

POSITION: Firefighter EMT/ Firefighter Paramedic, Lateral Entry Eligibility List

SALARY: Depends on Qualifications

OPENING DATE: 04/18/22

CLOSING DATE: 05/18/22 11:59 PM

GENERAL INFORMATION:

The Port of Portland is currently accepting applications from experienced, paid Firefighters and Firefighter/Paramedics to establish a Lateral Entry Eligibility List for Portland Airport Fire & Rescue.

The Port of Portland is committed to ensuring the health and safety of our employees and community. As part of this commitment, all Port employees are required to be fully vaccinated against COVID-19. Candidates must provide proof of full vaccination prior to beginning work at the Port.

STEPS FOR SELECTION PROCESS:

Port of Portland Application & Valid CPAT --> Scored Application Review --> Ranking and Placement on Eligibility List --> Certification by Civil Service Commission

Application: To be considered for employment with Portland Airport Fire & Rescue, candidates must complete the Port of Portland's employment application. It is important that your application show all the relevant education and experience you possess. Applications may be rejected if incomplete. *Resumes are recommended but are not a substitute for incomplete or partially completed applications.*

Candidate Physical Ability Test (CPAT): Valid CPAT certification at time of application is required. https://nationaltestingnetwork.com/publicsafetyjobs/cpat_info.cfm
Applicants who demonstrate a financial hardship may be eligible for a CPAT voucher from the Port of Portland.

Scored Application Review: Applications will be reviewed and scored against a pre-established list of criteria.

Ranking and Placement on Eligibility List: Email notification will be sent to each candidate on the list notifying them where they rank. Candidates will be ranked on the Eligibility List by high score. Application date and time will be tiebreaker.

STEPS FOR FILLING A VACANCY:

Oral Board Interview--> Background Investigation --> Psychological Exam --> Medical Exam --> Pre-employment Drug Test

SALARY INFORMATION and WORK SCHEDULE:

The fire department currently has 6 pay steps for firefighters, based on years of continuous service in the position of Firefighter, lateral candidates will be paid commensurate with their years of continuous fire service corresponding pay scale below.

Complete Years of Service	Step	Annual Pay Rate
3	Step 3	\$78,140

4	Step 4	\$82,053
5+*	Step 5	\$86,161

All department members will be receiving a 4.0% on July 1, 2022.

* Once candidate successfully completes the 12-month probationary period, they will be eligible to advance to Step 6; which is currently \$90,470.00.

Premium Pay:

Members who successfully complete probation shall receive:

- 10% Paramedic Pay (if applicable)
- 4.0% Apparatus Operator Pay
- Eligible for up to 2.0% certification pay (if applicable)

Work Schedule:

Portland Airport Fire & Rescue works a 24 hour on, 48 hours off rotating shifts.

- Members receive a Kelly day every 10th shift, resulting in a 50.40-hour work week
- As of January 2024, members shall receive a Kelly day every 9th shift, resulting in a 49.78-hour work week.

Benefits:

- Membership in the Public Employees Retirement System (PERS)
 - The Port currently pays the employee's share of the retirement contribution
- Paid Leave
 - Members accumulate 6 shifts of paid sick leave per year; no limitation on the amount of accumulation.
 - Members accumulate 9 shifts of paid vacation per year
 - Members after 15 years shall accumulate 18 shifts per year
- HealthCare
 - Fire department members are part of the Northwest Firefighters Relief Association; members may choose between Regence Blue Shield or Kaiser plans.
- HRA VEBA Account
- Option to contribute to 457(b) Deferred Compensation account
- Long Term / Short Term disability
- Life Insurance

CONTACT INFORMATION: For questions related to the selection process, please email: n-brenda.patrick@portofportland.com

SUMMARY OF ESSENTIAL RESPONSIBILITIES:

- Crash/Fire/Rescue/First Aid:
 - Combats fires, removes victims from aircraft, buildings, vehicles and administers first aid and other emergency support care, per Multnomah County protocols.
 - Drives and effectively operates all crash/fire/rescue (ARFF) vehicles.
 - Responds on all alarms (responses?) for aircraft, structural, and medical emergencies as directed by the Shift Lieutenant or Shift Captain.
 - Responds to mutual aid emergency service requests as directed by the Shift Lieutenant or Shift Captain.
 - Effectively implements medical operations during mass casualty incidents.
- Performs pre-fire inspections, i.e., building, extinguisher, hydrant and AED's, daily routine house duties, vehicle preventive maintenance and inspections and other duties assigned by the Shift Captain or Shift Lieutenant.
- Participates in and conducts all phases of training as set forth in Fire Department Training Programs.
- May coordinate work efforts and supervise personnel in emergency and non-emergency situations upon direction or assignment by the Shift Captain or Shift Lieutenant.
- Performs other duties as may be assigned by the Fire Chief, Battalion Chief, Shift Captain or Shift Lieutenant of the Airport Fire Department.

