



Firefighter/Paramedic Recruitment

Crook County Fire & Rescue is recruiting to fill vacant firefighter/paramedic positions. CCFR is accepting entry and lateral entry applications.

Lateral entry opportunities may be available for candidates meeting the following requirements:

- Three years of career firefighter/paramedic experience
- Possession of NFPA Fire Apparatus Equipped with a Pump certification
- Meet the entry level minimum qualifications

Candidates that meet the lateral minimum requirements will be placed within the five-step salary schedule depending on experience.

Compensation and Benefit Package:

- Salary range:
\$28.06- \$34.97 per hour (5 steps)
\$6,828- \$8,510 approximate monthly salary
- Bachelor degree incentive, 2.5% increase above base hourly rate.
- 100% Employer paid family medical, dental, vision, includes VEBA \$5,000 for family \$2,500 for individual, flexible spending account, life insurance and long-term disability, emergency transport secondary insurance.
- District monthly contribution to deferred compensation \$100 per month
- Personal fitness and duty equipment reimbursement \$500 per year
- Oregon PERS retirement- employer paid
- Educational benefit up to \$6,000 per year for college course work
- Outside training 30 hours per year
- Excellent vacation benefit package, 18-43 hours per month
- Sick leave 24 hours per month



- Longevity pay after 10 years
- Represented by Crook County Firefighters Association L5115

Minimum Qualifications:

- Licensed Oregon Paramedic
- DPSST Driver/Operator certificate or equivalent
- DPSST Firefighter 1 or equivalent
- Completion of S-130, S-190, L-180 or equivalent
- Possession of a valid Oregon Driver's License or ability to obtain
- 18 years of age

Desirable Qualifications:

- DPSST Fire Apparatus Equipped with a Fire Pump certificate
- AAS Structural Fire Science
- NWCG Firefighter Type 1

Application:

- Individuals interested in employment with Crook County Fire & Rescue must submit a completed application and cover letter. *Please ensure your cover letter confirms you meet the minimum qualifications or lateral minimum qualifications.*
- Additional application requirements can be found on the job application.
- Applications may be obtained from the district website:
www.crookcountyfireandrescue.com
- **Completed applications must be received no later than 1700 hours on March 19th, 2026 emailed to (jkenfield@ccf-r.com). No other delivery options are available.**



Application Screening and Testing Process:

Step 1	Application/ Cover Letter	Scored based on completion and proof candidate meets minimum qualifications	Successful candidates will be contacted and scheduled for assessment day.
Step 2	Written Test	Pass point to be determined. EMS test on AHA BLS, ACLS and PALS material. Fire test on IFSTA NFPA FF1 curriculum.	Anticipated test date: TBD
Step 3	Practical EMS Skills Assessment	70% minimum passing score required	Anticipated test date: TBD
Step 4	Panel Interview	70% minimum passing score required	Anticipated test date: TBD

- Candidates will be notified via email as to their status in the recruitment process.
- Top candidates will be invited back for an interview with the Crook County Fire & Rescue Fire Chief.
- A final job offer will be contingent on successful completion of a background process, medical physical and psychological exam.

Physical Ability Requirement:

- Candidates will be required to have a successful CPAT certificate at time of hire. Alternatively, a CCFR internal physical ability course may be available upon request.

Questions or additional information please contact:

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