



East Clackamas County Unified Civil Service Commission

ANNOUNCEMENT

Hoodland Fire District #74 is establishing an eligibility list for the position of:

FIREFIGHTER/PARAMEDIC

Appointments are to civil service positions and will be made based on meeting minimum qualifications, merit, demonstrated ability, and fitness. These will be established by testing and investigation of qualified candidates.

APPLICATION PROCEDURE

You may obtain an application at the Hoodland Fire website www.hoodlandfire.us. Applications can also be picked up in person, emailed, or sent to you via USPS mail. To request an application packet contact Carol Norgard at Hoodland Fire District #74. She can be reached at (503) 622-3256 or by email at carol@hoodlandfire.org

All required documentation must be received by Tuesday March 31, 2020 at 5:00 pm:

**Hoodland Fire District #74
Attn. Firefighter/Paramedic Testing Process
69634 E. Hwy 26
Welches, OR 97067**

Applications will be received Monday through Friday 8:00 am to 5:00 pm
Mailed applications must be postmarked on or before Thursday March 26, 2020
Applications will not be accepted electronically.

Hoodland Fire District #74 must receive a minimum of five (5) qualified applicants to continue with this process. If less than five fully qualified applications are received Hoodland Fire District #74 may extend the application deadline until such time as five qualified applications are received, or as guided by the East Clackamas County Civil Service Commission.

DUTIES

Specific duties and responsibilities are outlined in Hoodland Fire District's job description, which is included in the application packet.

SALARY

Salary is determined through the collective bargaining of Hoodland Fire District #74.

- Salary range for a Firefighter/Paramedic for fiscal year 2019-2020 is \$59,299.56 to \$84,266.40 plus additional incentives based on qualifications per the current bargaining unit agreement
- Participation in PERS/IAP (the fire district pays the employees 6% PERS contribution).
- Generous vacation and sick leave benefits.
- Medical, Dental, Life and Long Term Disability
- Employee Assistance Program
- Deferred Compensation Program

MINIMUM REQUIREMENTS

- High School Diploma or GED equivalent
- Minimum 18 years of age
- Valid driver's license
- Oregon EMT Basic License or National Registry EMT Basic certification (higher license/certification accepted). The candidate must be a licensed Oregon paramedic or a paramedic with reciprocity to work in Oregon by the date of hire.
- NFPA Firefighter I **current** and **active** DPSST certification
- NFPA Operations Level Responder **current** and **active** DPSST certification
- NFPA Apparatus Equipped with Fire Pump **current** and **active** DPSST certification
- Minimum three (3) years documented structural firefighting experience (paid, volunteer, military or a combination thereof excluding Explorers & Fire Science programs that do not include agency internships)
- Must possess the training, physical condition and ability to effectively perform the essential functions, and any marginal functions of the position as specified in the job description
- Eligible to work in the United States of America at time of appointment

SELECTION PROCESS

- The first phase of the process will consist of an application review and minimum qualifications evaluation. Candidates must complete the application and submit it together with a cover letter, resume and supporting documentation. The application, cover letter, resume and supporting documentation must be included in the application packet to continue in the process. Applications will only be accepted from individuals who meet the minimum requirements established by the East Clackamas County Unified Civil Service Commission. **All certifications must be current and up to date.**

- Candidates that meet the minimum qualifications of the position will be invited to participate in the following phases of the evaluation process. Candidates will be graded on the following components and must achieve a minimum score of 75% to be placed on the eligibility list:

○	Physical Agility Test	Pass/Fail
○	Interview (Fire Fighter Panel)	50%
○	Interview (Lieutenant Panel)	50%

REQUEST FOR REASONABLE ACCOMMODATION

If a candidate needs a reasonable accommodation for a disability for any component of the exam, please contact Carol Norgard at 503-622-3256 by Tuesday March 31, 2020.

PREFERENCE POINTS FOR VETERANS

Per ORS 408.230, Section 5, a person seeking to fill a vacant civil service position may be eligible for Veteran preference points. To receive Veteran preference points, you must submit *a copy of DD 214 in your application packet. For each of the phases described above, Veteran preference points will be applied to the score of Veteran candidates that have met the minimum qualifications of the position. For any pass/fail phase the District will allow a Veteran to re-test 48 hours later in lieu of preference points.*

PREFERENCE POINTS FOR VOLUNTEER FIREFIGHTERS

The East Clackamas County Unified Civil Service Rules and Regulations Rule VII, Section 12, state that preference shall be given to candidates who are current volunteers of Hoodland Fire District #74 and have served a minimum of three years of uninterrupted service as an active volunteer firefighter in good standing. Interruption in volunteer service that exceeds 180 days shall constitute a break in service that disqualifies the volunteer from utilizing this preference. The volunteer preference points shall be determined using the candidate's volunteer status as of the application deadline. Volunteers shall qualify for an increase of five (5) points added to the final score when the Volunteer meets the minimum qualifications.

EQUAL EMPLOYMENT OPPORTUNITY

Hoodland Fire District #74 (HFD) is an equal employment opportunity employer and does not discriminate on the basis of sex, age, race, color, religion, national origin, mental or physical disability, marital status, military service, or any state of Oregon protected classifications. HFD does not discriminate against any candidate or employee in hiring or in the terms, conditions, and privileges of employment based upon genetic information, pregnancy, childbirth, sexual orientation and gender identity, or related medical conditions. HFD will make reasonable accommodations for qualified employees with physical or mental disabilities and for employee's religious beliefs that conflict with a workplace rule or function. No application will be rejected as a result of a disability that, with reasonable accommodation, does not prevent performance of the essential job duties.