



ESTACADA FIRE DISTRICT



INVITES QUALIFIED ENTRY-LEVEL AND LATERAL CANDIDATES TO
APPLY FOR:

FIREFIGHTER/PARAMEDIC

*WAGES ARE BASED UPON THE 2024 – 2027 ESTACADA PROFESSIONAL FIREFIGHTERS COLLECTIVE BARGAINING AGREEMENT



The Community

Located on the Clackamas River is the City of Estacada. Estacada sits on Highway 224 30 miles southeast of Portland, OR. Estacada proudly stands today as a rural community with close access to big-city amenities. With Mt. Hood National Forrest in the background, Estacada is a great place to live, work and play.



Outdoor enthusiasts know the area for its seven campgrounds along the Clackamas River and quick access to boating, rafting, fishing, and biking trails. In addition, Estacada showcases several festivals, celebrations, and runs throughout the year which are a source of community pride. Estacada is home to two elementary schools, a middle school, and a high school. These, along with numerous city parks, provide a place for children to participate in inter-mural sports activities. The City of Estacada itself has grown exponentially over the past several years with no foreseeable end. Several hundred new homes along with new commercial businesses and industrial park, multi-family housing complexes, and retail stores are all being added daily. Our unique geographical response area not only presents for beautiful sightseeing and living but also creates unique challenges and opportunities for our crews to continuously evolve their firefighting, EMS and rescue skills.





The Department

The Estacada Fire District has made a priority of putting our people first with a retention focused mentality. We are extremely proud of our organizations healthy culture and defend it by doing the right things that support this environment.

- The district provides services to the City of Estacada as well as fire and medical service to areas of George, Springwater, Dodge, Tumala, and Viola.
- The District encompasses an area of 88 square miles.
- In addition to being a full-service emergency provider, the department provides several proactive services including fire and safety inspections, emergency planning (disaster), consultative services and educational programs for the public and business community.
- The Estacada Fire District is staffed by 13 career personnel, 45 volunteer fire fighters, and 6 intern firefighters who work directly with career staff and manage approximately 1700 calls per year.
- Estacada Fire District places a heavy emphasis on training. We do this by setting high expectations and provide both internal and external training opportunities.



The Position

ESSENTIAL FUNCTIONS:

- Responds to emergency alarms including fires, calls for emergency medical assistance, rescues, hazardous material incidents, and a variety of other calls for emergency assistance. Conducts firefighting, emergency medical procedures, rescues, and other emergency procedures.
- Performs strenuous lifting and moving activities under routine and hazardous conditions; climbs ladders and stairs; performs bending, twisting, carrying, and/or other physically demanding activities.
- Drives and operates fire apparatus and other emergency vehicles.
- Assists in the maintenance of firefighting and emergency medical apparatus and equipment.
- Conducts station and grounds maintenance activities and other special projects as assigned.
- Participates in both classroom and practical training. Participates in simulated exercises and field training.



- Supports all volunteer firefighter programs, assisting in training and participating in volunteer activities.
- Performs fire prevention inspections and prepares pre-fire plans. May assist in fire investigation activities.
- Participates in public education and/or information programs.
- Fills out accident reports, incident reports, training records, inspection notices, and other required forms. Writes memos and/or reports.
- Practices safe work habits and reports unsafe conditions to the Company Officer.
- Participates in OSFM State Mobilization activations.

WORK ENVIRONMENT

Regular work schedule is a 56-hour workweek. The firefighter works a 48/96 work schedule. Work activities vary widely and will include general station, emergency scene, and indoor and outdoor activities. Work assignments and response to emergency alarms may occur at any time under any climatic conditions. Work is highly physically demanding, requiring strength, agility, and aerobic and anaerobic endurance. Emergency work may be hazardous.

REQUIRED QUALIFICATIONS

- High School Diploma or GED
- Minimum 18 years of age
- Valid Driver's License
- Oregon Paramedic License (current or current reciprocity to work in Oregon)
- Must be insurable by ERFD insurance carrier
- NFPA Firefighter I certification(current)
- NFPA Operations Level Responder (Haz-Mat)
- NFPA Apparatus Equipped with Fire Pump or NFPA Pumper Operator
- 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.

ADDITIONAL REQUIREMENTS

- Some positions will require the performance of other essential and marginal functions depending upon work location, assignment, or shift.
- Some positions require the use of personal or District vehicles on District business. Individuals must be physically capable of operating the vehicles safely, possess a valid driver's license and have an acceptable driving record. Use of a personal vehicle for



District business will be prohibited if the employee is not authorized to drive a District vehicle or if the employee does not have personal insurance coverage.

- Know the geographical layout of the Estacada Rural Fire District, street names and service area. (within one year from date of appointment)
- Must possess and maintain the CPR instructor Certification (must acquire within one year from date of appointment).
- Must maintain Oregon State Department of Health Services Paramedic License.
- DPSST Wildland Firefighter Type 2 (FFT2) (acquire within one year from date of appointment)
- NFPA Instructor I (acquire within one year from date of appointment)
- NFPA Firefighter II
- NFPA Mobile Water Supply Apparatus
- Additional NFPA/DPSST Certifications
- Associate's degree

LATERAL CANDIDATES

- Candidates wishing to be considered as a lateral firefighter must be able to submit a letter verifying their status as a full-time Firefighter/Paramedic from the current employer at the time of a conditional offer of employment.
- Lateral candidates must have two (2) consecutive years as a full-time Firefighter/Paramedic. Gaps in full-time employment may be considered on a case-by-case basis.
- Lateral candidates will be started at Step 2 pay scale within the Estacada Professional Firefighters collective bargaining agreement.

