



City of Huntington Beach FIREFIGHTER PARAMEDIC

SALARY	\$8,084.27 - \$10,833.33 Monthly	LOCATION	Huntington Beach, CA
JOB TYPE	Full-Time	JOB NUMBER	0226-0726
DEPARTMENT	Fire Department	OPENING DATE	07/30/2026
CLOSING DATE	8/14/2026 5:00 PM Pacific		

Description

WE ARE HIRING FIREFIGHTER PARAMEDICS!

Effective **January 1, 2026**, the updated MOU salary range was increased to **\$8,084 - \$10,833 monthly**.

Additional Pay & Incentives:

- **Certification Pay**
 - Company Officer Certification: +3%
 - Advanced Paramedic Certification (ACLS, PALS, Trauma): +3%
 - EMT Certification: +4.67%
- **Education Incentive Pay**
 - Associate Degree or Junior Status: +3%
 - Bachelor's Degree: +6%
 - Master's Degree: +9%
- **Specialty Assignment Pay (if assigned)**
 - Urban Search & Rescue (USAR): +1% to +5% (depending on team level)
 - Hazardous Materials: +5% (Technician) or +7.5% (Specialist)
 - SWAT Medic/TEMS: +4.6% to +11%
 - Arson Investigator: +4.6% (Level I) to +11% (Level II)
- **Skill & Assignment Pay**
 - Preceptor Pay (when assigned or active)
 - Administrative Assignment Pay: +5.34%
 - Tiller Certification Pay: +1.78%
 - Bilingual Skill Pay: +5%
- **Longevity Pay (cumulative professional paid fire department experience with city, county, state, federal or district fire agencies)**
 - 5–10 years: +2.5%
 - 10–15 years: +5%
 - 15–20 years: +7.5%
 - 20+ years: +10%

Huntington Beach Fire Department is seeking to fill four Firefighter Paramedic positions, with opportunities to or exceed, that number in 2026.

Information on incentive pays and special operations can be obtained by visiting the Huntington Beach Firefighters Association Memorandum of Understanding at: [Huntington Beach Firefighters Association MOU \(Download PDF reader\)](#).

The City of Huntington Beach Fire Department is seeking dedicated, career-minded individuals who are ready to commit to a long-term career in the fire service profession. Successful candidates will demonstrate strong interpersonal and multicultural communication skills, a commitment to community engagement, and a solid understanding of basic teaching techniques.

Firefighter/Paramedics live and work in fire stations alongside peers, coworkers, and supervisors, where they are expected to exercise sound judgment, professionalism, and tact in a wide range of situations. Current and future vacancies will be filled from the eligibility list established through this recruitment and examination process.

The Huntington Beach Fire Department (HBFD) is comprised of 207 dedicated members, including 147 sworn personnel and 60 civilian staff, supported by 200 seasonal lifeguards. Together, we deliver exceptional fire, rescue, and emergency services to the community.

HBFD offers Firefighters the opportunity to gain experience across a broad spectrum of specialized assignments, including Urban Search & Rescue, Hazardous Materials, SWAT Paramedics, Employee Health and Wellness, Fire Explorers, Community Risk Reduction, and Arson Investigation. Members may also serve on the Peer Support Team, which includes a Service Canine component.

APPLICANTS FOR THIS POSITION ARE REQUIRED TO SUBMIT AN ONLINE EMPLOYMENT APPLICATION to the City of Huntington Beach by the recruitment DEADLINE of **August 14, 2026, 5:00 pm** (See "Selection Process" below for more details.)

Examples of Essential Duties

Under the direction of a Fire Captain, performs duties involving responding to medical, fire and environmental emergencies:

- Communicates medical information to the hospital; administers advanced emergency medical care to the sick and injured; documents emergency care rendered.
- Engages in all-risk fire suppression and rescue activities.
- Create and deliver Company level training regarding fire/emergency safety practices and procedures.
- Actively engaged in community risk reduction activities.
- Maintains fire stations; drives department vehicles; operates department equipment.
- Attends instruction sessions related to job; participates in HBFD's physical fitness program.
- Performs other related duties as assigned.

Note: The preceding duties have been provided as examples of the essential types of work performed within this job classification. City Council/Administration at its discretion, may add, modify, change or rescind work assignments as needed.

Minimum Qualifications

(Please note time sensitive requirements below)

The following must be met by time of appointment:

1. High school diploma or equivalent
2. At least 18 years of age
3. Valid Driver License
4. Possession of a valid California State Paramedic license OR a valid National Registry EMT-Paramedic Certification.

