exempt
BARGAINING UNIT HFFU			

Description

This is an open-competitive recruitment. Veterans, as well as other qualified candidates from the public, and qualified career City employees are encouraged to apply. The eligibility list that is established from this recruitment process will be used to fill future vacancies in the rank of Firefighter/EMT for the City of Hollister's Fire Department.

Lateral Benefits: Lateral Pay Placement, Eligible to transfer up to 120 hours of vacation and 135 hours of sick leave. (Leave transfer subject to qualification, negotiation, and department approval)

DEFINITION

The Firefighter classification performs a variety of skilled duties involving fire suppression, emergency response, protection of life and property, fire prevention, and other related activities. Work is performed under close to general supervision depending upon the complexity of the task and the skills of the incumbent. This classification may provide limited work direction to less experienced employees in this classification and may temporarily act as a Fire Engineer.

SUPERVISION RECEIVED AND EXERCISED

- Receives general direction from the Fire Captain
- Reports directly to the Fire Engineer or the Fire Captain

CLASS CHARACTERISTICS

Incumbent positions in this class represent the working level firefighting crew. The incumbent is required to complete a formal training program and subsequently assigned to a fire suppression company. The incumbent is trained on the various skill sets and application of equipment used in firefighting, rescue, salvage, emergency medical services, operation of fire apparatus and equipment, public education, fire prevention inspections and investigations.

Examples of Essential Duties

- Respond to fire, emergency medical calls, and other emergency alarms and public service calls as a member of a fire suppression company.

- Perform primary and secondary search procedures for fire and disaster victims. Remove and rescue trapped victims.
- Apply Basic Life Support (BLS) and perform primary and secondary assessments on patients at the scene of a medical emergency to determine appropriate medical treatment.
- Drive the fire apparatus, taking the most direct route to the incident scene, and maneuvering around obstructions as necessary for correct and safe positioning.
- Position the fire apparatus at the incident scene for efficient operation, secure and maintain an adequate supply of water for hose lays, and operate pumping equipment.
- Operate multiple vehicle types such as aerial apparatus, tow equipment, rescue units, four wheel drive apparatus, etc.
- Gain access to involved structures or areas to evacuate inhabitants, lay hose lines and assist in operating nozzles to direct streams of water on fires to control and extinguish fires.
- Select proper tools from a wide variety of specialized manual and power equipment in order to perform required tasks such as raising, lowering, and climbing ladders, and operating equipment from attics, ladders, basements, roofs, and other hazardous points.
- Operate rescue equipment such as the air chisel, air bags, etc.
- Ventilate burning buildings to release heat and smoke, use salvage covers to prevent water damage, and overhaul operations after a fire to prevent rekindling.
- Check fire scene for point of origin and source of ignition and preserve evidence, which may indicate arson.
- Inspect and perform routine maintenance on rescue equipment, fire apparatus, hydrants, fire hoses, and other support equipment.
- Study and attend training sessions concerning, but not limited to, subjects such as modern techniques of firefighting, emergency medical services, hazardous materials and rescue techniques.
- Perform fire prevention functions by inspecting commercial, industrial, and residential structures.
- Provide assistance and information regarding fire and life safety education and other related community service programs to the public.
- Perform general maintenance and upkeep of fire stations, including but not limited to gardening and housekeeping duties.
- Perform other duties as assigned.

Qualifications

EXPERIENCE AND TRAINING GUIDELINES

Any combination equivalent to experience and training that would provide the required knowledge, skills and abilities would be qualifying. A typical way to obtain the knowledge, skills and abilities would be:

Education/Training:

California State Firefighter I **AND** Firefighter II Certifications.

OR

Graduate of an Accredited Regional Training Program (ARTP) Fire Academy as approved by the California Office of State Fire.

- Associates Degree from a properly accredited institution is highly desirable.
- BS/BA degree from a properly accredited institution in Fire Protection Technology or other related field is highly desirable.

Experience:

For Lateral Applicants: Must possess a minimum of two (2) years of full-time firefighting experience with a fire agency comparable in size and complexity to the Hollister Fire Department.

For Academy Grad Applicants: Firefighting experience as a Reserve, Explorer, and/or Military firefighter is desirable.

License or Certificates:

Ability to complete applicable California Incident Command Certification System (CICCS) components.

Must have the following:

- A valid Class C California Driver's license and a safe driving record.
- Possession of a California Emergency Medical Technician (EMT) card.
- Possession of a Current Cardiopulmonary Resuscitation (CPR) and Automated Defibrillation (AED) certificate.

