



FIREFIGHTER PARAMEDIC

RECRUITMENT #:

DEPARTMENT: FIRE

SALARY RANGE: \$4,130-5,702/ month

WORK HOURS: 56 hour work week scheduled as 24 hours on shift, 48 hours off ; will work weekends and holidays

City and Department Overview:

Salem, the capital of Oregon and its third largest city, lies in the center of the Willamette River Valley 47 miles south of Portland. Salem is a city of over 45 square miles, located an hour's drive from the Cascade mountains to the east and an hour's drive from ocean beaches to the west. The current population is 152,290 (July 2007) with a sustainable growth rate of approximately 1.5% per year.

The Salem Fire Department provides Fire and ALS EMS services from 10 fire stations with a budget of approximately \$22 million dollars (an 11th fire station is scheduled to open in the spring of 2009). In 2007, the Department responded to over 18,000 calls for service. Currently there are 169 on-line and administrative employees, with line personnel assigned to one of three shifts working a 24 hour on-duty and 48 hour off-duty rotation. The Salem Fire Department also has several specialty teams, including:

- High Angle Rope Rescue
- Surface Water Rescue
- Confined Space Rescue
- SWAT Paramedics
- Oregon State Hazardous Materials Response Team.
- USAR

In 2005, the City of Salem entered into a public-private partnership with Rural/Metro Ambulance Company to provide ambulance transport services. The Salem Fire Department continues to provide backup ambulance transport services in times of high call volume.

Department Vision, Mission and Values:

Our Vision: We are committed to providing highly trained professionals who are well equipped to respond effectively to the needs of our community.

Our Mission: To protect lives, property and the environment, while placing Safety and Service above all else.

Our Values:

- Employees are our most valuable asset
- Regard everyone as a customer and deliver the best possible service
- Treat everyone with respect and consideration
- Do the right thing
- Honesty and integrity
- Open communication
- Innovation

2008 Benefit Information:

- Oregon PERS Retirement
- Medical, Dental, Vision, & Life Insurance
- Sick Leave
- Vacation
- Employer Paid VEBA Account (medical flexible spending & post-employment health)
- Union Affiliation (IAFF Local 314)

To Qualify, Candidates:

- **Must be at least 18 years** of age or older and be a **US citizen**.
- **Must be a High School Graduate** or have completed a GED.
- **Must possess current certification as an Oregon Paramedic** or, National Registry certification as a Paramedic and the ability to qualify for State of Oregon reciprocity, or possession of EMT-P from another state and be able to qualify for State of Oregon reciprocity; or possess the ability and qualifications to obtain an Oregon EMT-P within 6 months after date of hire. All didactic training must be completed prior to date of hire. All individuals must possess an Oregon EMT-P certification within 6 months of appointment. A Pre-employment agreement may be required.
- **Must possess an Associate's degree in Paramedicine or the equivalent** if Paramedic certification was obtained **after July 1, 1999** per the State of Oregon. The Oregon State Health Division will determine equivalences (telephone 971-673-0533 or web site www.oregon.gov/DHS/ph/ems. Applicants are responsible to obtain forms or information from this agency. Please start this process as early as possible.
- **Must possess and maintain a valid driver's license** and have a driving record that meets the City of Salem's driving standards.

1) Applicants must submit a City of Salem job application *and* checklist with photocopied documents. Application and checklist form may be obtained by contacting:

City of Salem
Human Resources Department, Room 225
555 Liberty Street SE
Salem, OR 97301
(503) 588-6162

or online at

<http://www.cityofsalem.net/departments/spersonl/JobOpportunities/>

2) Complete the FireTeam written examination administered by NTN **prior to the application closing date**. Registration for this exam is through NTN. Their website is: www.nationaltestingnetwork.com

3) Documentation of successful CPAT testing, dated 7/1/08 or later. NTN will keep updated results on their website. Candidates must show a "passed" score for the CPAT portion of the examination by 2-17-2009.

Announcement will close on Friday December 19, 2008. After this date no more applications will be reviewed or considered.

The City of Salem tests for the position of Firefighter/Paramedic on an annual basis to establish an eligibility list for possible upcoming vacancies. Applicants taking the FireTeam and CPAT examinations test in accordance with schedules established by National Testing Network. Those candidates who have met the above criteria will be considered by the City of Salem for additional testing.

Selection Process

- Job application, Paramedic certification documentation, FireTeam written examination, & CPAT test.
- Interviews and Paramedic Skills Evaluation
- Vision and Hearing Test
- Background Check

Written Examination

The FireTeam written examination must be completed by the closing date of the job announcement. Although candidates may take the FireTeam test administered by the National Testing Network at any time or location prior to the closing date, the City of Salem will host two (2) FireTeam written examinations provided by NTN on December 3, 2008 at the Salem Fire Training facility.

CPAT

The City of Salem will not provide CPAT testing. NTN will keep updated results on their website. Candidates must show a "passed" score for the CPAT portion of the examination by 2-17-2009; or have already obtained a current passing CPAT score. *Current* is defined as successful completion dated no earlier than July 1, 2008.

Interviews and Skills Evaluations

Applicants meeting minimum qualifications will be scheduled for further testing and interviews. Currently, skills evaluations and oral interviews are scheduled for 2/17/08 through 2/20/08 however these dates may be adjusted. Updated information can be found at: www.cityofsalem.net/~sfire/.

SELECTION PROCEDURES: as defined above

OPEN DATE: November 3, 2008

CLOSING DATE: December 19, 2008

TO APPLY: Applications may be obtained from the **City of Salem, Human Resources Department, Room 225, 555 Liberty Street SE, Salem, OR 97301.** Applications must be returned to the Human Resources Department by 5:00 p.m. on the closing date. Due to the volume received, the City **WILL NOT** verify the receipt of faxed or mailed applications. The City cannot be responsible for material that is illegible or missing as a result of transmitting by fax or which may be lost through the mail. **All newly selected finalists for City employment are subject to a criminal background check, and may be subject to testing for drugs.**

Equal Opportunity Employer

Women, Minorities and Disabled are Encouraged to Apply

ADA Accommodations Will be Provided Upon Request

This announcement is not an implied contract and may be modified or revoked without notice.