



Klamath County Fire District No. 1

Klamath Falls, Oregon

Position Eligibility List Announcement

EMS-Paramedic

Continuous Open Recruitment, First Review October 29, 2018



Klamath County Fire District No. 1 (KCFD1) is establishing a hiring list for Paramedics (EMS, non-firefighting). Personnel will be scheduled to work a 56-hour work week (48/96 shift schedule). The Eligibility List will remain in effect for a maximum of 12 months or until exhausted. Based upon need, the District may consider lateral transfers of EMS personnel to Firefighter. Applications received after the first review date, will be held until an additional hire list is needed.

POSITION OVERVIEW

EMS personnel are responsible for carrying out the duties assigned by the supervising Company Officer. EMS personnel are required to work in strict compliance with all rules and regulations that govern Klamath County Fire District No. 1 (KCFD1). This position responds to call for basic and advanced life support emergency medical services, during day to day operations, and mass casualty and man-made/natural disasters; performs Interfacility Transports including treatment to scope; provides EMS standby at events and incidents, provides non-emergency medical treatment according to Standing Orders; operates KCFD1 vehicles, specialized equipment, and tools; assists in routine maintenance, cleaning, and inspection of KCFD1 vehicles, equipment, facilities, and tools; and may be responsible for project work.

BENEFITS

Retirement - KCFD1 participates and contributes to the Oregon Public Employees Retirement System (PERS). The employee is required to pay the 6% employee contribution.

Medical, Dental, and Vision - KCFD1 pays 100% of all health insurance premiums for each employee and their families. KCFD1 participates in an IRS Section 125 Flexible Spending Account. In addition, KCFD1 contributes to a HRA/VEBA for all eligible personnel; the current amount (subject to change) is \$2996-\$8886 annually, depending on health care plan election.

Vacation - Vacation is accumulated at seven (7) shifts per year and increases with longevity.

Sick Leave and PTO - Sick leave accrues at the rate of eight (8) hours per full calendar month of employment. 56-hour employees accrue eight (8) hours of PTO and 40-hour employees accrue four (4) hours of PTO per full calendar month of employment, in addition to sick leave.

Accidental Death and Dismemberment Insurance - KCFD1 provides a \$10,000 AD&D policy.

Additional benefits - Other benefits include optional deferred compensation plans, KCFD1 paid Employee Assistance Program (EAP), educational reimbursement, and optional supplemental coverages.

VALUES

Family - We are committed to promoting respect for one another, working together, and being caring, compassionate, and loyal to our families both at home and within the organization.

Teamwork – We promote teamwork through respect and courtesy, while upholding professional standards. We are accountable to each other and to the customers we serve.

Integrity – We are honest and fair in our dealings with our customers and each other. We are honorable and respectful to our profession. We expect each other to promote trustworthiness, openness, and sincerity.

Customer Service – We are committed to providing the community with the highest level of professional and courteous customer service. We demonstrate absolute respect for each other and members of the public. We maintain a level of operational readiness to assure a decisive and effective response to emergencies for maximum life safety and protection of the environment through incident stabilization.

Fiscal Responsibility – We take very seriously the stewardship of public funds. Therefore, we practice ethical and fiscally prudent spending in order to maintain operational readiness that fosters public trust.

ABOUT THE DISTRICT

KCFD1 provides fire protection to a 192 square mile area that includes the City of Klamath Falls and surrounding suburban and rural areas. In addition, KCFD1 is assigned an Ambulance Service Area of an additional 300 square miles and provides ALS transport within the total area. There are currently 60 line personnel assigned to four (4) engine companies and three (3) ambulance crews that respond from four (4) active fire stations. In 2017, KCFD1 responded to 7440 emergency calls for service, of which 78% were medical related.

QUALIFICATION REQUIREMENTS

Consideration will be given to any combination of education and experience that would reflect meeting the qualifications. Equivalent education and certifications from other states or agencies may be considered.

As a condition of employment, must maintain certifications required by the Fire District's Supervising Physician and Oregon EMS license, at least to the level of certification at time of hire.

Education

High School diploma or equivalent.

