



# Klamath County Fire District No. 1

## Klamath Falls, Oregon

### Position Eligibility List Announcement

## EMS-Paramedic

### Continuous Open Recruitment



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 12 months or until exhausted. At the discretion of the KCFD1 Fire Chief, lists may be extended to 18 or 24 months. 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 \$2800-\$8700 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.

Must have OSHA equivalent HazMat Emergency Responder (Awareness and Operations).

IS 100, 200, 700, and 800.

Oregon or National Paramedic Registry. Candidates must obtain and provide proof of Oregon certification 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 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, Renee Blakely at [rblakely@kcfd1.com](mailto:rblakely@kcfd1.com). 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**

**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 Written Examination, Medical Clinical Board, Physical Agility Test (PAT), and a Final Interview. ***Failure to pass any component of the testing process will eliminate the candidate from the remainder of the process.***

**Written Examination**

Qualified applicants will be invited to take an entry level Written Examination. Candidates that pass the written examination with 70% or better will be scheduled to participate in the Medical Clinical Board and Physical Agility Test.

**Medical Clinical Board and Physical Agility Test (PAT)**

Selected applicants will participate in the Medical Clinical Board and PAT. The dates for this section of the process will be announced after the first review of candidates. Candidates must receive a passing score of 70% on the Medical Clinical Board. The PAT is a pass/fail test. Candidates that pass Medical Clinical Board and the PAT will be scheduled for a Final Interview.

**Final Interviews**

Final Interviews will be scheduled after the completion of the Medical Clinical Board and PAT. Candidates that receive a passing score of 70% on the Final Interview to be placed on the appropriate eligibility list.

**Eligibility List**

An eligibility list will be created based upon final overall scores. 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.

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. 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.*