



# CROOK COUNTY FIRE & RESCUE

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## Crook County Fire & Rescue Firefighter/Paramedic Recruitment

Crook County Fire & Rescue is recruiting to establish a firefighter/paramedic eligibility list for anticipated vacancies.

Lateral entry opportunities may be available for candidates meeting the following requirements:

- Three years of progressive career firefighter/paramedic experience in a fire department of equal career staff size and response volume to Crook County Fire & Rescue
- Possession of NFPA Fire Apparatus Equipped with a Pump certification
- Meet the entry level minimum qualifications

### Compensation and Benefit Package:

- Salary range:  
\$23.40- \$27.25 per hour  
\$5694.88- \$6763.82 approximate monthly salary  
\*Currently in contract negotiations- Represented by IAFF L5115
- Candidates that meet the lateral minimum requirements will be placed within the six step salary schedule depending on experience
- Medical, dental, vision (employer paid), health savings account, flexible spending account, life insurance and long term disability
- Oregon PERS retirement- employer paid

### Minimum Qualifications:

- **Must be able to obtain an Oregon Paramedic license no later than October 31, 2022 or by date of hire.**
- DPSST Driver/Operator certificate or ability to obtain
- Possession of Oregon DPSST Firefighter 1 or ability to obtain
- Completion of S-130, S-190, L-180 or ability to obtain
- Possession of a valid Oregon Driver's License or ability to obtain
- 18 years of age
- *Candidates with certificates that are pending due to delays will be accommodated.*

**Desirable Qualifications:**

- DPSST Fire Apparatus Equipped with a Fire Pump certificate
- AAS Structural Fire Science
- Four year college degree
- NWCG Firefighter Type 1

**Application:**

- Individuals interested in employment with Crook County Fire & Rescue must submit a completed application and cover letter. *Please ensure your cover letter confirms you meet the minimum qualifications or lateral minimum qualifications. If the applicant is not yet an Oregon Paramedic they must describe in detail how they will be able to meet the October 31, 2022 Oregon Paramedic license requirement.*
- Additional application requirements can be found on the job application.
- Applications may be obtained from the district website:  
[www.crookcountyfireandrescue.com](http://www.crookcountyfireandrescue.com)
- **Completed applications must be received no later than 1700 hours on April 22, 2022 at Crook County Fire & Rescue 500 NE Belknap Prineville, OR 97754. Applications may be delivered in-person or mailed or emailed to ([dpickhardt@ccf-r.com](mailto:dpickhardt@ccf-r.com)). No other delivery options are available.**

**Application Screening and Testing Process:**

Step 1	Application/ Cover Letter	Scored based on completion and proof candidate meets minimum qualifications	Successful candidates will be invited to take the written test
Step 2	Written Test	Passing point to be determined	Successful candidates will be contacted and scheduled for a phone interview (if utilized)
Step 3	Phone Interview (If utilized)	70% minimum passing score required	Successful candidates will be invited to participate in the practical skills assessment and panel interview
Step 4	Practical EMS Skills Assessment	70% minimum passing score required	Anticipated test date: TBD
Step 5	Panel Interview	70% minimum passing score required	Anticipated test date: TBD

- Candidates will be notified via email as to their status in the recruitment process. At the completion of Step 5 the list will be utilized to fill future vacancies.
- Top candidates will be invited back for an interview with the Crook County Fire & Rescue Fire Chief.
- A final job offer will be contingent on successful completion of a background process, medical physical and psychological exam.

**Physical Ability Requirement:**

- Candidates will be required to have a successful CPAT certificate at time of hire.
  - *Due to current challenges with limited CPAT testing capacity, consideration will be given for other options including an in-house physical ability test or proof of a scheduled CPAT.*

**Questions or additional information please contact:**

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