



# **FIREFIGHTER, SACRAMENTO COUNTY AIRPORT FIRE LEVEL I/II**

Sacramento International Airport (SMF)  
Mather Airport (MHR)  
Executive Airport (SAC)  
Franklin Field (F72)  
Sacramento, CA

**SACRAMENTO  
AIRPORT  
FIRE**



## THE COMMUNITY

Sacramento County covers 984 square miles and is home to the California state capital, 1.5 million residents and seven incorporated cities: Citrus Heights, Elk Grove, Folsom, Galt, Isleton, Rancho Cordova and Sacramento. The population of Sacramento County's unincorporated area is approximately 564,000.

Residents in Sacramento County have a variety of recreational, dining and entertainment options to choose from. The County is home to more than 15,000 acres of park, plus the 23-mile American River Parkway, where more than five million visitors enjoy the unique wildlife and recreation area annually. Fishing, boating and rafting opportunities are available to water enthusiasts, and picnic sites, golfing, guided natural and historic tours are steps away from the multi-use trail. With its close vicinity to local agriculture, County residents also have an extraordinary selection of local food, wines and beers.

Sacramento County is one of the most affordable home-buying metropolitan areas in the state, and has a skilled workforce, high graduation rates and college-educated residents. The County is a leader in the 21st century economy with growing advanced manufacturing, agriculture and food, clean energy technology, information and communications technology and life sciences.

## COUNTY GOVERNMENT

The County of Sacramento was incorporated in 1850 in response to the needs of a growing population and was one of the original 27 counties of California. In 1933, the Sacramento County Charter was established, along with the County Executive position.

The County is governed by five members of the Sacramento County Board of Supervisors, elected on a non-partisan basis to serve staggered four-year terms, each representing one of the five districts. The County Executive is responsible to the Board for planning, organizing and directing County activities. Other elected officials include the Assessor, District Attorney and the Sheriff.

In 1972, an amendment to the County Charter was implemented to organize the County on an agency basis for more effective administration of functions for which the County Executive is responsible to the Board of Supervisors. Approved by the electorate, the amendment established agency heads to groups of County Departments. The four agencies within the County, which report to the County Executive, are Administrative Services, Community Services, Public Safety & Justice, and Social Services. Sacramento County has more than 30 departments and offices that provide services to County residents.

The County is responsible, pursuant to the County Charter or ordinances, or by state or federal mandate, to provide health and welfare, criminal justice and municipal services (including law enforcement), as well as other services to County residents. Major services include the Airport System, Animal Care Services, Clerk Recorder, Criminal Justice, Health and Welfare, Property Tax System, Regional Parks, Transportation, Waste Management and Recycling, Voter Registration and Water Resources.

The County's Approved Fiscal Year (FY) 2025-26 Budget is over \$8.9 billion, and there are more than 12,800 full-time employees.



# THE DIVISION

Sacramento County Airport Fire (SCAF) is a Professional All-Hazard Advanced Life Support Fire Department within the County of Sacramento Department of Airports. SCAF handles all emergency calls including aircraft emergencies, fires, medical aids, vehicle accidents, and other incidents at Sacramento International Airport (SMF) Station 98 built in 2022 and aircraft emergencies at Mather Field (MHR) Station 97 in Rancho Cordova. A Station 97 remodel was completed in 2025. Each station includes personal bedrooms and new gyms with top-of-the-line equipment while all front-line apparatus is 2019 or newer.

SCAF has a staff of 33 including a Fire Chief, Battalion Chiefs, Captains, Engineers, and Firefighters. Every year, SCAF serves over 13 million travelers, and over 500 county employees, airline employees, and other individuals who work at the airports.

The mission of SCAF is to provide the highest possible level of emergency response to the patrons, tenants, and employees of the Sacramento County International Airport and Mather Field, and their surrounding areas.

SCAF participates in the following:

- Sacramento Regional Incident Management Team (SRIMT)
- California Urban Search and Rescue Team 7
- Local 522 Honor Guard
- Local 522 Cancer Committee

## CORE VALUES

**Integrity:** We will do what we say, we will do the right thing, every time, especially when no one is watching. We will hold each other accountable, we will own our mistakes, and whenever possible, try to learn from them.

