



ENTRY LEVEL FIREFIGHTER PARAMEDIC/EMT 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 & 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 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:

Department	Firefighter/EMT	Firefighter/Paramedic
Molalla Fire	\$71,920 - 99,163	\$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: 24/48 switching to 48/96 January 1st 2026

Annual Call Volume: 3,137 in 2024, 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

LIST FOR ANTICIPATED OPENINGS IN 2026

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/EMT License or NREMT-Paramedic/EMT
- 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 may be 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 I

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 District’s main station for assistance.

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

Applications Open	December 12 th @ 0800 hours	
Applications Close	January 14 th @ 1600 hours	
Assessment Center Invitations	January 16 th	Sent via email
Assessment Center Testing	February 10 th & 11 th	Molalla Fire District
Candidate Rank Notifications	February 13 th	Uncertified list sent via email

REQUIRED DOCUMENTS:

Page 1-4: District Application plus Veterans form (please leave veterans form blank and attached even if not needed)

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/NREMT-EMT, Oregon Paramedic/EMT Licensure.

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 1 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*.