



Oak Creek Fire Protection District Firefighter/EMT Job Announcement

Job Title: Firefighter/EMT

Number of Positions: 1

NOTE: OCFPD will use this recruitment as a hiring list if any additional positions become available in the next 12 months. OCFPD reserves the right to open a new competitive hiring if there are not enough qualified applicants to create a hiring list.

Application Deadline: June 11th, 2026 at 5pm (MST)

Compensation: Evaluation Period compensation \$53,000-60,000 annually

Step Range Annual compensation \$62,000-72,000 annually

Employees will receive a 30% per hour differential payment for qualifying wildland fire assignments.

Work Hours: OCFPD typically works a 48/96 shift structure.

This position is also a Wildland Deployment Position. This means employees may be assigned to wildland fires both in and out of the fire district. Employees must be able to be away from home for up to 30 days at a time (this includes travel time).

Paid Time Off: Position earns paid time off as well as sick time.

Housing: Housing options may be available at a discounted rate.

Retirement Benefits: This position qualifies for Colorado FPPA retirement benefits. Employees contribute 12% and OCFPD matches 9.5%.

After being employed for a one-year period the employee may elect to purchase additional time served. See FPPA website or talk with FPPA representative for details.

Employees are vested after a 5-year period.

Insurance: Oak Creek Fire Protection provides full medical, dental, vision, disability, and death insurance.

Family members can be added to employee's policy. The cost of additional family members will be deducted from the employee's payroll (pretax).

Position Summary:

This is a career position with the Oak Creek Fire Protection District.

1. Respond to emergency and non-emergency incidents; provide appropriate services as required, including emergency rescue and fire suppression; perform search and rescue for trapped or injured persons; perform emergency medical and first aid services as needed; prepare reports regarding emergency incidents as assigned.
2. Drive fire apparatus and/or operate fire apparatus on emergency calls or at incident scene.
3. Operate numerous types of rescues, emergency and fire suppression equipment and apparatus as necessary; operate, inspect, repair and perform other technical tasks related to maintaining the apparatus, equipment, and facilities in the area of assignment.
4. Participate in cleaning and maintaining facilities, grounds, equipment and apparatus; ensure that appropriate conditions are maintained at assigned facility; ensure that all equipment and apparatus is in a constant state of readiness for emergency calls.
5. Participate in a variety of fire prevention operations, activities and programs including training, fire investigations; code enforcement and equipment operation and maintenance; participate in activities and operations in response to natural disasters, major accidents, incidents involving hazardous materials, and other emergency situations; identify, analyze and avoid hazardous and dangerous situations.
6. Respond to a variety of hazardous materials incidents; perform defensive or offensive activities which will be dependent upon levels of certification in accordance with state and federal regulations; maintain knowledge and training about hazardous materials.
7. Study street and occupancy locations in assigned district; study building plans and fire prevention systems in buildings in assigned district.
8. Assist with transportation of patients to medical care facilities; evaluate the condition of patients and assess pertinent information about medical profile and injuries; determine treatment in accordance with EMT training; maintain contact with medical facility to prepare for patient arrival.
9. Participate in a variety of activities requiring travel including off-site inspections; respond to incidents on an on-call basis and under emergency conditions.
10. Provide staff support and assistance as required, including a variety of boards, coordinate community workers with work details.
11. Use departmental computer equipment to input, review, and access records, information, and other various data.
12. Give tours of assigned facilities, demonstrate fire equipment and apparatus, and participate in other educational programs for various groups and the general public pertaining to a variety of life safety topics.
13. Assist in the snow and ice removal operations and activities.
14. Conduct fire suppression training classes.
15. Operate rescue vehicles and related equipment; clean and maintain supplies, materials and equipment aboard rescue vehicles; submit requisitions for additional materials and supplies as necessary.
16. Prepare emergency medical incident reports regarding patients and incident information.
17. Perform inspection and maintenance on fire hydrants in accordance with Fire/Emergency Management Department policy.
18. Perform other job duties and job tasks as assigned by upper-level supervisory staff.

Evaluation Period

All new employees will be evaluated during their first 6 months (possibly less) of employment. This evaluation period will begin after the employee completes the 2-week conditional employment period. The employee's performance will be judged on their abilities to do the job as defined in this document.

The employee will go through a complete review at the end of the evaluation period. The review will identify if the employee is to be released from employment, have the evaluation period extended to accomplish needed training and evaluation, or successful completion of the evaluation period.

