



Accepting ONLINE APPLICATIONS ONLY for the position of:  
**FIREFIGHTER-PARAMEDIC (Entry and Lateral)**

APPLICATIONS MUST BE RECEIVED BY FRIDAY, DECEMBER 7, 2018 AT 5:00 PM PT.

Please visit: [www.eugene-or.gov/jobs](http://www.eugene-or.gov/jobs) (select Current Job Openings) for additional information and to apply.

The purpose of this recruitment is to fill current and upcoming vacancies for Eugene Springfield Fire. Successful candidates may be considered for a potential hire on April 8, 2019. Applicants must successfully complete each step of the hiring process. Any eligibility lists established will be used by both the City of Eugene and City of Springfield. Management will determine which candidates are selected for each City. Candidates will not have an option to select which City they receive an offer from. Both entry level and lateral Firefighter/Paramedics are encouraged to apply. This will be a combined academy with the potential of lateral recruits going on the line earlier or having less time in the academy.

Salary: \$58,895-\$80,461 (steps 1-6 of the salary range) Once PERS eligible the employee's contribution of 6% is withheld from the employee's paycheck and sent by the City to PERS on the employee's behalf. **A candidate with prior paid Firefighter-Paramedic experience may be placed at a higher step in the salary range based on their training, certifications, years of experience and other job-related factors. We encourage and welcome applicants who are currently Firefighter-Paramedics to apply during this process.**

Note: Additional details related to certification pay, PERS, or other additional pays can be found in the labor agreement (link below), which will be effective through June 30, 2018.

[Eugene Springfield Fire IAFF Contract](#)

#### Experience and Training

Two years' education and/or experience required. Emergency medicine, firefighting, or related experience ( e.g., building, construction, heavy equipment operation, etc.) may be combined with related college coursework in Emergency Medicine or Fire Science to add up to the two years' minimum required. High school diploma or equivalent required. An Associate's degree in Fire Science, Paramedic Technology, or related field(s) preferred. Successful applicants will be required to complete a Eugene Springfield Fire firefighter training program within the first year of employment.

#### License or Certificate:

Applicants will need to have taken and passed their Oregon Paramedic test by date of hire, April 8, 2019, and be able to supply proof of the results of that test on date of hire. Applicants will need to have their Oregon Paramedic license by, May 13, 2019. National Registry Paramedics or Paramedics registered in another state must meet the State of Oregon Paramedic requirements and are responsible for applying for reciprocity to ensure they have an Oregon Paramedic license by, May 13, 2019. You can view reciprocity information via the [State of Oregon](#)

[Public Health web-site](#). A provisional license would not meet this requirement.

Requires a valid Oregon driver's license or, the ability to obtain by date of hire, April 8, 2019; must pass driving records check and, if hired, maintain a driving record that meets the City's standard. *Oregon law requires that an out-of-state license holder must obtain a valid Oregon license (with appropriate endorsements) within 30 days of becoming domiciled in the state (ORS 803.355).*

### SELECTION PROCESS

**The dates listed below may be subject to change as the selection process progresses. Applicants will be notified of exact times, dates, and location for each component of testing, if eligible. Please make sure your e-mail address is current and accurate because a number of notifications and invitations will be sent via e-mail.**

#### **APPLICATION SCREENING— Application deadline Friday, December 7, 2018 at 5:00 PM PT.**

Candidates will be evaluated to determine whether they meet minimum qualifications and have the required knowledge, skills, and abilities to move forward in the selection process.

#### **National Testing Network CPAT Testing**

To use the National Testing Network (NTN), you will need to fill out the additional NTN application and schedule a CPAT test by going to [www.nationaltestingnetwork.com](http://www.nationaltestingnetwork.com). Once at the NTN web-site, select Fire and sign up for the Eugene Springfield Fire Department.

Applicants will need to attach and submit a valid CPAT card with their application and/or send a valid CPAT card/letter to the HR Department for the Eugene Springfield Fire Department by March 25, 2019, at 5:00 PM PT. CPAT cards and letters will only be accepted from [current IAFF/IAFC CPAT Licensees](#) and through the NTN.

What to expect at the [www.nationaltestingnetwork.com](http://www.nationaltestingnetwork.com) website:

- Completion of the NTN application process if you choose to take the CPAT through NTN (separate application and background form required through the City of Eugene site also).
- Review all information related to the Eugene Springfield Fire Department firefighter-paramedic position, including minimum requirements, salary and benefits.
- Detailed information about the testing process for the CPAT testing if you choose to test through NTN.
- Schedule your own convenient test time if testing through NTN. Tests are offered multiple times a week, including Saturdays.
- Take high quality job simulation tests in a standardized, fair testing environment.

Upon completion of the CPAT testing (if testing through NTN), candidates will need to forward their passing letters to the Eugene Springfield Fire Department. Eugene Springfield Fire Department will contact candidates on the list based on their selection criteria and may invite them to continue to participate in other stages of the department selection process.

National Testing Network is a service provided to conduct CPAT testing in a standardized, professional environment. National Testing Network does not replace the Eugene Springfield Fire Department's responsibility and decision making in the evaluation process. Results are provided to Eugene Springfield Fire Department where the final decisions are made.

