



## POSITION ANNOUNCEMENT Firefighter/ Paramedic

**MID COLUMBIA FIRE & RESCUE**  
1400 WEST 8TH STREET  
THE DALLES, OREGON 97058  
(541) 296-9445  
<http://www.mcfr.org>

**APPLICATION PERIOD CLOSES DEC. 5th AT 1700 HRS**

**Job Classification:** Firefighter/Paramedic

Mid-Columbia Fire & Rescue is currently recruiting for Entry Level Firefighter/ Paramedic's. These positions will fill current openings.

The District requires a full application with the required materials to apply:

- **MCFR Application (available on the Website @ MCFR.ORG)**
- **Resumé (optional)**
- **Documentation of completion of an NFPA 1001 Firefighter Academy**
- **Documentation of current Paramedic License or EMT (National or Oregon).**

If you do not currently hold a National or State of Oregon Paramedic License but anticipate obtaining a Paramedic License by the date of hire or are currently enrolled in a Paramedic Program you may still apply as a Paramedic Applicant. Please provide a letter of explanation.

**Salary Information:** The Firefighter wage scale:  
\$22.58/ hr to \$27.44/hr plus incentives (additional 5% EMT Intermediate, 10% Paramedic, and 2% AA - Fire Science Degree) Longevity pay at 15 & 20 years.

Entry Firefighter / Paramedic: \$74,592-\$94,789  
\*Top range includes incentives\*

Compensation with retirement contribution by District: \$84,016 - \$106,770



MCFR is a Social Security exempt organization, employees are not subject to 6.2% Social Security tax.

**Benefit Information:** Excellent benefits package to include Oregon PERS retirement with the Fire District paying the employee 6% contribution, Deferred comp 5% of base wage, 90% employer paid Employee and Dependent Health Insurance, Post Employment Health Plan 2% of base wage, and quarterly employer contribution to VEBA.



## Living Requirement: 100 miles

The fire district has a living requirement which necessitates employees to reside within a defined geographical area. The living restriction is one hundred (100) road miles from the main fire station (1) at 1400 W. 8th Street, The Dalles. While the living restriction allows for employees to live outside of the fire district, the Fire District Board of Directors encourages newly hired employees to be a part of our community and reside within the fire district boundaries.

## Important Dates:

- Application Closing Date: **DEC. 5<sup>TH</sup> 2023**, at 5:00 PM PST
- Onsite Assessment Center: **DEC. 12th, 2023**  
(Alternative test date may be requested on a case-by-case basis)
- Chiefs Interviews: **DEC. 13<sup>th</sup> & 14<sup>th</sup> 2023**
- Anticipated starting date: **January 2024**

**Application materials must be received by Dec. 5<sup>th</sup> by 5:00 PM PST**

## Contact Information:

Application materials may be hand delivered or mailed to:  
**Mid-Columbia Fire and Rescue**  
**Fire Station 1**  
**1400 W 8<sup>th</sup> St.**  
**The Dalles, Oregon 97058**

or electronically submitted to: [jobs@mcfrr.org](mailto:jobs@mcfrr.org)

## Assessment Center Scoring Information:

- Physical Ability Test (Validated essential functions exam)- Pass/ Fail
- Written Exam- Based on Firefighter General Knowledge - (40% of overall score)  
*-Minimum passing score for the written exam will be 75%*
- Oral Board Interview- (60% of the candidate score)

## Preference Points:

- Veterans Preference Points are available to candidates who qualify and will be added to the final score to determine placement on the list. **5 points** for Veterans **or 10 Points** for Disabled Veterans
- MCFR Volunteer in Good Standing or current employee: **5 Points**





**Department Overview:** Mid-Columbia Fire & Rescue (MCFR) is a combination all-hazard response agency which responds to approximately 4100 calls for service annually. The District is located along the shores of The Columbia River, approximately 80 miles east of Portland and protects the City of The Dalles, Wasco County's largest incorporated city and the county seat. We have two staffed stations. Fully staffed, MCFR has 5 Chief Officers, 1 administrative office staff, budgeted 24 Dual-Role Fire/EMS career line personnel, 6 EMS Single Role personnel, 6 Apprenticeship Firefighters and 6 Wildland Single Role personnel.



**Area Information:** The Dalles offers about 300 days of sun and receives only 14.5" of rain per year. Cyclists, Geocachers, hikers, hunters, fishers, history buffs, and wine aficionados are discovering our area. Steeped in history and culture, the area served as a center of Native American trade and culture for many years. Lewis & Clark camped along our shores, and here pioneers on the Oregon Trail made the decision to brave the Columbia River or go over Mt. Hood. With a district population of 21,000, The Dalles area is a great place in the Gorge for outdoor recreation and within less than a two-hour drive, you can see the high desert, lush forests, Mt. Hood in Oregon, Mt. Adams in Washington, and Portland. The Dalles is far enough from the city to be rural but close enough to enjoy the sights and sounds of an urban environment.

**Fire District Population:** 21,000

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## Job Requirements

**Age:** 18

**US Citizen:** Yes, or lawfully able to work in US

**High School Grad/GED:** Yes

**Valid OREGON State Driver's License:** A driver's license valid in Oregon

**Ability to Read/Speak English:** Yes

**Vision:** Specific vision abilities required by this job include close, distance, color, peripheral vision, depth



perception, and the ability to adjust focus.

**Fitness Evaluation:** Must pass a physical examination and fitness assessment (pre-employment)

**Necessary Certifications:** Oregon Licensed Paramedic or documentation of current enrollment in an accredited program. DPSST NFPA Firefighter 1 or equivalent (ProBoard or IFSAC) upon hire

**Specific Disqualifiers: Felony, Criminal Activity Disqualifiers:** Must pass DPSST Revocation and Denial Background Check.

**Driving Disqualifiers:** Recent suspensions, recent and/or DUII arrests or conviction(s).

**Drug Use Disqualifiers:** Must pass drug screen as part of the pre-employment process. Marijuana is included as a disqualifying drug.