Probationary period may be shortened or lengthened depending on employee's performance and acquisition of required certifications..

Employment At-Will

It is Oak Creek Fire Protection District's policy that employees are employed at the will of OCFPD and the employee ("at-will" employment). Thus, either employees or OCFPD may terminate the employment relationship at any time, for any reason not prohibited by law, with or without cause or notice.

Equal Opportunity Employer

Oak Creek Fire Protection District is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws.

Minimum Employment Requirements

The following are conditions of employment:

- Colorado or Equivalent Firefighter I Certification
- Colorado or Equivalent HazMat Awareness/AnnouncementOperations Certification
- Colorado or NREMT EMT-B

NOTE: Higher levels of certification will be considered and given additional points when determining applicants' ranking. This includes NWCG wildland certifications.

- Valid Driver's License (Must obtain a Colorado license within 30 days)

- Clean Driving Record
- Pass Criminal Background Check
- Pass District Structure Fitness Test (this is a pass-fail test)
- Pass NWCG Fitness Pack Test [Arduous Level] (this is a pass-fail test)
- Pass NFPA Announcement 1582 Firefighter Medical Physical
- Pass Drug Test (illegal drugs and non-prescribed medication)
- Reference Check

Structure Fitness Test

All qualified applicants will be required to take the OCFPD's fitness test. This test is based on the Biddle test. A full description of the test will be provided to those applicants that qualify for the test. In addition to the fitness test the candidate will be required to take an acrophobia test. This test will consist of climbing a 75' ladder at a 70-degree angle. The candidate must climb up and down the ladder (belayed) without stopping for more than a total of 30 seconds.

Panel Interview

Qualifying candidates will participate in a 20-to-30-minute interview with a panel. The panel interviews will be held at Stagecoach station (virtual accommodations may be available). The panel will ask the candidate questions in various categories pertaining to the position being offered. The candidate will be scored on the ability to answer questions correctly, attitude, demeanor, aptitude, and effective communication. Candidates will be assigned an interview day and time after the successful completion of the fitness test.

Chief's Interview

The top four candidates will be invited to the chief's interview. This interview will be used to select the top candidates for a conditional job offer. In the event the chief does not choose candidate, then the chief interview process will continue until a candidate is chosen.

Conditional Employment Period

The first two weeks of employment will be considered conditional employment. During this time the candidate will be required to complete and pass the NWCG Pack Test (arduous), pass, complete and pass an NFPA 1582 medical physical, pass a drug test (illegal drugs and non-prescribed drugs), pass a background check, reference check, and provide a clean DMV driving record.

NWCG Pack Test

During the first week of conditional employment, candidates selected for employment will need to complete a NWCG Pack Test (arduous). Candidates will be required to wear a 45-pound vest and walk a three-mile course in 45 minutes or less. This is a pass-fail test. If the selected candidate cannot pass this test prior to the conditional employment period, then the candidates will be terminated.

NFPA 1582 Medical Physical

During the conditional employment period the candidate will complete a NFPA 1582 medical physical examination at OCFPD's expense. This medical physical will consist of medical health history, physical examination, blood analysis (complete metabolic and lipid profile), urinalysis, infectious disease screening (tuberculosis and hepatitis), pulmonary function test, chest x-ray, EKG and cardiac risk assessment, cancer screening, audiometric exam, vision testing, vaccination review. Failure to pass this examination will result in termination.

Drug Test

During the medical examination the candidate will have a drug test. This drug test will test for illegal or non-prescribed drug use. A failure of this test will result in the candidate being terminated.

Background Check

A criminal background check will be completed on each candidate. All candidates are encouraged to be forthcoming and not try to hide any issues with the law. Failure of this background check will be grounds for termination.

Reference Check

The district will contact all references as well as preference employers to ascertain candidates' accuracy of application as well as their ability to perform this job.

DMV Driving Record

OCFPD will need a complete drivers record from the DMV before or during the conditional employment period. Records that include excessive speeding tickets, reckless driving, are any other instance of unsafe driving practices will be grounds for termination.

Applying For Position

All interested candidates for this position will need to send a cover letter and complete resume. A resume is considered complete if it includes work history with previous employers contact information. If you do not want us to contact a previous employer, please explain why. List any education, training, and certifications (do not include copies of certifications at this time). Provide at least three references with complete contact information. Send cover letter and resume to join@oakcreekfire.org no later than June 11th 2026, at 5pm (MST)