



Crook County Fire & Rescue Firefighter/Paramedic Recruitment

Crook County Fire & Rescue is recruiting to hire firefighter/paramedics. Currently Crook County Fire & Rescue intends to fill vacant firefighter/paramedic positions.

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

- Three years of progressive career firefighter/paramedic experience
- Possession of NFPA Fire Apparatus Equipped with a Pump certification
- Meet the entry level minimum qualifications

Candidates that meet the lateral minimum requirements will be placed within the five-step salary schedule depending on experience

Compensation and Benefit Package:

- Salary range:
\$26.33- \$31.39 per hour (5 steps)
\$6,405- \$7,639 approximate monthly salary
- Bachelors degree incentive, 2.5% increase above hourly rate.
- 100% Employer paid family medical, dental, vision, includes VEBA \$5,000 for family \$2,500 for individual, flexible spending account, life insurance and long-term disability, emergency transport secondary insurance.
- District monthly contribution to deferred compensation \$100 per month
- Personal fitness and duty equipment reimbursement \$500 per year
- Oregon PERS retirement- employer paid
- Educational benefit up to \$6,000 per year for college course work
- Outside training 30 hours per year
- Excellent vacation benefit package, 18-43 hours per month



Crook County Fire & Rescue

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- Sick leave 24 hours per month
- Longevity pay after 10 years
- Represented by Crook County Firefighters Association L5115

Minimum Qualifications:

- **Must be a licensed Oregon Paramedic by the 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

Desirable Qualifications:

- DPSST Fire Apparatus Equipped with a Fire Pump certificate
- AAS Structural Fire Science
- 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 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
- **Completed applications must be received no later than 1700 hours on February 9, 2024 at Crook County Fire & Rescue 500 NE Belknap Street Prineville, OR 97754. Applications may be delivered in-person or emailed to (jkenfield@ccf-r.com). No other delivery options are available.**



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Application Screening and Testing Process:

Step 1	Application/ Cover Letter	Scored based on completion and proof candidate meets minimum qualifications	Successful candidates will be contacted and scheduled for a phone interview (if utilized)
Step 2	Phone Interview (If utilized)	70% minimum passing score required	Successful candidates will be invited to participate in the written test, practical skills assessment and panel interview
Step 3	Written Test	70% minimum passing score required	Anticipated test date: TBD
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.
- 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.*



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Questions or additional information please contact:

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