ENTRY LEVEL FIREFIGHTER EMT
JOB ANNOUNCEMENT
CANBY FIRE DISTRICT

Come be part of our specialized team of individuals that work together serving our community with an emphasis on patient care delivery and ambulance transport with a routine 25-minute transport time. Make a difference with direct impact and involvement for all hazard response in fire and emergency medical services.

JOB CLASSIFICATION: Entry Level Firefighter EMT

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 confined 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.

SALARY RANGE *(as of July 1, 2025)*:

Firefighter EMT

Base Wage: $72,386 - $92,381

CONTRACT INCENTIVES NOT INCLUDED IN BASE WAGE *(as of July 1, 2025)*:

- Paramedic incentive: **11%**
- Advanced EMT incentive: **1%**
- Acting in Capacity (AIC) pay: **10%**
- Field Training Officer (FTO) pay: **4%**
- Longevity pay: **1% - 4%**
- Fire Science degree: **2%**
- Four-year degree in Fire Administration, Business Administration, Fire Business, Public Administration, Physical Fitness, or General Business: **2%**
- Four-year education incentive after completion of certification requirements: **5%**
- Seven-year education incentive after completion of certification requirements: **5%**
- Fluent Spanish: **1%**
- Annual **$500.00** incentive after first year of employment
- Kelly Days
- Shift trades
- Wildland conflagration opportunities
- Retirement workback opportunities
- Bargaining Unit IAFF 1159

DISTRICT OVERVIEW *(as of July 1, 2025)*:

Canby Fire District is an equal opportunity employer. Women and minorities are encouraged to apply.

Annual Call Volume:

- 3,500 calls per year
- 80% medical responses

Insurance:

- Northwest Firefighter Relief Association medical, vision, and dental package paid by District (95% paid)
- $100,000 life insurance paid by District.

Retirement:

- Oregon PERS District paid 6% retirement.
- Annual VEBA contribution by District.
- Medical Expense Reimbursement Program (MERP) contribution by District of $75.00 per month.
- District 4% matching deferred comp savings plan.

Paid Time Off:

- Paid Leave Oregon - employee paid contribution paid by district.
- Highly competitive paid vacation and sick time.
    - Starting at 12 shifts/year vacation

Current Shift Schedule:

- 48/96 rotation, float, or day shift as needed

MINIMUM QUALIFICATIONS:

- 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
- Oregon EMT Certification
- Firefighter I
- Must pass a background check, psychological exam and NFPA 1582 physical as part of conditional offer. A felony conviction will result in candidate disqualification
- Drug Use Testing - Candidates may be subject to a drug test and potential disqualification as per individual district policies

PREFERRED QUALIFICATIONS:

- Apparatus Operator Equipped with Pump
- Wildland Firefighter Type II
- Four years of Volunteer Firefighter experience or two years of Career Firefighter experience

TO APPLY:

All applications **must** include the following required documents in the provided **specified order as a single scanned PDF file**, emailed to APPLICATIONS@CANBYFIRE.ORG. Applicants may be **disqualified** for including additional documents not on the "required" or "supplemental" lists on page 3, or if any "required" documents are missing. Documents that are out of order 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 Canby Fire District's main station for assistance.

SCORING:

Applicants who meet the minimum qualifications will be ranked on a point-based system for this phase of the hiring process. The top-ranked applicants will be invited to the assessment center. If a tie occurs, priority will be given based on date and time stamp of the application received.

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

Applications Open	July 1st	
Applications Close	August 31st	
Assessment Center Invitations	No later than September 9th	Sent via email
Assessment Center Testing	September 25th and 26th	Held at Canby Fire District*
Candidate Rank Notifications	No later than September 30th	Uncertified list sent via email

**Canby Fire District, Station 361, 221 South Pine Street, Canby, OR 97013.*

REQUIRED DOCUMENTS:

Pages 1-4: District Application*

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

Page 6: Copy of Valid Driver License

Page 7: Copy of Current Oregon EMT

Page 8: Firefighter I (NFPA, DPSST, IFSAC, Pro Board, or Document Substitution Form*)

SUPPLEMENTAL DOCUMENTS *(if applicable)*:

Page 9: Apparatus Operator Equipped with Pump (NFPA, DPSST, IFSAC, Pro Board, or Document Substitution Form*) – ***PREFERRED***

Page 10: Wildland Firefighter Type II certificate (NFPA, DPSST, IFSAC, Pro Board, NWCG, or Document Substitution Form*) – ***PREFERRED***

Page 11: Please use the Past Firefighting Experience Form* to document your volunteer or career service – ***PREFERRED***

Page 12: Proof of Veteran's Status *(if applicable)* DD-214

Page 13: Current Volunteers, Interns, or Students affiliated with Canby 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.canbyfire.org** under the ***Join Our Team tab and ***Career Opportunities.***

To ensure compliance with page order, please use a placeholder page* in lieu of a document submission. Failure to comply with page order may result in disqualification.