Certifications/licenses

Possession of a driver's license valid in Oregon and maintain a safe driving record throughout the duration of employment.

Current CPR Card.

EVOC certified, NFPA Driver, or equivalent (preferred, will be required during initial training period).

OSHA equivalent HazMat Emergency Responder Operations (preferred, will be required during initial training period).

IS 100, 200, 700

Candidates must obtain and provide proof of Oregon Paramedic licensure by date of hire.

ACLS Certification.

APPLICATION PACKET

A complete application packet and detailed job description can be obtained from the Central Fire Station, 143 N Broad Street, between the hours of 9 a.m. and 4 p.m., Monday-Friday, or downloaded at <http://www.kcfd1.com>.

APPLICATION SUBMISSION

READ ALL OF THE POSTING DOCUMENTS CAREFULLY BEFORE APPLYING

Submit completed, signed application, along with completed supplemental questions, and a copy/proof of required qualifications in person or via mail to Klamath County Fire District No. 1, Attn: EMS Eligibility List, 143 N Broad Street, Klamath Falls, OR 97601; or via email to: Human Resources, Jennifer McFarlan at jmcfarlan@kcfd1.com. **Packets must be submitted to KCFD1 on or before 9 a.m., Monday, October 29, 2018. Applications received after the closing deadline will considered, if a second set of Eligibility Lists are needed.** For more information on the application or selection process, contact 541.885.2056 ext. 126.

Copies of all required documentation and certifications must be attached to the application. Failure to provide complete documentation will eliminate the applicant from participating in the recruitment process. Candidates may attach additional relevant certificates and a resume, however, a resume will not be considered in place of a completed application.

TESTING PROCESS

Qualified applicants will be invited to participate in the testing process scheduled on November 13, 2018. This is a projected testing schedule and is subject to change with prior notice.

The testing process is made up of several steps including a Physical Agility Test (PAT), Written Examination, Medical Clinical Board, and a Panel Interview. *Failure to pass any component of the testing process will eliminate the candidate from the remainder of the process.*

Physical Agility Test (PAT)

The PAT is a pass/fail test. Applicants must pass the PAT to be qualified to participate in the scored assessments.

Written Examination

Candidates that pass the written examination with 70% or better will move on to participate in the Medical Clinical Board.

Medical Clinical Board

Applicants who pass the PAT and Written Examination will participate in the Medical Clinical Board. Candidates must receive a passing score of 70% on the Medical Clinical Board in order to move to the Panel Interview.

Panel Interview

Panel interview will be conducted after the completion of the Medical Clinical Board. Candidates that receive a passing score of 70% on the Panel Interview will be placed on the appropriate eligibility list.

Eligibility List

An eligibility list will be created based upon final overall scores. Applicants will be rank ordered based on the combined total score from the Written Examination, Medical Clinical Board, and Panel Interview, including veterans' preference points for eligible applicants. Positions will be filled utilizing the eligibility list based on KCFD1's need at the time of hire.

Conditional Offers

All conditional job offers are contingent upon successful completion of an extensive fit-for-duty medical evaluation, drug screen, and full background investigation.

Veterans Preference

Under Oregon law, armed forces veterans who meet minimum qualifications for a position may be eligible for employment preference. You may be eligible for either 5 points as a Qualified Veteran, or 10 points as a Qualified Disabled Veteran (or spouse), but not both, in each of the scored parts of the testing process (Written Examination, Medical Clinical Board, and Final Interview). If you are a veteran and want to apply for preference points, please submit a completed Klamath County Fire District No. 1 Veterans' Preference form as well as the required documentation listed on the form. **All documentation for Veteran's Preference must be received prior to the date of the written test.**

Klamath County Fire District No. 1 reserves the right to extend the final filing date as necessary.

The provisions of this announcement do not constitute an expressed or implied contract. Any provision contained in this announcement may be modified or revoked. Klamath County Fire District No. 1 is an Equal Opportunity Employer, and does not discriminate on the basis of handicap status in the admission, access to, treatment, or employment for its programs, or activities, whether funded by the District or by grants. Women, persons with disabilities, and minorities are encouraged to apply.