Must complete the following coursework within 18 months of appointment:

- Current Medical Examiners Certificate (MCSA-5876), Firefighter Endorsement (F), Current Health Questionnaire (DL-546)
- California State Fire Training Firefighter I
- California State Fire Training Firefighter II
- California State Fire Training Fire Apparatus Driver/Operator Pump
- Must complete all required items in Hollister Fire Department Firefighter Task Book and Firefighter Driver Operator prior to permanent appointment.

May complete additional California State Fire Training Courses during probationary year on own time through the City's Tuition Reimbursement program, if available.

Knowledge of:

- Basic Life Support (BLS) procedures for evaluation and treatment of patients during various medical emergencies.
- Basic techniques on safe and proper use of tools and equipment associated with mechanical and maintenance work.
- Basic principles relating to flammable and combustible materials.
- Basic mechanical principles such as leverage, force, acceleration, friction, etc.
- English grammar, punctuation, and spelling. ? Basic math such as addition, subtraction, multiplication, and division utilizing both whole numbers and decimals.
- Local geography, including the location of water mains, hydrants, and major target hazards, fuel models, and traffic hazards of the Department.
- Principles and techniques of supervision, leadership, and training.
- Report writing and form procedures.

Ability to:

- Learn fire fighting methods and techniques, the basic operation and mechanics of fire fighting equipment, location of hydrants, mains, major traffic and fire hazards.
- Learn to drive apparatus with care and safety in accordance with traffic laws and Department regulations.
- Learn and maintain proficiency in Basic Life Support (BLS) practices and techniques.
- Analyze fire and driving situations and to adopt effective courses of actions.
- Think and act quickly in emergencies.
- Understand and carry out verbal and written directions.
- Maintain effective working relationships with those contacted in the course of work.
- Work irregular hours and to respond to call-backs.
- Perform heavy and hazardous physical labor for extended periods.
- Meet and maintain physical standards.
- Work well with others as a team.
- Analyze problems quickly and take appropriate action under pressure.
- Effectively interact with various individuals with tact and courtesy.
- Effectively and clearly communicate in both verbal and written formats.
- Work under conditions of zero visibility and temperature variations with various equipment and tools.
- Read and interpret maps, diagrams, floor plans and geometric figures.

- Calculate hydraulic engineering problems under emergency conditions.

Selection Process

Applications must be submitted online through this applicant tracking system. All materials must be complete and clearly indicate the candidate meets the minimum qualifications. All statements made on the application, resume, and supplemental materials are subject to verification. False statements may be cause for immediate disqualification, removal from eligibility list or discharge from employment. Candidates presenting the most desirable combination of education, experience and/or training as stated in this announcement will be invited to continue in the selection process. The selection process may require any combination of the following: application appraisal, written examination, performance test, and personal interview conducted by an outside oral panel and/or the Department. The City of Hollister offers preference to qualified veterans during the candidate selection process. The City of Hollister's Veterans' Preference Policy can be accessed [here](#) ([Download PDF reader](#)). Applicants must claim Veteran's preference in the agency-wide questions section and attach a copy of their DD214 to the application. Following the examination process, successful candidates are placed on an employment list. Appointment will be made from the employment list. Appointed employee(s) will be required to pass a psychological evaluation, physical, drug screen, background investigation, and fingerprints check.

Equal Opportunity/Affirmative Action:

The City of Hollister does not discriminate on the basis of race, color national origin, ancestry, sex, religion, sexual orientation, age, disability, marital status, political affiliation, or any other non-merit factor. The City of Hollister encourages minorities and women to apply. The City of Hollister makes reasonable accommodations for the disabled. Individuals requiring any accommodation in order to participate in the selection process must inform the Human Resources Office via email at hr@hollister.ca.gov of such request. Requests for accommodation should include an explanation of the type and extent of accommodations needed to participate in the selection process.

REQUIRED UPLOADED DOCUMENTS WITH ONLINE APPLICATION:

- Resume
- CA State Fire Marshall Firefighter I & II Certification
- Current EMT Certification California OR National Registry
- Candidate Physical Ability Test (CPAT) Card (Must be current at the time of submission)
- Current CPR Card
- Current Valid Driver's License
- DMV Printout

ADDITIONAL REQUIREMENTS:

- Must be current on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List (SEL) on **8/30/26**. (For more information on how to be placed on the FCTC SEL, visit <https://www.fctconline.org/sel/>)
- Cal-JAC CPAT (Candidate Physical Ability Test) Card must be dated between **8/30/25 and 8/30/26**

****IMPORTANT:** It is your sole responsibility to ensure your contact information in your FCTC profile matches what you are putting on this application to be accurately matched to the SEL. (FCTC ID#, Name, Email Address, Phone Number, etc.)**

EXAMINATION PROCESS:

The examination process will include but is not limited to:

1. **Panel Oral Interview:** The oral interview examination is designed to evaluate those qualities necessary for success on the job.

