REDMOND FIRE & RESCUE

341 NW Dogwood Ave, Redmond, OR 97756
www.rdmfire.org

Redmond Fire & Rescue is conducting a recruitment process to fill open positions and to establish an eligibility list for: **Entry Level Firefighter/Paramedic** and **Lateral Firefighter/Paramedic.**

Firefighter/Paramedic (Represented/Civil Service)**:** Annual salary $86,604 - $100,284, full benefit package, 48/96 work schedule.

> Minimum qualifications include: High School diploma or GED, State of Oregon Paramedic license by date of job offer, successful completion of the CPAT by date of assessment or at time of job offer, possession of an Oregon Driver's license within 30 days of hire, and an insurable driving record.
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> Preferred qualifications include: NFPA Firefighter 1 certification or NFPA accredited equivalent.

Lateral Firefighter/Paramedic (Represented/Civil Service)**:** Annual salary $93,444 - $100,284, full benefit package, 48/96 work schedule.

> Minimum qualifications include: High School diploma or GED, State of Oregon Paramedic license by date of job offer, NFPA Firefighter 2 certification or NFPA accredited equivalent, Hazardous Materials Operations Level, Wildland Firefighter Type 2, NFPA Driver Operator, NIMS 100 & 700, successful completion of the CPAT by date of assessment or at time of job offer, minimum of three years current continuous employment experience as a full-time: 1) career firefighter/paramedic in a municipal or special district transporting agency, or 2) a combination of career firefighter/paramedic from a non-transporting agency and a private ambulance operator background (volunteer, sleeper/resident, paid on-call or seasonal will not apply toward this requirement), possession of an Oregon Driver's license within 30 days of hire, and an insurable driving record.

Benefit Package Information:

- District pays 95% Medical/Vision/Dental for employees and dependents
- HRA VEBA annual contributions ranging from $1,500 to $4,000
- 24 hours per month vacation/holiday leave accrual (increases according to contract up to 49 hours per month)
- 24 hours per month sick leave accrual
- District paid Oregon PERS Retirement
- District paid Deferred Compensation available after 1 year of employment
- Long Term Disability Plan
- Life Insurance Plan
- Flexible Spending Account available

To apply, follow the steps below:

☐ Submit an application packet electronically or in person stapled in the left upper corner (no plastic covers) with only the bulleted documents provided. Additional documentation and certifications are collected only after a job offer is extended, do not include them with your initial packet.

- Cover Letter
- Redmond Fire & Rescue Job Application

- Resume
- Veterans' Preference Points Form, with required additional documentation, if applicable
- Current Employee Preference Points Form, if applicable
- Current Volunteer Preference Points Form, if applicable
- Copy of NFPA Firefighter 1, if applicable
- Copy of Oregon EMT-P License

Lateral applicants also include:

- Copy of NFPA Firefighter 2 certification
- Copy of Hazardous Materials Operations Level
- Copy of Wildland Firefighter Type 2
- Copy of NFPA Driver Operator
- Copy of NIMS 100 & 700 certification

☐ Complete the FireTEAM examination, including the PSSA, administered by the National Testing Network (NTN) no later than October 29, 2025 at 12:00 PM (PST). A valid test completed with a date no earlier than October 29, 2024 will be accepted. www.nationaltestingnetwork.com
  - The candidate is responsible for ensuring they complete the exam prior to the deadline. Redmond Fire & Rescue will not facilitate the scheduling of a candidate's exam.
  - Questions regarding testing, scheduling, or any other NTN related concern should be directed to the NTN Candidate Support Team at 855-821-3761.

☐ Complete and pass the CPAT by the Assessment Center Testing Day or at the time of a job offer. A valid test within the prior year, completed with a date no earlier than November 4, 2024 for submission at the time of assessment or during the 12 months before an extended job offer, will be accepted.
  - The candidate is responsible for ensuring they complete the CPAT prior to the deadline. Redmond Fire & Rescue will not facilitate the scheduling of a candidate's testing.
  - Candidates are responsible for submitting proof of completion to Redmond Fire & Rescue.
  - CPAT testing locations are available in both Oregon and Washington.

Next steps:

☐ Virtual interviews may be conducted. Candidates will be notified by email.
☐ Finalists will be invited to an Assessment Center Testing Day for EMS scenario testing and an interview. Currently, the Assessment Center Testing Days are scheduled for Tuesday, November 4, 2025, and Wednesday, November 5, 2025; however, these dates may be adjusted.
☐ Fire Chief Interviews will be scheduled for individuals moving forward, interviews are tentatively scheduled for Thursday, November 13, 2025 ; however, this date may be adjusted.
☐ Successful candidates will be required to pass an extensive background check, drug test, and medical/physical and psychological evaluations.

All candidates will be notified by e-mail as to their status in the process. Required documents and more information on the position can be found at www.rdmfire.org.

Out of state applicants: 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 is acceptable. The Oregon State Health Authority determines equivalencies, you can contact them at 971-673-1222. Please start this process as soon as possible.

Veterans, as defined by Oregon Law, who have successfully completed all phases of the entire examination, shall be accorded (5) preference points or (10) preference points to a disabled veteran in accordance with ORS 408.230. If you qualify for veterans' preference points you must complete and submit the Veterans' Preference Points Form with your application.

Current employees, in good standing with Redmond Fire & Rescue, who have served a minimum of one (1) year shall be accorded one (1) point for each year of service up to a maximum of five (5) points.

Active volunteers for Redmond Fire & Rescue shall be accorded up to five (5) preference points based on Redmond Fire & Rescue Civil Service Rules.

A total combined maximum of ten (10) preference points for veterans and/or current employee/volunteer time will be added to a candidate's final overall score after completing and passing all phases of the testing process.

Application packets, mailed or submitted electronically with all required documentation, must be received by October 29, 2025 at 12:00 PM (PST).

Send electronic application packets to: applications@rdmfire.org

All documents sent via email must be in PDF format. Word documents will not be accepted.
Emailed application packets will receive a confirmation reply.

Incomplete packets will not be considered.

Hard copy application packets may be mailed to:
Redmond Fire & Rescue
Attn: Diane Cox
341 NW Dogwood Ave.
Redmond, OR 97756

Redmond Fire & Rescue is an Equal Opportunity Employer and does not unlawfully discriminate on the basis of race, sex, age, color, religion, national origin, marital status, disability status or any other basis prohibited by federal, state or local law. The provisions of this job announcement do not constitute an expressed or implied contract. Any provision contained herein may be modified and/or revoked without notice.