**Professionalism:** We will at all times display the conduct and behavior that is expected of members of our profession. We will continuously strive for excellence as we seek to become the industry leaders in public safety on both the local and national fronts.

**Respect:** We will also strive to treat our customers, our peers, and other airport stakeholders the way they wish to be treated. We will constantly look out for the well-being of the public and each other.

**Service:** We will do whatever it takes to carry out our mission and ensure the safe welfare of the public.

**For more information, visit our website below!**

<https://sacramento.aero/smf/about/smf-firefighters>





# THE POSITION

Under close supervision, the Firefighter, Sacramento County Airport Fire Level I/II, controls and extinguishes fires; rescues persons endangered by aircraft crash or fire, or by structural fire; prevents fire by reducing or eliminating potential fire hazards; responds to and provides assistance for medical aid calls, vehicle accidents, and Hazmat incidents.

SCAF is an all-hazards fire department that staffs a Type 1 Fire engine in the winter and a Type 3 Fire Engine in the summer in addition to multiple Aircraft Rescue Firefighting apparatus.

Additional highlights of the position include:

- Two-to-eight-week in-house fire academy depending on experience and qualifications
- Potential for promotional opportunities. Click on the **[Sacramento County Airport Fire Career Ladder](#)** for more detail
- Opportunity for overtime as pay or compensatory time off (CTO)
- Free parking at SMF when traveling
- Yearly FAA 139 burn training and regional RT-130 burn training
- In-house driver operator training program which includes Driver Operator 1A, 1B, 1E, EVOC, and 4x4 EVOC
- Leather boots and helmet provided upon completion of probationary period
- Potential for reimbursement of up to \$4,000 for attending American River College (ARC) paramedic program to cover books, tuition, and associated incidental costs





# MINIMUM QUALIFICATIONS

- A High school diploma or GED.
- AND
- Possession of a valid Cardiopulmonary Resuscitation for the Professional Rescuer Certificate or equivalent.
- AND
- Possession of a current and valid Emergency Medical Technician (EMT) certificate issued by either the National Registry of Emergency Medical Technicians or the California State Emergency Medical Services Authority (EMSA).
- AND
- A Candidate Physical Ability Test (CPAT) Certificate issued within the last twelve months.

# COMPENSATION

The County of Sacramento offers an excellent compensation and benefits program.

Negotiations concerning FY25/26 wages are ongoing and will be applied to the posted salary range upon agreement between the Union and the County and after adoption by the Board of Supervisors.

Appointment for the Firefighter job class is typically made at Level II with the salary starting at the entry level of Step 5 . The following table includes the salary calculations for an employee on a 24-hour shift with the differential calculations for Paramedic Pay (10%) and Education Incentive Pay (5%).

24-hour Level II Salary	Step 5 Salary	Step 6 Salary	Step 7 Salary	Step 8 Salary	Step 9 Salary
Base Pay*	\$81,089.57	\$85,152.82	\$89,420.69	\$93,893.18	\$98,599.54
Base Pay + Education Pay (5%)*	\$85,144.05	\$89,410.46	\$93,891.72	\$98,587.84	\$103,529.52
Base Pay + Paramedic Pay (10%)*	\$89,198.53	\$93,668.10	\$98,362.76	\$103,282.50	\$108,452.49
Base Pay + Paramedic Pay (10%) & Education Pay (5%)*	\$93,253.01	\$97,925.74	\$102,833.79	\$107,977.16	\$113,389.47

\*Firefighters are also entitled to Holiday In-Lieu hours and, when balance maximums are reached, cash payouts. Per the labor agreement, "[employees] shall be granted one (1) day off for every four (4) weeks in lieu of prescribed holidays...If not scheduled and taken every four (4) weeks, such time will accrue at the rate of 4.6 hours or 6.4 hours for a 24-hour schedule, each biweekly pay period." Further, "cash payout shall be made for HIL time in excess of one-hundred and four (104) hours, or 145.6 hours for a 24-hour schedule."



### *The attractive benefits program includes:*

**Retirement** – The County's defined-benefit pension plan is provided by the County Employees' Retirement Law of 1937 and is managed by the Sacramento County Employees' Retirement System (SCERS) Board of Retirement.

**Medical Insurance** – Choice of HMO and High Deductible Health Plans (HDHP), to include Kaiser, Sutter, and Western Health Advantage.

