



ENTRY LEVEL FIREFIGHTER PARAMEDIC JOB ANNOUNCEMENT MOLALLA FIRE DISTRICT



Come be part of our specialized teams of individuals that work together serving small communities with an emphasis on patient care delivery and ambulance transport with a routine average 25-minute transport time. Make a difference with direct impact and involvement in system delivery.

JOB CLASSIFICATION: Entry Level Firefighter Paramedic

JOB DUTY SUMMARY:

The duties for this position include but are not limited to, responding to emergencies, operating equipment, and performing duties to the level of training to suppress fires, effect rescue, and perform treatment to sick and injured persons. Working conditions involve tight spaces above and below grade, working from heights, climbing ladders, in extremes of heat and cold, in contact with known hazardous materials, and in areas immediately dangerous to life and health, involving heavy lifting and/or dragging while wearing protective equipment including self-contained breathing apparatus.

MOLALLA FIRE DISTRICT IS AN EQUAL OPPORTUNITY EMPLOYER. WOMEN AND MINORITIES ARE HIGHLY ENCOURAGED TO APPLY.

SALARY RANGES:

Firefighter/Paramedic

\$79,833 - \$110,084

DISTRICT OVERVIEW:

Molalla Fire District

www.molallafire.org

Insurance: Northwest Firefighter Relief Association paid medical, dental, and vision 95/5.

Life insurance reimbursement up to \$30.00 per month.

Retirement: VEBA contribution of \$1,500 annually. Medical Expense Reimbursement Program contribution (MERP) of \$75.00 per month. Deferred Compensation paid by district is 3% as of July 1st, 2025.

Paid Time Off: PFLMI (Paid Leave Oregon) employee paid contribution paid by district. Paid vacation. Paid sick leave.

Current Shift Schedule: 48/96 January 1st 2026 Trial Phase.

Annual Call Volume: 3,228 in 2025, 80% of which were medical

Contract Incentives:

- 2% Incentive pay increase for being a Paramedic Preceptor
- 11% Paramedic incentive increasing to 11.5 July 1, 2026 and increasing to 12% July 1, 2027
- Wildland conflagration opportunities
- Retirement workback opportunities
- Bargaining Unit IAFF 1159
- Shift Trades
- Paid bereavement leave

MINIMUM JOB REQUIREMENTS:

- US Citizenship
- High School Diploma/GED OR other proof of high school completion
- Valid Driver License – must be insurable by the Fire District
- Ability to read/speak English (preferred bilingual)
- Oregon Paramedic or NREMT-Paramedic
- Must pass a background check, psychological exam, and NFPA 1582 physical as part of conditional offer. A felony conviction may result in candidate disqualification
- Drug Use Testing - Candidates are subject to a drug test and potential disqualification as per district policies.
- NFPA, Pro Board or IFSAC Firefighter 1
- NIMS 100, 200, 700, 800 and AWR 160

PREFERRED REQUIREMENTS:

- Apparatus Operator Equipped with Pump
- Wildland Firefighter Type 2

TO APPLY:

All applications **must** include the following required documents in the below **specified order in a single scanned PDF file**, emailed to applications@molallafire.org. Applicants may be **disqualified** for including additional documents that are not on the “required” or “supplemental” lists below, or if any “required” documents are missing. Documents that are out of order from the list below may result in **disqualification**. Applications received after the closing date and time will not be accepted. If you do not have access to a scanner or PDF software, please bring hard copies of your application to Molalla Fire Districts main station for assistance.

Testing Timeline (all dates are subject to change based on minimum number of applications received):

Applications Open	May 29 th @ 0800 hours	Extended on 7/29/2026
Applications Close	August 27 th @ 1600 hours	
Assessment Center Invitations	August 28 th	Sent via email
Assessment Center Testing	September 22 nd or 23 rd	Molalla Fire District
Candidate Rank Notifications	September 25 th	Uncertified list sent via email

REQUIRED DOCUMENTS:

Page 1-4: District Application

Page 5: High school diploma or GED OR other proof of high school completion

Page 6: Valid Driver License

Page 7: Firefighter 1 (NFPA, DPSST, IFSAC, Pro Board, District Document Substitution Form*)

Page 8: Proof of NREMT-P, Oregon Paramedic Licensure OR written proof of being in field internship in a Paramedic Program. Must be Paramedic by time of appointment.

Page 9: NIMS 100

Page 10: NIMS 200

Page 11: NIMS 700

Page 12: NIMS 800

Page 13: AWR 160

SUPPLEMENTAL DOCUMENTS (if applicable):

Page 14: Apparatus Operator Equipped with Pump (NFPA, DPSST, IFSAC, Pro Board, **PREFERRED**)

Page 15: Wildland Firefighter Type 2 certificate (NFPA, DPSST, IFSAC, Pro Board, NWCG, – **PREFERRED**)

Page 16: Proof of Veteran's Status (if applicable) DD-214

Page 17: Current Volunteers, Interns, or Students affiliated with Molalla Fire District, Canby Fire District, Colton Fire District are encouraged to submit the District Affiliation Form signed by their Fire Chief indicating time with agency in good standing.

***Forms / documents** can be accessed through www.molallafire.org under the *Join Us* tab and *Career Opportunities*.