**AURORA, CANBY, HUBBARD, MOLALLA, AND WOODBURN FIRE DISTRICTS  
21930 Main St. NE  
AURORA, OREGON 97002**

Updated: **March 19, 2021**

**Job Classification:** Firefighter EMT and Firefighter Paramedic

**The Aurora Fire District, Canby Fire District #62, Hubbard Fire District, Molalla Fire District #73, and Woodburn Fire District are all currently hiring for Firefighter EMT or Firefighter Paramedic.**

**These positions require both FireTEAM, valid within the last 12 months, and a CPAT, valid within the last 6 months, of applying. Due to COVID-19, if you are unable to schedule a CPAT test, we will accept the completion of this requirement at which time it becomes available and as a condition of employment. In addition to the above NTN application process, candidates must submit a department application and copies of all the required and preferred certifications to Aurora Fire 21390 Main Street NE, Aurora, OR, 97002 prior to the close of the application period. Certifications will be accepted by one or more of the following: Department of Safety Standard & Training (DPSST); National Fire Protection Association (NFPA), International Fire Service Accreditation Congress (IFSAC), and; Pro Board. Only application packets that are received by the deadline below will be accepted.**

**The department application is available**[**HERE**](https://ergontn-public.s3-us-west-2.amazonaws.com/ntn/job-postings/oregon-joint-district-application.pdf)**.**

The application process will open on March 12, 2021 and **close on April 30th, 2021** at 4 pm. The top 15 EMTs and top 15 EMTPs will be notified before May 5th, 2021 to move forward and will be required to participate in a Firefighter/EMS skills assessment center on May 12th and 13th, 2021

This application and testing process will produce two eligibility hiring lists that will be used for entry-level hiring by the Aurora, Canby, Hubbard, Molalla, and Woodburn Fire Districts. One list will be comprised of EMTs and the other paramedics. Candidates will need to decide at the time of application which position they are testing for. Candidates that earn a spot on a hiring eligibility list will be considered for employment when entry-level vacancies occur at any of the five fire districts. In addition to the minimum qualifications listed for testing eligibility, each of the five districts has specific additional employment qualifications and/or scoring criteria that will be applied to the candidates in rank order on the eligibility lists. Candidates that are invited to a chief’s interview will have the option to accept the interview for a position at the district where the vacancy exits or defer the interview and remain on the eligibility list until a vacancy at their preferred district for employment occurs.

**Information and materials can be found**[**here**](https://ergontn-public.s3-us-west-2.amazonaws.com/ntn/job-postings/oregon-joint-district-application.pdf)**or on any of the five district websites.  
All applicants that receive contingent job offers will be required to pass an NFPA 1582 physical, extensive background check, and psychological evaluation. Successful applicants will be required to complete a probationary employment period.**

**Salary & Benefit Information:**

* The starting annual salary for the Aurora Fire District is $63,600 – $71,584 for Firefighter/EMT and $68,074 – $76,618 for Firefighter/Paramedic. Aurora Fire District provides medical, dental, vision, life insurance, and disability benefits. Deferred compensation and AFLAC programs are also available. An annual allowance of $1,500 is available to each career member for an HRA VEBA. Aurora Fire District is a PERS retirement benefit employer.
* Canby Fire District has a salary range of $62,917 - $78,721 (top salary in three years). The Firefighter position is eligible for a 2% A.S. in Fire Science incentive, a 1% EMTA incentive, an 11% EMTP incentive, as well as a 1% fluent conversational Spanish incentive. The Firefighter position will be immediately eligible for overtime associated with callback alarms, meetings, and training; however, they must wait six months before being able to work call shifts. Canby Fire District offers full medical, dental, and life insurance programs. A VEBA contribution is provided annually to each employee’s VEBA plan. Deferred Compensation and Credit Union benefits are also available. Canby Fire District is a PERS retirement benefit participator. Canby Fire District pays both the employer and employee contributions to PERS with each semi-monthly payroll. Canby Fire is a tobacco free workplace both on and off duty. Canby Firefighters are represented by IAFF Local 1159.
* Hubbard Fire District has a 2020 fixed base wage of $48,850. Hubbard Fire District provides medical, dental, vision, and life insurance, benefits. An annual allowance of $5,640 is available to each career member for personal professional development. Hubbard Fire District is a PERS retirement benefit employer.
* Molalla Fire District has a salary range of $60,181 - $82,957 (after completion of three continuous years of employment for Firefighter). Firefighters are eligible for an 8% Paramedic incentive and will be immediately eligible for overtime associated with callback alarms, meetings, and training. However, they must wait six months before being able to work call shifts. Molalla Fire District provides full medical, dental and vision. Molalla Fire District also provides a supplemental life and long-term disability plan, PERS retirement benefits along with an annual deferred compensation and VEBA contributions. Molalla Firefighters are represented by IAFF Local 1159.
* The annual salary range for the Woodburn Fire District is $72,672-$93,735. Woodburn Fire District provides medical, dental, vision, life insurance, and disability benefits. Deferred compensation and VEBA programs are also available. An annual allowance of $1,500 is available to each career member for personal professional development. Woodburn Fire District is a PERS retirement benefit employer. The career firefighter staff is represented IAFF Local 1660.

