



## **Sisters-Camp Sherman Fire District**

### **INFORMATIONAL PACKET:**

### **Entry-Level and Lateral Entry Firefighter/Paramedic**

The Sisters-Camp Sherman Rural Fire Protection District (District) has an immediate opening for a Firefighter/Paramedic. The position will start on or before October 17, 2022. For more information about the position and the fire district, please visit [www.sistersfire.com](http://www.sistersfire.com).

**Starting salary \$65,627-84,237 annually**

(starting salary for lateral entry candidates will be based on experience and years of career service)

#### Other Benefits Include:

Regence health insurance, MODA dental insurance family plan, full premium paid by District  
VEBA contribution up to \$6,000 year (family)  
PERS retirement-District pays Employer and Employee contributions  
Deferred Compensation in lieu of Social Security at 6.2% of salary  
Paid vacation and holiday leave - Holiday pay for up to 96 hrs. of unused holiday time per year  
Life insurance, AD&D, Short- and long-term disability insurance  
FireMed and air ambulance coverage for family  
Costco membership  
Cell phone reimbursement  
48/96 work schedule

#### Minimum Qualifications to Apply:

Oregon certified Paramedic by Employment Start Date  
NFA Firefighter 1 course completion  
NIMS 100, 700 (<http://training.fema.gov>)  
Oregon Driver's License by date of hire  
Insurable driving record

#### Preferred Qualifications:

College degree  
NFA FF 1 certification  
NFA FF 2 certification  
NFA Instructor 1  
NWCG FF Type 2 or above  
NFA Fire Apparatus Driver  
NFA Mobile Water Supply  
NFA Apparatus Equipped w/ fire pump

## **SELECTION PROCESS AND TIMELINE:**

### Application Submission and Review

Application packets must be received by the District before August 26, 2022 at 5:00 P.M. Application packets may be mailed, emailed, faxed or dropped off in person, but must be received by the deadline established. Please call 541-549-0771 to confirm we have received your application by the deadline. Application packets will be evaluated and scored based on five criteria identified in the application packet. After evaluating and scoring the application packets, the District will invite the 25 candidates with the highest passing scores to participate in an oral interview.

### Zoom Interview – If Needed

On August 31, 2022 the District will conduct remote video conference or in-person interviews of the 25 candidates selected during the application submission and review. The top ten candidates with a passing score from the oral interview will be invited to participate in a one-day assessment center.

### Assessment Center

An assessment center will be held at the Sisters-Camp Sherman Fire District headquarters station in Sisters, Oregon on September 7 and 8, 2022. Applicants will participate in four separate assessment center exercises.

### Fire Chief Interview

The Fire Chief will conduct a Fire Chief interview with qualifying candidates on September 12, 2022.

### Pre-employment Physical Exam

Candidates offered a position will be required to successfully complete a pre-employment physical exam, pass a physical abilities test and comprehensive background investigation.

### Start Date

The proposed start day for the position is October 17, 2022.



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### **CHECKLIST FOR SUBMISSION:**

- Completed and signed Employment Application
- Completed Supplemental Questionnaire
- Submit Employment Application and Supplemental Questionnaire by one of the following methods:
  - Hand-delivered – 301 South Elm Street, Sisters, Oregon
  - Fed-ex or UPS – 301 South Elm Street, Sisters, Oregon
  - US Mail – PO Box 1509, Sisters, Oregon
  - Email – [spor@sistersfire.com](mailto:spor@sistersfire.com)
  - Fax – 541-549-1343
- Call 541-549-0771 to confirm receipt of your application submission