

PLEASE POST



**Central Douglas Fire and Rescue
250 SE Main St.
Winston, Oregon 97496**

Firefighter/Paramedic Entry Level

**Closing Date
March 15th, 2025**

Classification: Entry Level Firefighter/Paramedic

The Civil Service Commission of Central Douglas Fire and Rescue will conduct an assessment center to establish an eligibility list for future anticipated openings. The list will be made up of those individuals passing all phases of the testing process. Positions are regular, full-time, and are represented by the Douglas County Professional Firefighters Association.

Salary Information:

Entry Level- \$6351/month (includes EMT-P incentive)

Benefit Information:

Oregon PERS Retirement (District picks up employee 6%)
District pays 90% Medical/Vision/Dental for employees and dependents
HRA VEBA annual contributions ranging from \$1796 to \$9000
District pays 1% to a Post-Employment Health Plan for employee
18 hours per month vacation/holiday leave accrual (increases according to contract)
24 hours per month sick leave accrual
Educational incentive
Longevity pay
Long term disability plan
\$50,000 Life Insurance
Flexible Spending Account available
Deferred Compensation Plan available
Shift Firefighters work a 48/96 schedule
All firefighters represented by the International Association of Firefighters (IAFF) Douglas County Professional Firefighters Local 2091.

Department Overview: Central Douglas Fire and Rescue serves a predominantly urban and rural area of Douglas County in Southern Oregon. The District service area includes the communities of Dixonville, Green, Melrose, Winchester, Wilbur, Garden Valley, Dillard, Umpqua, the city of Winston; and unincorporated areas of the city of Roseburg. The District provides fire protection, ALS medical transport, and technical rescue.

Minimum Job Requirements:

- 18 Years old.
- High School Diploma or GED.
- Valid OREGON State Driver's License: Class C driver's license or other state equivalent, and a driving record that meets Central Douglas Fire and Rescue standards.
- 6 months of Firefighting experience.
- Oregon Paramedic License, *or National Registry certification as a Paramedic and the ability to qualify for State of Oregon reciprocity, or possession of EMT-P from another state and be able to qualify for State of Oregon reciprocity.*
- Currently enrolled EMT-P students are eligible to test if they are able to obtain an Oregon Paramedic License within 6 months after the hire date.
- For non-Oregon certification – the Oregon State Health Authority determines equivalencies; you can contact them at 971-673-1222. Please start this process as soon as possible.

Preferred Qualifications:

- Paid or volunteer fire suppression and/or ambulance experience
- Associate degree in Fire Science
- NFPA Firefighter 1
- NFPA Pump Operator
- Hazmat Operations

How to Apply:

Applications will only be accepted in person, via regular mail, or electronically via email; *faxed applications will be rejected without notification.*

Application and Veteran's form can be found online at www.dcfld.org under the job openings link or can be picked up in person at 250 SE Main St, Winston, Oregon 97496. Applications will not be mailed.

Submit a completed application packet no later than the posted closing date and include **only** the following documents:

- Cover Letter
- Resume
- Completed and Signed Application
- Veterans Preference Form and DD-214/DD-215 if applicable (Veteran's Only)
- Copy of Oregon Driver's License or equivalent
- Copy of NFPA Firefighter 1 or equivalent
- Copy of Oregon EMT-P License
(EMT-P students please submit proof of current enrollment in an EMT-P program)
- NTN CPAT completion form with NTN ID number.

Send electronic application packets to mhernandez@cdfs-or.gov

All documents sent via email must be in PDF format. Word documents will not be accepted. Emailed application packets will receive a confirmation reply.

Hard copy application packets may be mailed to:

Central Douglas Fire and Rescue

Attn: Chief Examiner

291 SW Main St.

P.O. Box 1060

Winston, Oregon 97496

Hard copy application packets may be hand delivered to:

Central Douglas Fire and Rescue

Attn: Chief Examiner

250 SE Main St.

Winston, Oregon 97496

Candidates must also:

- Complete and submit your Fireteam scores administered by the National Testing Network (NTN) no later than the closing date. www.nationaltestingnetwork.com
- Submit documentation of successful CPAT testing, dated within 6 months of the closing date.

Selection Process:

- Submit Job application and all documentation required
- FireTEAM examination and CPAT test from NTN
- Assessment Center consisting of Firefighter and/or Paramedic Skills
- Interview Panel
- Chief's Interview
- Extensive Background Check
- Psychological exam
- Physical Exam and Drug Testing
- Upon a job offer, the candidate will also be required to pass the Fire District's current physical agility test

NTN's score will account for 20% of the candidate's overall score and the Assessment Center/Oral Interview will account for 80% of the candidate's overall score. Upon completion of the Assessment Center/Oral Interview, the combined scoring of NTN's score and the Assessment Center/Oral Interview will be tabulated. Candidates must pass both the Assessment Center and Oral Interview with a minimum score of 70%.

Active volunteers for Central Douglas Fire and Rescue who have been active for at least one (1) year shall be awarded five (5) preference points.

Veterans, as defined by Oregon Law, who have successfully completed all phases of the entire examination, shall be awarded (5) preference points or (10) preference points to a disabled veteran in accordance with ORS 408.230.

If you qualify for veteran's preference points you must complete and submit, with all required documentation, the veteran's preference points form with your application by the closing date.

A total combined maximum of ten (10) preference points for veterans and/or volunteer time will be added to a candidate's final overall score after completing and passing all phases of the testing process.

Assessment Center and Interview:

The top applicants meeting minimum qualifications who submitted a complete application packet will be scheduled for further testing and an interview. Currently, the assessment center and interviews are tentatively scheduled for March 31th 2025; however these dates may be adjusted. Updated information will be communicated to candidates via e-mail. The Firefighter/Paramedic job start date is scheduled for June 23rd, 2025

Specific Disqualifiers:

Felony, Criminal, Activity Disqualifiers

As per State of Oregon DHS and DPSST regulations

Driving Disqualifier

Has to be insurable by the Fire District and pass background check

Drug Use Disqualifier

Must pass drug testing

Employment & Financial Disqualifier

Pass a background check.

Point of Contact:

Battalion Chief Mark Hernandez

mhernandez@cdfs-or.gov