**Department Overviews:**

**Aurora Fire District:** The Aurora Fire District (AFD) was organized in 1948 and serves an area of 64 square miles in both Marion and Clackamas Counties. We serve approximately 6,000 permanent residents with an assortment of different businesses, schools, airports and major highways & railways. Aurora FD protects the cities of Aurora and Donald, other surrounding communities and rural farmlands.  
AFD receives almost its entire funding from property taxes. This funding comes through a permanent tax rate and temporary funding from a local option levy. The Aurora Fire District is governed by an elected five-member Board of Directors and managed by professional staff. We have six staff employees, including a full-time Fire Chief, Operations Chief, three Lieutenants, and an Administrative Assistant. We also have six student sleepers that help out when they are not at fire school.

The majority of our coverage is staffed with volunteers that respond at all times of the day and night. The Aurora Fire District offers a variety of emergency services. We provide fire suppression, rescue, emergency medical response and hazardous materials response to our District and as mutual aid. These services are offered from two stations. In 2019 the AFD responded annually to around 1050 calls for service. The Aurora Fire District will apply the following additional minimum qualifications to those on the eligibility list when considering an entry-level appointment: Apparatus operator equipped with a fire pump.

**Canby and Molalla:** Canby and Molalla Fire Districts are full-service Fire and EMS providers and provide ambulance transportation. Canby and Molalla has two of the busiest combination fire stations in Clackamas County. The Cities of Canby and Molalla are expecting substantial commercial growth in the next 5 to 10 years. Canby and Molalla Firefighters are known for their compassion and care to all they come in contact with.

**Hubbard Fire District:** Hubbard Fire District (HFD) is a combination fire district with 4 full-time employees and 36 volunteer members. Career firefighters work 24-hour shifts with daily staffing supplemented by volunteer members. The district has close working relationships with the neighboring fire districts with mutual and auto-aid emergency response agreements and intergovernmental contracts for the sharing of administrative staff. In 2020 the district responded to 800 emergency service calls.

**Woodburn Fire District:** Woodburn Fire District (WFD) is a combination fire district that provides emergency services to the cities of Woodburn and Gervais Oregon and the areas surrounding. WFD maintains four fire stations with 16.5 full-time employees and a 32-member volunteer staff. Career firefighters work 24-hour shifts out of the main station with four-person minimum staffing on each shift including one paramedic. The District does not provide ambulance patient transport.

The volunteer staff supplements response from the main station and provides a response from the three out stations. The district is active in the wildland firefighting arena and engages in conflagration deployments with Marion County each year. The district has close working relationships with the neighboring fire districts with mutual and auto-aid emergency response agreements and intergovernmental contracts for the sharing of administrative staff. WFD responded to 2,815 emergency calls in 2019. In addition to emergency response, the career firefighters perform fire & life safety code enforcement inspections in the community, pre-incident building surveys and provide annual fire safety and prevention education to 2nd-grade classrooms in the district.

The Woodburn Fire District will apply the following additional minimum qualifications to those on the eligibility list when considering an entry-level appointment: Apparatus Operator Equipped with Fire Pump and; two-year associate's degree in fire service-related field.

**Area Overview:**

* Aurora serves the city of Aurora and Donald and serves an approximate population of 6,000.
* Canby Fire District has 2 cities, Canby and Barlow, and services a 52 square mile area serving an approximate population of 32,000.
* Hubbard Fire District serves the City of Hubbard within the 7 square miles of the fire district.
* Molalla Fire District serves 105 square miles of both Molalla and Colton and has an ambulance service area of 350 square miles of Molalla, Mulino, Colton, and the surrounding unincorporated wilderness areas serving an approximate population of 28,000.
* Woodburn Fire District includes two cities Woodburn and Gervais and services a 75 square mile area serving an approximate population of 38,500.

**Job Requirements**

**US Citizen**: Yes

**High School Grad/GED**: Yes

**Valid OREGON State Driver's License**: Yes, and insurable by the fire districts

**Ability to Read/Speak English**: Yes

**Required Minimum Certifications** *(DPSST, NFPA, IFSAC, PROBOARD)*:

* Firefighter 1
* EMT Basic, EMT Advanced, EMT Intermediate, or EMTP
* NIMS 100, 200, 700, and 800
* For Woodburn Fire only:
  + Apparatus Operator Equipped with Fire Pump
  + Two-year associate's degree in fire service-related field

**Preferred Certifications***(DPSST, NFPA, IFSAC, PROBOARD)*:

* Apparatus Operator Equipped with Fire Pump
* Wildland Firefighter type 1
* Bilingual

**Specific Disqualifiers**:  
**Felony, Criminal, Activity Disqualifier**  
No felonies  
  
**Driving Disqualifier**  
Must be insurable and pass the driving background checks by the fire districts  
  
**Drug Use Disqualifier**  
Must pass a drug test per district policies  
  
**Employment & Financial Disqualifier**  
Pass a background check and psychological exam  
  
Current Volunteers, Interns, or Students affiliated with any of the hiring districts are required to submit a letter signed by the Fire Chief from the fire district in which they are affiliated, stating good standing and join date.

*THE FIVE FIRE DISTRICTS ARE EQUAL OPPORTUNITY EMPLOYERS. WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.*