

## THE COMMUNITIES

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 156,185 people. It covers 41.5 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 to the west. Eugene is also the home to the University of Oregon with more than 20,000 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 59,403 people. It covers 14.4 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.

## HOW TO APPLY

For application information, go to:

[www.eugene-or.gov/jobs](http://www.eugene-or.gov/jobs) OR  
[www.ci.springfield.or.us/hr/dept\\_hr.htm](http://www.ci.springfield.or.us/hr/dept_hr.htm)

For more information about the departments, go to:

[www.eugene-or.gov/fire](http://www.eugene-or.gov/fire) OR  
[www.ci.springfield.or.us/dept\\_fir.htm](http://www.ci.springfield.or.us/dept_fir.htm)



### BE A FIREFIGHTER

ARE YOU INTERESTED IN A CAREER IN THE FIRE SERVICE? HERE ARE SOME THINGS YOU SHOULD DO:

- **Work toward EMT certification.** For employment with Eugene Springfield Fire, certification at the Paramedic level is required, in addition to a high school diploma or equivalent. EMT classes are offered at Lane Community College in Eugene, Chemeketa Community College in Salem, and Umpqua Community College in Roseburg. For more information regarding EMT certification and state reciprocity, please contact: Oregon State Health Division EMS and Trauma Section at (971)673-0520 or go to: [www.oregon.gov/dhs/ph/ems](http://www.oregon.gov/dhs/ph/ems).
- **Volunteer.** Many career firefighters got their early experience by volunteering with a rural fire protection district. This gave them an advantage in the competitive hiring process. Eugene and Springfield are surrounded by fire protection districts that rely on volunteers to provide a response in their service area.
- **Register for notification.** The City of Eugene and City of Springfield maintain notification lists for individuals interested in specific positions. To register to be notified when there is a vacancy matching your interests, visit the departments' websites: [www.eugene-or.gov/fire](http://www.eugene-or.gov/fire) or [www.ci.springfield.or.us/dept\\_fir.htm](http://www.ci.springfield.or.us/dept_fir.htm)



## FIREFIGHTER / PARAMEDIC



## DUTY - HONOR - SERVICE



# THE DEPARTMENTS

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 are currently working together on the Metro Fire Merger Initiative and functional consolidation of some of the administrative oversight and support functions of the two departments.

The combined departments operate from 16 fire stations between the two cities (including one at the Eugene Airport), and deploy 12 engines (including three “quint”-type hybrid vehicles), three trucks, seven ambulances (and an additional two with the Rural Metro Ambulance public/private partnership), and various other special-purpose apparatus.

The combined departments employ 270 sworn and 45 civilian personnel, and provide fire service to a population of approximately 233,471 for an incorporated area (including contract districts) of approximately 91.8 square miles, as well as ambulance service to a population of approximately 274,681 for an incorporated area of approximately 1,676 square miles.



## CURRENT MINIMUM QUALIFICATIONS

- 18 years of age or older by date of hire
- Highly motivated toward public service
- Solid people skills, with an emphasis on customer service
- High school diploma or equivalent
- Two years of experience in fire fighting, EMS or related fields or Associate's Degree in Fire Sciences or EMS
- Valid Oregon driver's license at time of appointment
- Possession of an Oregon EMT-Paramedic Certification by date indicated in the announcements for specific hiring processes. [Note: National Registry or other state certified EMT-Paramedics must meet the State of Oregon EMT-Paramedic certification requirements and are responsible for applying for reciprocity to ensure they have Oregon certification by the required date. For reciprocity information, go to: [www.oregon.gov/dhs/ph/ems](http://www.oregon.gov/dhs/ph/ems).]
- Tobacco use is prohibited
- Acceptable driving record
- No felony convictions ever
- No Class A misdemeanor convictions within 24 months of application

## CRITICAL SKILLS

- Communication Skills
- Interpersonal Skills
- Problem Analysis/Judgment/Comprehension
- Upper & Lower Body Strength
- Grip Strength
- Back Strength
- Endurance
- Abilities to Accomplish a Series of Tasks Over a Period of Time
- Lack of Phobias

## SELECTION PROCESS

- Completed online application which includes submittal of pre-screen background form
- Multiple choice exam
- Comprehensive oral interview
- Strenuous job-simulation physical abilities test: Candidate Physical Ability Test (CPAT)
- Thorough background investigation
- Psychological evaluation
- Medical exam/drug screen



## TRAINING PROCESS

All new hires attend an intensive 13-week recruit training academy. The academy consists of both classroom and functional activities that include physical fitness exercises, hands-on drills, and familiarization with policies, procedures, and equipment. After successful completion, employees are assigned to a fire station to complete their year-long probationary training in a field capacity.

## SALARY & BENEFITS

### Annual Firefighter Salary

\$51,322-\$71,493

Additional information related to each City's certification pay, PERS, or other additional pays can be found online in their respective labor agreements.

### Current Benefits

- 24-on/48-off work schedule
- Health benefits
- Life insurance and long-term disability coverage
- Sick leave, vacation, holidays, time trades
- Retirement programs (PERS and, if applicable, Deferred Compensation)
- Represented by IAFF-Local 851 or IAFF-Local 1395