



Hiring Captain Shift Commander

(\$28.70-\$29.85/Hr) Base with built-in FLSA OT is approx. \$86,143 Starting, and \$89,588 beginning Year 2. Potential for up to 13% in incentive pay listed below

Application Close: 5/31/2022 5:00 PM PST

Description

At MCFR, the Shift Captain is the Supervisor for their assigned shift which includes 2 Staffed Fire Stations. Typical duties of the Shift Captain may also include: Building Maintenance, Apparatus Maintenance, Fire Equipment Maintenance or other assignments.

Compensation

\$28.70-\$29.85/Hr

Incentives:

- 5% Intermediate or 10% Paramedic
- 2% AA Fire Science or
- 3% BS (Degree Specific)
- Longevity pay at 15 and 20 years

Benefits

- 4% Deferred Comp.
- 2% Post Employment Health Plan
- Oregon PERS- Employer pays employee's 6% contribution
- Health Ins.- 90/10
- VEBA Plan



Overview

Mid-Columbia Fire and Rescue is located in The Dalles, Oregon serving the City of The Dalles and outlying areas. The community is located along the Columbia River in the beautiful Columbia River Gorge Scenic Area. The Fire District serves a population of approximately 20,000 residents and responds to about 3,500 calls for service annually out of two stations with 21 Fire Career Line Staff, 6 career EMS Only, 10 Volunteer Firefighters, 4 Chief Officers, and 1 Office Manager. The District also operates the transport ambulance service and has a modern fleet of ambulances and fire apparatus.

Req. Qualifications

- NFPA Fire Officer 1
 - NFPA Instructor 1
 - I-400 Advanced ICS
 - S290 and S230 or S231
 - 7 years of experience with at least 2 as a Company Officer
 - Oregon EMT
 - Reside within 30 miles of Fire Station 1 within 120 days of the time of hire.
 - Desired quals,- Fire Officer 2, S-330 Task Force/Strike Team Leader
- Note:** Request for exceptions to time in grade requirements must be made to the Civil Service Commission per the selection criteria.

Shift Captain Position

Position Description:

In 2021, MCFR responded to 3,522 calls for service and is a full-service all-hazards Fire, Rescue and EMS organization. The District operates the ambulance service for the community of The Dalles and surrounding areas.

The Shift Captain is the highest ranking line officer which supervises the daily activities of the assigned personnel and stations. Along with emergency response duties, the Captain is additionally assigned projects or areas of responsibility such as facility maintenance, apparatus maintenance, firefighting equipment and others. Captains are generally assigned budget lines and are required to have excellent management, planning, and organizational skills. Captains work under the direction of Chief Officers and are required to support and enforce their direction while also exercising independent judgement within their scope of authority.

The Captain 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; and
- Providing outstanding customer service to internal and external customers



Other 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.

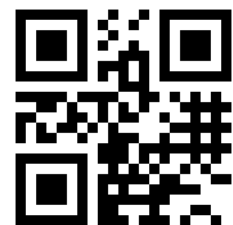
Fitness Evaluation: Must pass a physical examination and fitness assessment (pre-employment)

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 disqualifying drug.



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Shift Captain Position. Cont.

Application Process:

APPLICATIONS MUST BE SUBMITTED BY: May 31st, 2022 at 1700 hrs PST
Physical or electronic submission is acceptable. Application and Supplemental Questionnaire are available on our website: www.mcfr.org

Submit application, Supplemental Questionnaire, Professional Resume, copies of NFPA Fire Officer 1/ Instructor 1 equivalency (certification), ICS 300/400, completion of S-290 and S-230 or S-231, Oregon EMT License or greater, and other supporting documents to:

Mid-Columbia Fire and Rescue

1400 West 8th St.

The Dalles, OR, 97058

or electronically to djensen@mcfr.org

Assessment Process:

The assessment process will include:

- supplemental questionnaire, Resume, experience, and training evaluation,
- written examination,
- presentation, and
- oral interview

Military and current employee preference points will then be applied.

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 current employee or volunteer in Good Standing: 5 Points

The top 3 candidates who successfully complete the assessment center will be placed on the certified register. These candidates will be invited to the Fire Chief's interview for final selection from the entrance examination register.

Tentative Dates:

Application Period- May 10th- May 31st, 2022 at 1700 hrs PST

Assessment Center- Week of June 23rd

Fire Chief's Interview with top candidates- Week of June 27th



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