#### **CANDIDATE PHYSICAL ABILITIES TEST (CPAT) — Attach your valid CPAT card and/or letter to your application**

The CPAT is designed to measure the job-related physical characteristics of strength, agility, and stamina required of a Firefighter-Paramedic. [Click this link to view the CPAT preparation guide.](#) Eugene Springfield Fire will only accept valid CPAT cards (CPAT cards dated from March 25, 2018 – current) for applicants that are attached to their application administered by a [licensed agency](#). **Applicants will need to attach and submit a valid CPAT card with their application and/or send a valid CPAT card/letter to the HR Department** for the Eugene Springfield Fire Department by March 25, 2019, at 5:00 PM PT.

## **INTERVIEW PROCESS—Mid December, 2018 (tentative)**

We will determine participants invited to the interview process based on candidate's performance on the multiple choice examination. The process may include job simulation exercises and an interview designed to elicit applicant's relevant skills and abilities for the job.

## **OTHER SELECTION CRITERIA**

Finalists who successfully complete the screening process, CPAT, and interview process may continue on to a background investigation based on the business needs of the department. A background investigation is more than a simple records check. While conviction and driving history are considered at this stage, there are other factors considered. For more information around DPSST expectations for the background you can view [OAR 259-009-0070](#).

Conviction history will be considered on a case-by-case basis. Typically the nature of the crime, time elapsed since the crime, and the nature of the position are factors that may be considered. The requirements set by the Department of Public Safety Standards and Training (DPSST) will also be considered. Applicants may also be eliminated based on their driving record if it does not meet the City and Department standards. Driving issues that may be considered: Major violations (example: DUII, Hit and Run), numerous moving violations and/or at fault accidents or a combination of the above during the last five years. Candidates selected to move forward after the background investigations will then undergo and must pass a psychological assessment, which includes written testing and an interview.

Candidates will also need to undergo and pass a complete pre-employment physical examination prior to a final offer of employment. This examination will be conducted at the department's expense by the hiring City's physician, with one component being a drug test which will include testing for any amount of marijuana, among other drugs. Candidates who test positive will be disqualified.

**Representation:** Employees in this classification are represented by International Association of Fire Fighters (IAFF) and their salaries are subject to a monthly payroll deduction after 31 days of employment.

**Benefits:** A full range of benefits, including holidays, vacation, personal leave, sick leave, retirement benefit, life insurance, and health, dental, and vision benefits are available. Once PERS eligible the employee's contribution comes out of the employee's paycheck and is not paid by the employer.

[City of Eugene](#)

[City of Springfield](#)

## **Eugene and Springfield at a Glance**

Eugene is Oregon's second largest city, which lies nestled on the southern end of Oregon's fertile Willamette Valley. Eugene is home to more than 159,190 people. It covers 43.7 square miles, with the Willamette River running through the heart of the community, and the McKenzie River to the north of the city. The elevation is 430 feet above sea level.

Eugene is the seat of Lane County, which extends from the Cascade Mountains, 75 miles east of Eugene, to the Pacific Ocean, 50 miles to the west. Eugene is also the home to the University of Oregon with more than 24,000 students, and is touted as the world's greatest city of the arts and outdoors.

Springfield is separated from Eugene primarily by Interstate 5, and was named after a natural spring located in a field or prairie within the current city boundaries. Springfield is home to more than 60,177 people. It covers 15.7 square miles, with the McKenzie River passing by the city's northern limits, and is surrounded by filbert (hazelnut) orchards. The elevation is 454 feet above sea level.

The Eugene-Springfield Metropolitan area offers its residents an outstanding quality of life, featuring a wide variety of cultural and recreational opportunities.

The City of Eugene and City of Springfield strive to create a work environment that values the cultural, educational, and life experience background of each employee. Our goals are to have a workforce that reflects the diversity found in the community, and effectively create a positive environment that values diversity and encourages inclusion, and in turn, enhances our ability to understand and respond to a wide variety of service needs. Fluency in a language in addition to English is desirable.

Building on a cooperative automatic aid model referred to as the 3-Battalion system, and based on a 2009 consulting firm report, as well as in-depth internal analysis, the Eugene and Springfield Departments have merged to become Eugene Springfield Fire.

Eugene Springfield Fire operates from 16 fire stations (including one at the Eugene Airport), and deploys 12 engines, 2 Ladders (Quint), 3 truck companies (2 towers, 1 tiller), an Aircraft Rescue and Fire Fighting (ARFF) Unit (dedicated to the Eugene Airport), 8 ambulances (6 – 24 hour Advanced Life Support units, 3 – peak activity Basic Life Support units), and 5 additional peak activity ambulances with the Metro West public/private partnership.

The department employs 305 personnel, and provides fire service to a population of approximately 242,439 for an incorporated area (including contract districts) of approximately 94.3 square miles, as well as ambulance service to a population of approximately 278,220 for an incorporated area of approximately 1,625.6 square miles.

During fiscal year 2016, the department responded to more than 37,109 calls for service.

**To learn more about each city please see their respective websites:**      [City of Eugene](#)      [City of Springfield](#)