MINIMUM REQUIREMENTS/SKILLS AND ABILITIES:

MINIMUM REQUIREMENTS:

- High school diploma or the equivalent.
- Minimum of three (3) years continuous service as a firefighter.
- Firefighter I & II certification at time of application.
- State of Oregon or NREMT certification at time of application.
- Hazardous Material Operations certification.
- NIMS 100, 200 and 700 certifications.
- Demonstrated experience with fire, rescue, and emergency medical services (EMS) operations.
- Working knowledge of Fire Department mission, structure, and chain of command.
- Must be fully vaccinated for COVID-19 at time of hire.
- Valid state driver's license is required.
- A valid CPAT certification is required **at time of application**. We will accept current CPAT certifications from other certifiable agencies.

PREFERRED QUALIFICATIONS:

- Oregon Paramedic certification or National Registry Paramedic
- Demonstrated experience in aircraft firefighting.
- Degree in fire science or related field.
- Apparatus Operator certification.
- Advanced knowledge of the following:
 - Mutual aid companies EMS Response Structure
 - Airport vicinity terrain: airfield buildings, hydrants, runways, taxiways, exit gates, routes, roads and streets, and the shortest, most accessible route to any emergency situations on or off the airport.
 - Civil Service and Fire Department rules, regulations, and procedures.
 - Fire Department records, reports, and daily logs.

SKILLS AND ABILITIES:

- Must possess combination of physical strength and stamina required to perform all fire department physical performance expectations.
- Demonstrated ability to understand and follow oral and written instructions and apply basic math skills.
- Skilled at writing comprehensive and confidential reports if assigned.
- Proven ability to establish and maintain effective working relationships with supervisors, coworkers, and the general public.
- Proven team player who shows the utmost respect for others.
- Ability to:
 - Perform minor maintenance on vehicles and other emergency equipment.
 - Acquire and maintain current knowledge of firefighting industry procedures and techniques.
 - Perform all emergency Aircraft Rescue & Fire Fighting and EMS functions as outlined by department procedures.
 - Work under adverse conditions.
 - Demonstrate commitment to valuing differences among individuals and passion for being inclusive.

ADDITIONAL INFORMATION:

- Safety: The Port promotes safety as a guiding principle and practice in accomplishing work by complying with safety and health policies and procedures and consistently seeking improvements that support operational excellence.
- Diversity and Inclusion: At the Port, we don't just accept difference; we value and support it to create a culture of inclusiveness and fun. We are proud to be an Equal Opportunity Employer.

- EEO/Affirmative Action Policy Statement: The Port of Portland is dedicated to maintaining and improving a work environment, which extends equal opportunity to all individuals, regardless of their race, color, sex, age, religion, national origin, marital status, veteran status, disability or sexual orientation. Employment decisions shall be made in such a manner as to further the principle of equal employment opportunity and to comply with state, federal and local laws. We affirm through this policy statement our continuing commitment to the principles of nondiscrimination and affirmative action.
- Veterans Preference: Under Oregon law, qualified veterans may be eligible for veterans preference when applying for Port of Portland positions. If you are a veteran and would like to be considered for a veterans preference for this job, please provide the qualifying documents as instructed during the application process.
- Background Checks and Drug Testing: The Port of Portland will conduct background checks and/or drug tests for positions where such tests are required by regulation and for other safety-sensitive positions.
- ADA Accommodation: Accommodations will be considered for applicants or candidates with a qualifying disability that prevents them from participating in this process. Accommodations will be made where the Port can reasonably do so without imposing an undue hardship on the business or compromising the integrity of the recruitment process. An applicant with any disability who believes that they need an accommodation should contact Human Resources at 503.415.6000