BENEFITS

- Participation in Oregon PERS.
- Represented by the Clackamas County Professional Firefighters, IAFF Local 1159 2024 – 2027 Estacada Fire collective bargaining agreement.
- Accrued vacation and sick leave; holiday time-off/pay.
- Compensatory (comp) time accrual
- Deferred compensation (457b) plan option with a 4% district match of FF/EMT wage.
- District paid, 90% for medical, dental and vision insurances.
- Post-Employment Health Plan



The Process

- These positions require National Testing Network (NTN) Fire TEAM, a valid CPAT, the candidate Personal History Questionnaire PHQ and the completion of the employment application through NTN. All testing must be completed by May 5, 2025, at 5:00pm.
- A minimum passing score of: Human Relations 70%, Mechanical 70%, Math 70%, Reading 70% or an overall average of 70% of all components of the NTN Fire Team test and a Pass on the certified CPAT, must be received by the District before being considered for an assessment center assignment.
- Estacada Fire District will conduct a skills assessment center, oral board interview with the top twenty-five (25) candidates of the compiled NTN written scores and completed, passed CPAT. A review of applications, test scores, and a preliminary screen of the PHQ, will determine who will be invited to the assessment center. Assessment center dates are anticipated to occur the week of May 19, 2025. Candidates must receive a cumulative score of 70% in the assessment center and the written components to be considered for the next phase of the selection process. The assessment center timeline may change if the number of completed applications does not meet the minimum number required to proceed.
- The top ten (10) candidates of the assessment center and oral board interview will be invited to a Fire Chiefs interview following ratification of the Civil Service List.
- Ties for twenty-fifth (25) will be broken by date and time of completed application receipt.
- Ties for tenth (10) will be invited to the assessment center and oral board interview.
- Candidates who successfully complete all phases of the testing process will be placed on an eligibility list based on their final score from the process. Estacada Fire District will maintain an eligibility list for thirty months from the Civil Service certification of the testing process.
- A conditional job offer will be made to the candidate who has successfully completed all previously described components of the application and testing process. The candidate will be required to successfully pass a background investigation conducted by an independent third party and pass an NFPA 1582 medical-physical to be offered a final offer of employment.
- A final offer of employment will be made to the candidate who has successfully completed and passed all previously described components of the application and testing process, the background investigation, and the medical-physical.



April 21st, 2025	Application period opens- 8AM
May 5th, 2025	Application period closes- 5 PM Applications received after this time will NOT be accepted.
Week of May 5th, 2025	Candidates will be notified of their acceptance/rejection in the Firefighter/Paramedic process by May 9, 2025, at 5PM.
Week of May 19, 2025	Skills Assessment Center- 8AM

Timeline may be subject to change





Application Procedure

- Submission of a completed application packet on or before May 5, 2025, at 5PM must include the following:
 - Completed PHQ
 - Proof of completed, passing CPAT
 - Proof of all required certifications, education, and license
 - Proof of all desired certifications, education, and license
- Per Oregon Health Authority (OHA) rules in OAR 333-019-1010, Vaccination Requirement for Healthcare Providers and Healthcare Staff in Healthcare Settings.
- Veterans' preference will be accorded as provided by Oregon Revised Statute (ORS 408.230)
- Estacada Volunteer Firefighter's with 3-years consecutive, uninterrupted service will receive 5 preference points.
- Candidates who fail to include any portion of the applications required documentation will be eliminated from the testing process.
- Faxed or emailed applications will not be accepted.
- Advertising of the position will be for a minimum of two (2) weeks and may be extended if a minimum of four (4) applicants is not achieved at the conclusion of the two-week advertisement period.
- Candidates are required to take a Candidate Physical Ability Test (CPAT) and the Fire Team written test. It is the candidate's responsibility to schedule the required CPAT and Fire Team test with NTN at www.NationalTestingNetwork.com. You must elect to have your scores sent to Estacada Fire District through NTN.
- CPAT results prior to May 1, 2024, will not be considered.
- Estacada Fire District will accept current CPAT certifications from other certified agencies. The CPAT certification from an agency other than NTN must be submitted as an attachment with your application on or before May 5, 2025. CPAT certifications will not be accepted after 5:00 p.m. May 5, 2025.
- We do not accept written test scores from other agencies' processes. You must complete the Fire Team test through NTN.
- There is a fee associated with the testing. A fee waiver is available for applicants who cannot afford the testing fee and meet the eligibility requirements. Please refer to NTN for more details.
- Estacada Fire District is an equal employment opportunity employer and does not discriminate based on sex, age, race, color, religion, national origin, mental or physical disability, marital status or military service or any state of Oregon protected



classifications. Estacada Fire District does not discriminate against any applicant 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. Estacada Fire District 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 because of a disability that, with reasonable accommodation, does not prevent the performance of the essential job duties. For additional information, please visit <http://www.eeoc.gov/>.

- Estacada Fire District is a drug-free workplace.



Additional Information

- All newly hired probationary firefighters will complete a minimum (4) week internal academy, additional time may be required on a case-by-case basis.
- The Current CBA is from 2024-2027
- Estacada Fire Department has a Peer Support Team, and on-call Chaplains to support all department members and their families.

For questions regarding the hiring process or questions regarding the position please contact: Angel Todd. 503-630-7712, atodd@estacadafire.org





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