5. A valid current American Heart Association (AHA) issued BLS Provider or Healthcare Provider card issued by an American Heart Association Training Center or a CPR card for health care providers issued by the American Red Cross. Military-level CPR certification is subject to review on a case-by-case basis.
6. Possession of Certificate of successful completion of Physical Abilities Test (PAT). Only CPAT or Biddle PAT, issued on or after August 14, 2025, will be accepted. Those not possessing a CPAT or Biddle PAT certificate may obtain and submit one by the time of appointment.

Additionally, candidates must meet at least one of the following by time of appointment (first day of academy):

- One year of continuous experience as a full-time paid firefighter with a federal, state, county, or local agency; OR
- Possession of a California Firefighter I Certificate; OR
- Graduation from a California State-accredited Firefighter I Academy (minimum 348 hours); OR
- Graduation from an accredited out-of-state firefighter academy that has obtained a Firefighter I and/or Firefighter II certification recognized by IFSAC and/or Pro Board, in accordance with NFPA Professional Qualifications

The following must be met after appointment:

- Candidates possessing a Paramedic Certification through the National Registry must obtain a California State Paramedic License prior to completion of HBFD Firefighter Paramedic Academy in March 2027.
- Orange County Paramedic accreditation within thirty (30) days of completion of HBFD Firefighter Paramedic Academy.
- California Class C Driver License with Firefighter Endorsement prior to completing probationary period.

SELECTION PROCESS:

Each candidate is required to submit an online application and supplemental questionnaire to the City of Huntington Beach. **No walk-ins will be permitted.** Applications will be reviewed for qualifications and completeness.

The examination components will include an oral interview, paramedic practical assessment, and physical assessment exam.

- Any incomplete application or application not meeting qualifications will be disqualified from further participation in the examination process.
- *Proof of required certifications (only those specified) must be submitted at time of application. Failure to provide copies will result in disqualification.*
- Candidates successfully passing all the components of the examination process will be placed on the eligible list from which appointments will be made.
- This list will be in effect for one year, unless exhausted sooner.

TENTATIVE COMPONENT AND ACADEMY DATES

Upon appointment, new-hires are placed through an eight week comprehensive academy and serve a one-year probationary period.

- **Application Filing Period**
 - July 28, 2026 - August 14, 2026
- **Oral Interview & Paramedic Practical Assessment (100% weight)**
 - Oral Interview/Practical Assessment - August 25 or 26, 2026
- **Physical Assessment Exam**
 - August 25 or 26, 2026
 - The Physical Assessment Exam is a short, non-graded evaluation of overall fitness
 - Candidates must bring fitness attire (shorts, shirt, shoes, socks)
 - Exercises will include hose pulls, ladder carry/raise, farmer's carry, breaching/striking, stair climb, and victim drag
- **Fire Chief's Oral Interview**
 - The top candidates will be certified for a Fire Chief's oral interview on September 9 or 10, 2026. These candidates can expect to hear from the Fire Department immediately after the oral interview. The

employment eligibility list is valid for one year unless exhausted sooner.

- **Background Investigation**

- A comprehensive background investigation will be conducted on all candidates after placement on the eligible list and upon a conditional offer of employment.

- **Conditional Offer of Employment**

- Upon conditional offer of employment, a pre-placement medical exam, including a drug screen, polygraph examination and psychological evaluation will be conducted.

- **Firefighter Paramedic Academy**

- The Firefighter Paramedic Academy will be conducted for eight weeks starting in February 2027. Academy sessions will generally run from 0730 to 1730, with training scheduled across a four-day week. Specific days of attendance will be determined by the Fire Department to best meet training objectives.

APPLICATION PROCESS

1. All applicants must submit a City of Huntington Beach online employment application. **Walk-ins will not be accepted.**
2. Applicants must complete the supplemental questionnaire to demonstrate qualifications for this classification.
3. Applications will be screened for completeness, minimum qualifications, and required certifications.
4. A valid and accurate email address must be included on the application, as all communication will be conducted via email.
5. **Applicants are responsible for ensuring their email account can receive messages from the City (please check spam/junk filters).**
6. Applicants must be prepared to upload and attach copies of all required certifications to their online application, including:
 - Copy of resume (not to exceed two pages)
 - Copy of current driver license.
 - Copy of California State Paramedic License OR copy of National Registry EMT-Paramedic card (may be submitted by time of appointment).
 - Copy of current AHA BLS Provider card (or equivalent Healthcare Provider CPR card issued by American Heart Association Training Center or American Red Cross)
 - Copy of required Firefighter I certifications (California State Fire Marshal Firefighter I Certificate, accredited Firefighter I Academy completion, recent paystub from a qualifying fire agency, or IFSAC/Pro Board Firefighter I or II certification)
 - Copy of CPAT or Biddle PAT certification (issued on or after August 14, 2025):

Important Notes:

- Failure to provide all required certifications at the time of application will result in disqualification.
- Expired or missing certifications will result in disqualification.
- Applicants should not attach additional documents (e.g., letters of recommendation, transcripts, diplomas). Uploading unrequested documents may result in disqualification.

