

# Job Information

**OREGON FIRE CONSORTIUM**  
**221 SOUTH PINE STREET**  
**CANBY, OREGON 97013**  
Updated: **March 18, 2020**



**Job Classification:** Firefighter EMT and Firefighter Paramedic

**The Aurora Fire District, Canby Fire District #62, Molalla Fire District #73, and Woodburn Fire District are all currently hiring for Firefighter EMT or Firefighter Paramedic. These positions require both FireTEAM, valid within the last 12 months, and a CPAT, valid within the last 6 months, of applying. Due to COVID-19, if you are unable to schedule a CPAT test, we will accept completion of this requirement at time of interview.**

**Candidates must submit a department application and copies of all the required and preferred certifications in specific order to Canby Fire 221 S. Pine St, Canby, OR 97013 prior to the close of the application period. Only application packets that are received by the deadline below will be accepted.**

The application process will open on March 2, 2020 and close on April 15, 2020 at 4pm. The top 15 EMTs and top 15 EMTPs will be notified on April 17, 2020 to move forward and will be required to participate in a Firefighter/EMS skills assessment center on one of three days to be determined. This application and testing process will produce two eligibility hiring lists that will be used for entry level hiring by the Aurora, Canby, Molalla, and Woodburn Fire Districts. One list will be comprised of EMTs and the other paramedics. Candidates will need to decide at the time of application which position they are testing for. Candidates that earn a spot on a hiring eligibility list will be considered for employment when entry level vacancies occur at any of the four fire districts. In addition to the minimum qualifications listed for testing eligibility, each of the four districts has specific additional employment qualifications and/or scoring criteria that will be applied to the candidates in rank order on the eligibility lists. When an appointment is to be made, the top three candidates on the list, that meet the additional qualifications after all district specific preference points are applied, will be invited to a chief's interview with the district where the vacancy exists.

**Applications can be found here or on any of the four district websites.**

**All applicants that receive contingent job offers will be required to pass an NFPA 1582 physical, extensive background check, and psychological evaluation. Successful applicants will be required to complete a probationary employment period.**

### **Salary Information:**

- The starting annual salary for the Aurora Fire District is \$61,780
- Canby Fire District has a starting salary of \$5,105.26 per month with top salary in three years at \$6,560.15. The Firefighter position is eligible for a 2% A.S. in Fire Science incentive, a 1% EMTA incentive, an 11% EMTP incentive, as well as a 1% fluent conversational Spanish incentive. The Firefighter position will be immediately eligible for overtime associated with callback alarms, meetings, and training; however, must wait six months before being able to work call shifts.
- Molalla Fire District has a starting salary of \$4,864.23 per month with an increase up to \$6,706.27. Firefighters are eligible for an 8% paramedic incentive and will be immediately eligible for overtime associated with callback alarms, meetings, and training; however, must wait six months before being able to work call shifts.
- The annual salary range for the Woodburn Fire District is \$63,957-\$82,656

### **Benefit Information:**

- Aurora Fire District provides medical, dental, vision, life insurance and disability benefits. Deferred compensation and AFLAC programs are also available. An annual allowance of \$1,500 is available to each career member for an HRA VEBA. Aurora Fire District is a PERS retirement benefit employer.
- Canby Fire District offers full medical, dental, and life insurance programs. A VEBA contribution is provided annually to each employee's VEBA plan. Deferred Compensation and Credit Union benefits are also available. Canby Fire District is a PERS retirement benefit participant. Canby Fire District pays both the employer and employee contributions to PERS with each semi-monthly payroll.
- Molalla Fire District provides full medical, dental and vision, a supplemental life and long-term disability plan, PERS retirement benefit and employee portion of PERS IAP contribution along with a deferred compensation option and annual VEBA contribution.
- Woodburn Fire District provides medical, dental, vision, life insurance and disability benefits. Deferred compensation and VEBA programs are also available. An annual allowance of \$1,500 is available to each career member for personal professional development. Woodburn Fire District is a PERS retirement benefit employer. The career firefighter staff is represented IAFF Local 1660.