**Deferred Compensation** – A deferred compensation program is available through the County 457(b) Deferred Compensation Plan.

**Life Insurance** – \$18,000 in life insurance coverage for the employee and \$2,000 for all eligible dependents. Employees have the option to purchase up to \$1,000,000 or 5 times your basic yearly earnings, whichever is less, in additional life insurance coverage.

**Holidays** – 14.5 paid holidays per year. Check labor agreement for holiday-in-lieu allowances.

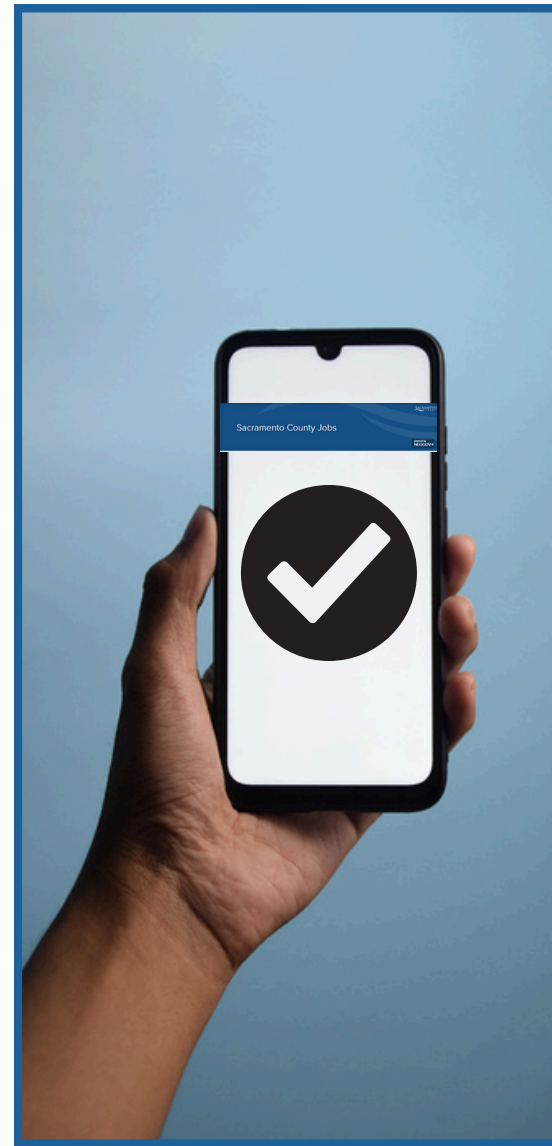
**Vacation** – Two to five weeks (based upon length of service) of paid vacation.

**Sick Leave** – 15 days per year.

**Flexible Spending Accounts** – Employees may set aside funds on a pre-tax basis to pay for eligible medical and/or dependent care expenses.

**Education Reimbursement** – Education Reimbursement available up to a maximum of \$1,500 per year in accordance with the policies and procedures governing the education reimbursement program.

**Other Benefits** – The County contributes to a Retiree Health Savings Plan. After 10 years of County service, employees are eligible for 2.5% longevity pay.



## **HOW TO APPLY**

To be considered for this incredible opportunity, applicants must complete and submit an online County of Sacramento employment application and supplemental questionnaire via the County's jobsite, at [www.saccountyjobs.net](http://www.saccountyjobs.net).

For immediate consideration for this excellent opportunity, please submit your application by 5:00 p.m. on **September 18, 2025**.

Following the establishment of the eligible list, as vacancies become available the most qualified candidates will be invited to participate in the interview and selection process. If you have questions and for additional information about this position, please contact Rebecca Eaton via email at [eatonr@saccounty.gov](mailto:eatonr@saccounty.gov).

*Sacramento County is about enriching communities to thrive. We strive to create inclusive workplaces that reflect the communities we serve. We value and celebrate the unique perspectives, backgrounds, abilities, and diverse dimensions of our employees and residents. Through transparency, courage, innovation, and trust we are committed to advance equity and transformational change.*

*We are a proud equal opportunity employer. If you need assistance or an accommodation due to a disability for any phase of the hiring process, please contact our Disability Compliance Office at [dco@saccounty.gov](mailto:dco@saccounty.gov) or 916-874-7642, CA Relay 711.*