APPLICATIONS MAY BE FILED ONLINE AT:
<https://www.portofportland.com/Careers>

7200 NE Airport Way
Portland, OR 97218
503-415-6000

Position #01518
FIREFIGHTER EMT/ FIREFIGHTER PARAMEDIC, LATERAL
ENTRY ELIGIBILITY LIST
BP

Firefighter EMT/ Firefighter Paramedic, Lateral Entry Eligibility List Supplemental Questionnaire

- * 1. The following supplemental questions are an important step in the application screening and examination process. Your responses to the supplemental questions will be evaluated and scored independent of your employment application. Your score for this part of the examination process will be determined by the content and quality of your responses to the supplemental questions. A lack of a complete and thorough response to each of the supplemental questions in the space provided may negatively impact your score for this part of the examination process. In addition, the selections you make and the responses you provide in the questionnaire must accurately reflect what is documented in your employment application since you may be asked to provide specific examples of qualifications at a later stage in the selection process. Have you read and understand the information listed above?
 - Yes
 - No
- * 2. What best describes your highest level of education? You must upload a copy of your degree or transcript.
 - High School Diploma or GED
 - Associates Degree
 - Associates Degree in Fire Science
 - Bachelor's Degree
- * 3. Which of the following best describes your continuous years of service as a firefighter?
 - Less than one year
 - One complete year
 - Two complete years
 - Three complete years

- Four complete year
- Five or more complete years

- * 4. Driving a motorized vehicle is an essential function of this position. Successful applicants must possess a valid driver's license and an acceptable driving record. Do you meet this minimum qualification?
 - Yes
 - No
- * 5. Do you have an EMT Basic, Intermediate or an NREMT certification? If yes, you must upload a copy of your license or certification.
 - Yes No
- * 6. Do you have a Paramedic license? If yes, you must upload a copy of your license or certification.
 - Yes No
- * 7. Do you have a valid NFPA Firefighter I certification issued by DPSST, IFSAC, Pro-Board? If yes, you must upload your certification or your DPSST snapshot.
 - Yes No
- * 8. Do you have a valid NFPA Firefighter II certification issued by DPSST, IFSAC, Pro-Board? If yes, you must upload your certification or your DPSST snapshot.
 - Yes No
- * 9. Do you have a valid NFPA Fire Apparatus Driver/Operator certification issued by DPSST, IFSAC, Pro-Board? If yes, you must upload your certification or your DPSST snapshot.
 - Yes No
- * 10. Do you have a valid NFPA Apparatus Equipped with Fire Pump certification issued by DPSST, IFSAC, Pro-Board? If yes, you must upload your certification or your DPSST snapshot.
 - Yes No
- * 11. Do you have a valid NFPA Apparatus Equipped with an Aerial Device certification issued by DPSST, IFSAC, Pro-Board? If yes, you must upload your certification or your DPSST snapshot.
 - Yes No
- * 12. Do you have a valid NFPA Instructor I certification issued by DPSST, IFSAC, Pro-Board? If yes, you must upload your certification or your DPSST snapshot.
 - Yes No
- * 13. Do you have a valid NFPA Instructor II certification issued by DPSST, IFSAC, Pro-Board? If yes, you must upload your certification or your DPSST snapshot.
 - Yes No
- * 14. Do you have a valid NFPA Mobile Water Supply Apparatus certification issued by DPSST, IFSAC, Pro-Board? If yes, you must upload your certification or your DPSST snapshot.
 - Yes No

- * 15. Do you have a NWCG Firefighter Type 1 certification? If yes, you must upload a copy of your certification or DPSST snapshot.
 Yes No

- * 16. Do you have a NWCG Firefighter Type 2 certification? If yes, you must upload a copy of your certification or DPSST snapshot.
 Yes No

- * 17. Please list any languages, in addition to English, that you speak and write fluently? If none, enter N/A

- * 18. Do you possess any unique skills or experience that you feel uniquely qualifies you for this position? If none, enter N/A

- * 19. Do you have a valid CPAT? If yes, you must upload a copy of your certification.
 Yes No

- * 20. Failure to attach proper documentation including but not limited to cover letter, resume, education, certifications, and veterans preference may result in either disqualification or loss of points. Have you double checked that all attachments are included with your application?
 Yes No

- * Required Question