2. **Chiefs Oral Interview:** The oral interview examination is designed to evaluate those who fit best with the City of Hollister Fire Department.
3. **Medical Screening:** Prior to employment the City of Hollister Fire Department will conduct a thorough medical evaluation.
4. **Background Investigation Screening** Prior to employment, the Fire Department will conduct a thorough background investigation.

Benefits

For a complete listing of benefits, please click [here](#) to visit the Memorandum of Understanding (MOU) for this position.

Employer

City of Hollister

Address

327 5th Street

Hollister, California, 95023

Phone

(831) 673-6293

Website

<http://hollister.ca.gov/>

Firefighter/EMT (Lateral) Supplemental Questionnaire

*QUESTION 1

Please indicate the highest level of education you have completed.

- ☐ Less than High School Diploma or GED
- ☐ High School Diploma or GED
- ☐ Some college
- ☐ Associate's Degree (at least 60 semester units or 90 quarter units)
- ☐ Bachelor's Degree (at least 120 semester units or 180 quarter units)
- ☐ Master's Degree
- ☐ Juris Doctor
- ☐ PhD

*QUESTION 2

Please indicate the field of study for your degree or N/A if not applicable.

*QUESTION 3

Please describe any other relevant certifications or trainings you have completed.

*QUESTION 4

What type of driver's license and/or endorsements do you currently possess? Please select all that apply. *A copy of the valid license and/or certification(s) is required to be attached to your application.

- ☐ Class C License
- ☐ Class B License
- ☐ Class A License
- ☐ Current Medical Examiners Certificate (MCSA-5876)
- ☐ Firefighter Endorsement
- ☐ Current Health Questionnaire (DL-546)
- ☐ None of the above

***QUESTION 5**

How many continuous years of full-time firefighting experience do you have with a fire agency comparable in size and complexity to the Hollister Fire Department?

- ☐ None
- ☐ Less than 1 year of experience
- ☐ At least 1 year of experience but less than 2 years
- ☐ At least 2 years of experience but less than 3 years
- ☐ At least 3 years of experience but less than 4 years
- ☐ At least 4 years of experience but less than 5 years
- ☐ 5 or more years of experience

***QUESTION 6**

Which Agency/Agencies have you worked as a full-time Firefighter? Please include start date(s) as well as separation date(s). Example: Hollister Fire Department - 01/2000 - 01/2005 OR Hollister Fire Department - 01/2000 - present

***QUESTION 7**

Do you currently possess any of the following? Please select all that apply. *A copy of the valid license and/or certification(s) is required to be attached to your application.

- ☐ California State Firefighter I Certification
- ☐ California State Firefighter II Certification
- ☐ Proof of graduation of an Accredited Regional Training Program (ARTP) Fire Academy as approved by the California Office of State Fire.
- ☐ None of the above

***QUESTION 8**

Do you currently possess the California State Fire Training Fire Apparatus Driver/Operator Pump? *A copy of the valid license and/or certification(s) is required to be attached to your application.

- ☐ Yes
- ☐ No

***QUESTION 9**

Are you at least 18 years of age or older as of the date of application?

- ☐ Yes

☐ No

***QUESTION 10**

Do you currently possess a California Emergency Medical Technician (EMT) card? *If yes, a copy MUST be attached to your application.

☐ Yes

☐ No

***QUESTION 11**

Do you currently possess a current Cardiopulmonary Resuscitation (CPR) AND Automated Defibrillation (AED) certificate. *If yes, a copy MUST be attached to your application.

☐ Yes

☐ No

***QUESTION 12**

Do you currently possess the Cal-JAC CPAT (Candidate Physical Ability Test) Card dated between 8/30/25 and 8/30/26? *If yes, a copy MUST be attached to your application.

☐ Yes

☐ No

***QUESTION 13**

Have you read and understand all minimum requirements of the Firefighter/EMT (Lateral) classification and have you attached ALL necessary documents to your application?

☐ Yes

☐ No

*** Required Question**