

# POSITION ANNOUNCEMENT

## Fire Lieutenant



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

**APPLICATION PERIOD CLOSES March 25<sup>th</sup>**

**Job Classification:** Fire Lieutenant

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

- MCFR Application – available at Business Office or Online at: [www.mcfr.org](http://www.mcfr.org)
- Supplemental Questionnaire Available at : [www.mcfr.org](http://www.mcfr.org)
- Resumé (optional)
- Documentation of required training: NFPA Fire Officer 1, NFPA Instructor 1, I-300 ICS, S290 Fire Weather, S230 Crew Boss or S231 Engine Boss and 3 years career experience working a rotating shift schedule.
- Documentation of current EMT, Advanced, Intermediate or Paramedic (National or Oregon).

### Salary Information:

**Current LT./EMT:** \$90,435 – \$ 94,967

Wage with Incentives: \$110,162

Incentives:

- 5% EMT Intermediate
- 10% Paramedic
- 2% AA – Fire Service Degree (or)
- 3% BA - Fire Science Degree
- Longevity at 10 yrs. (2%) & 20 yrs. (3%)

**July 2025 LT./EMT:** \$97,679 – \$102,563

Wage with Incentives: \$122,050

Incentives:

- 5% EMT Intermediate
- 12% Paramedic
- 2% AA – Fire Service Degree (or)
- 3% BA - Fire Science Degree
- Longevity at 10 yrs. (2%) & 20 yrs. (4%)



Kelly Days starting in July of 2026 as outlined in the new Collective Bargaining Agreement.

**Benefit Information:** Excellent benefits package to include Oregon PERS retirement. The Fire District pays Deferred comp at 3% of base wage, 90% employer paid Employee and Dependent Health Insurance, Post Employment Health Plan 4% of base plus incentives based on CBA, and quarterly employer contribution to VEBA.

Current Collective Bargaining Agreement: [Collective Bargaining Agreements - Mid-Columbia Fire and Rescue](#)

### Important Dates:

- Application Closing Date: **March 25<sup>th</sup>, 2025**, at 5:00 PM PST
- Onsite Assessment Center: **March 31st, 2025**
- Chiefs Interviews: **April 1<sup>st</sup>, 2025**
- Anticipated Start Date: **May 19<sup>th</sup>, 2025**

**Application materials must be received by March 25th 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@m CFR.org](mailto:jobs@m CFR.org)



### Assessment Center Scoring Information:

***Minimum passing score for the written exam will be 75%***

- Supplemental questionnaire, resume, experience, and training evaluation is 25% of final testing score.
- Written examination based on reading list is 25% of final testing score.
- (2) Five Minute Presentations that are 25% of final testing score.
- Oral Board interview is 25% of final testing score.
- Physical Ability Test (Pass/Fail)

Military and current employee preference points will then be applied.

### **\*Reading List for Examinations\***

Fire Department Incident Safety Officer – Jones and Bartlett (3rd edition)  
Fire Officer: Principles and Practice – Jones and Bartlett (3rd edition)

## 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 (Per Civil Service Rules): **5 Points**

**Department Overview:** Mid-Columbia Fire & Rescue (MCFR) is a combination all-hazard response agency which responds to approximately 4000 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)

**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.

### **Position Overview**

The Lieutenant is a company level line officer which supervises the daily activities of the assigned personnel and station. Along with emergency response duties, the Lieutenant is additionally assigned projects or assists Captains with their areas of responsibility. Lieutenants are generally assigned budget lines and are required to have excellent management, planning, and organizational skills. Lieutenants work under the direction of Captains and are required to support and enforce their direction while also exercising independent judgement within their scope of authority.

The Lieutenant is expected to embrace, support, and promote the Fire District's mission, values, and culture, which include:

- High ethical standards
- Active participation in teamwork
- Strong safety principles and safety awareness
- Providing outstanding customer service to internal and external customers.