**Contact Information:**

**Aurora Fire District**

Greg Dyke

Operations Chief

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**Molalla Fire District**

Mike Penunuri

Lieutenant

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**Canby Fire District**

Matt Dale

Division Chief of EMS

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**Woodburn Fire District**

Joe Budge

Fire Chief

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**Department Overview Aurora Fire District:** The Aurora Fire District (AFD) was organized in 1948 and serves an area of 64 square miles in both Marion and Clackamas Counties. We serve approximately 6,000 permanent residents with an assortment of different businesses, schools, airports and major highways & railways. Aurora FD protects the cities of Aurora and Donald, other surrounding communities and rural farmlands.

AFD receives almost its entire funding from property taxes. This funding comes through a permanent tax rate and temporary funding from a local option levy. The Aurora Fire District is governed by an elected five-member Board of Directors and managed by professional staff. We have six staff employees, including a full-time Fire Chief, Operations Chief, three Lieutenants, and an Administrative Assistant. We also have six student sleepers that help out when they are not at fire school.

The majority of our coverage is staffed with volunteers that respond at all times of the day and night. The Aurora Fire District offers a variety of emergency services. We provide fire suppression, rescue, emergency medical response and hazardous materials response to our District and as mutual aid. These services are offered from two stations. In 2019 the AFD responded annually to around 1050 calls for service.

The Aurora Fire District will apply the following additional minimum qualifications to those on the eligibility list when considering an entry level appointment: Apparatus operator equipped with a fire pump.

**Department Overview Canby and Molalla:** Canby and Molalla Fire Districts are full-service Fire and EMS providers and provide ambulance transportation. Canby and Molalla has two of the busiest combination fire stations in Clackamas County. The Cities of Canby and Molalla are expecting substantial commercial growth in the next 5 to 10 years. Canby and Molalla Firefighters are known for their compassion and care to all they come in contact with.

**Department Overview Woodburn Fire District:** Woodburn Fire District (WFD) is a combination fire district which provides emergency services to the cities of Woodburn and Gervais Oregon and the areas surrounding. WFD maintains four fire stations with 16.5 full-time employees and a 32 member volunteer staff. Career firefighters work 24 hour shifts out of the main station with four -person minimum staffing on each shift including one paramedic. The District does not provide ambulance patient transport.

The volunteer staff supplements response from the main station and provides response from the three out stations. The district is active in the wildland firefighting arena and engages in conflagration deployments with Marion County each year. The district has close working relationships with the neighboring fire districts with mutual and auto-aid emergency response agreements and intergovernmental contracts for the sharing of administrative staff.

WFD responded to 2,815 emergency calls in 2019. In addition to emergency response, the career firefighters perform fire & life safety code enforcement inspections in the community, pre-incident building surveys and provide annual fire safety and prevention education to 2<sup>nd</sup> grade classrooms in the district.

The Woodburn Fire District will apply the following additional minimum qualifications to those on the eligibility list when considering an entry level appointment: DPSST Apparatus Operator Equipped with Fire Pump and; two-year associates degree in fire service related field.

#### **Area Overview:**

- Canby Fire District has 2 cities, Canby and Barlow, and services a 52 square mile area.
- Molalla Fire District serves 105 square miles of both Molalla and Colton and has an ambulance service area of 350 square miles of Molalla, Mulino, Colton, and the surrounding unincorporated wilderness areas.
- Woodburn Fire District includes two cities Woodburn and Gervais and services a 75 square mile area.

#### **Population:**

- Aurora: 6,000
- Canby: 32,000
- Molalla: 28,000
- Woodburn: 38,500

## **Job Requirements at time of application**

### **Required Qualifications**

**US Citizen** : Yes

**High School Grad/GED** : Yes

**Valid OREGON State Driver's License** : Yes and insurable by the Fire Districts

**Ability to Read/Speak English** : Yes

**Required Minimum Certifications:**

- DPSST Firefighter 1
- EMT Basic, EMT Advanced, EMT Intermediate, or EMTP
- NIMS 100, 200, 700, and 800

**Preferred Qualifications**

- DPSST Apparatus Operator Equipped with Fire Pump
- Wildland Firefighter type 1
- Bilingual

**Specific Disqualifiers****Felony, Criminal, Activity Disqualifier**

No felonies

**Driving Disqualifier**

Must be insurable and pass the driving background checks by the Fire Districts

**Drug Use Disqualifier**

Must pass a drug test per District policies

**Employment & Financial Disqualifier**

Pass a background check and psychological exam

*THE FOUR FIRE DISTRICTS ARE EQUAL OPPORTUNITY EMPLOYERS. WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.*