LA PINE RURAL FIRE PROTECTION DISTRICT

PRIDE • SERVICE • DEDICATION

JOIN THE LA PINE RURAL FIRE PROTECTION DISTRICT

NOW HIRING FIREFIGHTER PARAMEDICS – ENTRY LEVEL AND LATERAL

THE COMMUNITY

Located in a high mountain basin of Central Oregon, the La Pine Rural Fire Protection District is nestled in southern Deschutes County. Considered by many as a premier place to live, work, and play, this community offers an exceptionally high quality of life. Consistent with the Oregon lifestyle, the residents and visitors can enjoy the Cascade and Paulina mountains, volcanic formations, rivers, lakes, wildlife and abundant recreational activities.

Being on the east side of the Cascades, the climate is generally dry and sunny with an average of 23" annual total precipitation and will commonly see approximately 300 days of sunshine a year. Summer temperatures normally range between 35 and 85-degrees F and winter temperatures of between 0 and 40-degrees F. Precipitation falls mostly in the winter season, often as snow, which averages 95" annually at the base elevations.

Roughly 15 to 35 miles south of Bend, the community once a native summer hunting region, then ranching and commercial logging, is now primally a recreational and bedroom community with a mix of residential, small business, surrounded by state and federal lands, along with intermingled ranches.

GOVERNANCE

The La Pine Volunteer Firefighters Association was established in June of 1968 and on May 12, 1971 the Deschutes County Commissioners ordered the formation of the La Pine Rural Fire Protection District after the La Pine area community, by a special county election voted to approve the forming of the special district. The La Pine Rural Fire Protection District is governed as an independent unit of local government (special district) under the laws of the State of Oregon. Governed by a five-member board, the board positions are elected and serve terms of 4 years.

THE ORGANIZATION

The fire district is a full-service career department providing fire, rescue and emergency medical transport services to a fast-growing region with a population of approximately 25 thousand residents between the City of La Pine and surrounding unincorporated areas.

With an annual budget of $8 million, the district operates out of three fire stations and one administration building to provide fire and rescue services to an area that encompasses 120 square miles, and 800 square miles of ambulance emergency medical services. In 2024, the district responded to 2,977 calls for services with 29 Career operational fire personnel with support from 1 Fire Chief, 1 Assistant Fire Chief, 2 Administrative Staff, 8 Student Residents, and 12 Support Services members.

THE POSITION

This Firefighter / Paramedic position is a technical position concerning work in the protection of life and property. Performs firefighting, rescue, advanced emergency medical care, and related duties, including maintaining operational readiness, by training, personal fitness, equipment and facilities maintenance, as well as community service and prevention activities.

Candidates selected and offered employment as a result of the examination process will be assigned a full-time career firefighter position working 24-hour shift rotations (48 hours on and 96 hours off) or floater position.

New Employees serve a twelve month "at will" probationary period which requires successful completion of the initial training and evaluation process.

COMPENSATION AND BENEFITS

Entry Level Annual Salary $70,458
Lateral from 77,068 to 88,276 depending upon Career Firefighter/Paramedic years of service experience.

Benefit package includes Oregon Public Retirement (PERS), Comprehensive Medical/Dental and Vision, Post Retirement Medical Coverage, Life Insurance, Disability Insurance, Employee Assistance Program, Vacation and Sick Leave, Oregon Family Leave (OFLA), Oregon Paid Leave, Optional Medical VEBA Plan, Pay and Vacation Step Increases, overtime opportunities, opportunities for incentive pay, Entry level and continued training opportunities.

Position is represented by IAFF Local 3387.

ENTRY LEVEL REQUIREMENTS

- High school diploma or equivalent
- Oregon Certified or Oregon Paramedic within 30 days of hire. National certified paramedics must be eligible for Oregon reciprocity.
- Valid Driver's License with acceptable diving record
- Must be able to perform the essential duties of the position, with or without reasonable accommodation
- Will train entry level candidates to meet fire training requirements

LATERAL REQUIREMENTS:

- Meet minimum requirements as outlined above for Entry Level Personnel
- Minimum of three (3) years of current and continuous professional experience as a full-time career firefighter with an established fire department or district. The three years must not include a separation or break in service and must include the successful completion of a probationary period.
- NFPA Firefighter I and II
- NFPA Driver
- NWCG Wildland Firefighter II *or equivalent*
- Hazardous Materials Operations
- ICS 100,200,700,800

DESIRABLE QUALIFICATIONS:

- Valid NFPA Instructor I certification issued by DPSST, IFSAC or equivalent
- Valid NFPA Pumper Operator issued by DPSST, IFSAC or equivalent
- Associates degree in Fire Sciences and / or Paramedic Sciences

SPECIAL REQUIREMENTS:

- Successful completion of National Testing Network Testing
- Successful completion of Candidate Physical Abilities Test (CPAT) from any licensed testing location in the United States within the last 12 months.
- No residency requirement

Candidates must successfully complete the following as part of the conditional job offer:

a. Drivers Background Check (Pass/Fail)
b. Employment History Verification (Pass / Fail)
c. Reference and Education Verification (Pass/Fail)
d. Criminal Background Check (Pass/Fail)
e. Firefighter Medical Exam and Drug Screen (Pass / Fail)

HIRING STATUS

La Pine Fire District is recruiting to fill potential vacancies and to establish an eligibility list from which additional positions will be filled as they are needed during the life of the list.

TO APPLY

a. Complete the National Network Testing including the PSSA questionnaire
b. Complete the La Pine Fire District application available online at www.lapinefire.org and forward your completed application, resume, and relevant supporting documents electronically, with return receipt request to: Email Chiefdaugherty@lapinefire.com.
c. Application Closing Date: January 20,2026 1700 hours

VETEREN'S PREFERENCE POINTS:

Eligible Veterans who meet the qualifications will be given veteran's preference. To receive preference, veterans must complete the La Pine Fire District Veterans Preference Point Application and provide supportive documentation.

TESTING / EVALUATION COMPONENTS:

Successful candidates completing the National Network Testing process will be provided invitations to sit for additional testing and evaluation.

The evaluation for the position of Firefighter Paramedic may include, but not limited to the following:

- Panel Interview
- Medical Skills Assessment
- Fire Chief Interview

Preparation:
Medical skills assessments will be conducted to evaluate Paramedic skills following National Registry Paramedic Skills requirements.

Anticipated Test Dates: January 26, 2026

Direct Questions concerning the job announcement or application process to:
Dan Daugherty, Assistant Fire Chief, (541) 536-2935 extension 111 or email Chiefdaugherty@lapinefire.com