Bottom of Form

*Come be part of our specialized teams of individuals that work together serving small communities with an emphasis on patient care delivery and ambulance transport with a routine average 25-minute transport time. Make a difference with direct impact and involvement in system delivery.*

**JOB CLASSIFICATION:**  Entry Level Firefighter EMT and/or Firefighter Paramedic

**JOB DUTY SUMMARY**:  
The duties for this position include but are not limited to responding to emergencies, operating equipment, and performing duties to the level of training to suppress fires, effect rescue, and perform treatment to sick and injured persons. Working conditions involve confined spaces above and below grade, working from heights, climbing ladders, in extremes of heat and cold, in contact with known hazardous materials, and in areas immediately dangerous to life and health, involving heavy lifting and/or dragging while wearing protective equipment including self-contained breathing apparatus.  
  
***CANBY AND MOLALLA FIRE DISTRICTS ARE EQUAL OPPORTUNITY EMPLOYERS. WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.***

**SALARY RANGES:**

|  |  |  |
| --- | --- | --- |
| **Department** | **Firefighter/EMT** | **Firefighter/Paramedic** |
| Canby Fire | $69,575 - $87,052 | $77,228 - $96,628 |
| Molalla Fire | $64,444 - $88,855 | $70,228 - $96,852 |

**DISTRICT OVERVIEW:**

|  |  |
| --- | --- |
| **Canby Fire District**  [**www.canbyfire.org**](http://www.canbyfire.org) | **Molalla Fire District**  [**www.molallafire.org**](http://www.molallafire.org) |
| **Insurance:** Northwest Firefighter Relief Association medical, vision, and dental package paid by District (95% paid). $100,000 life insurance paid by District.  **Retirement:** Annual VEBA contribution by District. Medical Expense Reimbursement Program contribution (MERP) of $75.00 per month.  **Paid Time Off:** PFLMI (Paid Leave Oregon) employee paid contribution paid by district. Paid vacation, sick, personal day, and personal time off.  **Current Shift Schedule:** 24/48, 48/72  **Annual Call Volume:** 3,500 calls per year, 80% medical  **Contract Incentives:**   * Paramedic wage scale above includes 11% incentive above EMT base * EMT Advanced: 1% above base * Fluent Spanish: 1% above base * Shift Trades * Wildland conflagration opportunities * Retirement workback opportunities * Bargaining Unit IAFF 1159   ***Up to four immediate openings concluding this assessment center*** | **Insurance:** Northwest Firefighter Relief Association paid medical, dental, and vision up to $2,600 per month. Life insurance reimbursement up to $30.00 per month.  **Retirement:** VEBA contribution of $1,500 annually. Medical Expense Reimbursement Program contribution (MERP) of $75.00 per month. Deferred Compensation paid by district 2.5% as of July1st, 2023 and 3% as of July 1st, 2024.  **Paid Time Off:** PFLMI (Paid Leave Oregon) employee paid contribution paid by district. Paid vacation. Paid sick leave.  **Current Shift Schedule:** 24/48  **Annual Call Volume:** 3,227 calls per year, 80% medical  **Contract Incentives:**   * 2% Incentive pay increase for being FTO or Preceptor * Shift Trades * Wildland conflagration opportunities * Retirement workback opportunities * Bargaining Unit IAFF 1159   ***Up to two immediate openings concluding this assessment center*** |

**MINIMUM JOB REQUIREMENTS**:

* US Citizenship
* High School Diploma/GED OR other proof of high school completion
* Valid Driver License – must be insurable by the Fire Districts
* Ability to read/speak English (preferred bilingual)
* Oregon Paramedic Certification OR Oregon EMT Certification. *Oregon Paramedic required within first 12-months of employment for Paramedic applicants.*
* Must pass a background check, psychological exam, NFPA 1582 physical, and internal physical assessment as part of conditional offer - A felony conviction will result in candidate disqualification
* Drug Use Testing - Candidates may be subject to a drug test and potential disqualification as per individual district policies

**PREFERRED REQUIREMENTS:**

* Firefighter I
* Apparatus Operator Equipped with Pump
* Wildland Firefighter Type I

**TO APPLY**:  
All applications **must** include the following required documents in the below **specified order in a single scanned PDF file**, emailed to [APPLICATIONS@CANBYFIRE.ORG](mailto:APPLICATIONS@CANBYFIRE.ORG). Applicants may be **disqualified** for including additional documents that are not on the “required” or “supplemental” lists below, or if any “required” documents are missing. Documents that are out of order from the list below may result in **disqualification**. Applications received after the closing date and time will not be accepted. If you do not have access to a scanner or PDF software, please bring hard copies of your application to Canby Fire District’s main station for assistance.

**Testing Timeline (all dates are subject to change based on minimum number of applications received):**

|  |  |  |
| --- | --- | --- |
| Applications Open | October 11th @ 0800 hours |  |
| Applications Close | December 3rd @ midnight | *Extension from previous close date* |
| Assessment Center Invitations | December 5th | Sent via email |
| Assessment Center Testing | December 12th, 13th, & 14th | Held at Canby Fire District\* |
| Candidate Rank Notifications | December 19th | Uncertified list sent via email |

*\*Canby Fire District, Station 361, 221 South Pine Street, Canby, OR 97013*

**REQUIRED DOCUMENTS:**  
Page 1-4: Joint District Application\*

Page 5: High school diploma or GED OR other proof of high school completion

Page 6: Valid Driver License  
Page 7: Proof of Oregon EMT or Oregon Paramedic Licensure

**SUPPLEMENTAL DOCUMENTS *(if applicable)*:**  
Page 8: Firefighter 1 (NFPA, DPSST, IFSAC, Pro Board, Joint District Document Substitution Form\*)

Page 9: Apparatus Operator Equipped with Pump (NFPA, DPSST, IFSAC, Pro Board, Joint District Document Substitution Form\*) – ***PREFERRED***  
Page 10: Wildland Firefighter Type 1 certificate (NFPA, DPSST, IFSAC, Pro Board, NWCG, Joint District Document Substitution Form\*) – ***PREFERRED***  
Page 11: Proof of Veteran’s Status *(if applicable)* DD-214  
Page 12: Current Volunteers, Interns, or Students affiliated with any of the hiring districts are encouraged to submit the Joint District Affiliation Form\* signed by their Fire Chief indicating time with agency in good standing.

**\*Forms / documents can be accessed through** [**www.canbyfire.org**](http://www.canbyfire.org) **under the *Join Us* tab and *Career Opportunities.***

\***Any documents that don’t apply to you, please put a placeholder page in its spot with the document title and any information you find necessary instead of going out of page order.**