SUMMARY OF WHAT YOU NEED TO KNOW

- All applicants must apply online by the posted deadline. Walk-in applications will not be accepted.
- All communication regarding the selection process will be conducted via email. Please ensure that the email address provided on your application is accurate and monitored regularly.
- Applicants who best meet the needs of the City will be invited to participate in the examination process as scheduled. The most qualified candidates will then advance to a Fire Chief's interview.
- Be prepared to upload and attach copies of all required certifications to your online application as outlined in the "Application Process" section above.

City of Huntington Beach

2000 Main Street

Huntington Beach, California, 92648

Phone

(714) 536-5492

Website<http://www.huntingtonbeachca.gov/jobs>**FIREFIGHTER PARAMEDIC Supplemental Questionnaire*****QUESTION 1**

Indicate the amount of full-time Firefighter or Firefighter Paramedic experience you have with a City, County, State, Federal, or District fire department.

- ☐ None
- ☐ Less than 1 year
- ☐ 1-2 years
- ☐ 2-3 years
- ☐ More than 3 years

***QUESTION 2**

If you have full-time Firefighter or Firefighter Paramedic experience, list the agency/agencies where you have worked.

***QUESTION 3**

Are you able to attend an eight week Firefighter Paramedic Academy starting in February 2027?

- ☐ Yes
- ☐ No

***QUESTION 4**

Are you at least 18 years of age at the time of application?

- ☐ Yes
- ☐ No

***QUESTION 5**

Do you have a High School diploma or GED certificate at the time of application?

- ☐ Yes
- ☐ No

***QUESTION 6**

Will you possess a valid California State Paramedic (CSP) License or a National Registry EMT-Paramedic card by the time of appointment? (Must attach documentation to your online application, if currently in possession.)

- ☐ Yes
- ☐ No

***QUESTION 7**

Do you currently hold a valid CPR Card - American Heart Association (AHA) Healthcare Provider or BLS Provider card issued by an AHA Training Center, OR a Military-level CPR certification? (AHA Instructor, PALS, or ACLS cards do not qualify. Certification must be uploaded with your application.)

- ☐ Yes
- ☐ No

***QUESTION 8**

Do you have a valid CPAT or Biddle PAT certification issued on or after August 14, 2025? (Documentation must be attached. *Note: Applicants who meet all minimum qualifications but do not have CPAT/Biddle may obtain and submit one by the time of appointment*)

- ☐ Yes
- ☐ No

***QUESTION 9**

Check all that apply (must attach documentation for at least one)

- ☐ Certification as a California Firefighter I
- ☐ Graduation from a California State Accredited Firefighter I Academy (min. 348 hours)
- ☐ One year of continuous experience as a full-time paid firefighter or firefighter paramedic in a Federal, State, County, local, district, or tribal agency. A copy of your most recent employment paystub from the agency must be attached to this application.)
- ☐ None of the above

***QUESTION 10**

Do you currently hold a valid Driver License? (Copy must be attached.)

- ☐ Yes
- ☐ No

***QUESTION 11**

Provide the following driver license details:

1. Current License #
2. State:
3. Class:

(NOTE: Must obtain a California Class C Driver License with Firefighter Endorsement within the first year of employment)

***QUESTION 12**

Have you ever worked as an Ambulance Operator for the City of Huntington Beach?

- ☐ Yes
- ☐ No

QUESTION 13

If you have previously worked for the City of Huntington Beach, provide your classification and dates of employment.

***QUESTION 14**

If selected, are you willing to undergo a comprehensive background investigation, including Live Scan fingerprinting?

(NOTE: Recent drug usage, theft or other illegal activity may disqualify candidate.)

☐ Yes

☐ No

***QUESTION 15**

If given a conditional offer of employment, are you willing to complete a pre-placement medical exam, drug screen, polygraph, and psychological evaluation?

☐ Yes

☐ No

***QUESTION 16**

I understand that I must attach the following documents to my online application: • California State Paramedic License OR National Registry EMT-Paramedic card • AHA Healthcare Provider/BLS Provider card OR Military-level CPR certification • Firefighter I certification OR proof of completion of a California State Accredited Firefighter I Academy (or most recent paystub if no FF1) • Current driver license • CPAT or Biddle PAT issued on or after August 14, 2025 I understand other documents (letters of recommendation, transcripts, etc.) should NOT be submitted. Incomplete or incorrect applications may result in disqualification.

☐ Yes

***QUESTION 17**

Are you a CalPERS retired annuitant?

☐ Yes

☐ No

*** Required Question**