

NORTH LINCOLN FIRE AND RESCUE CAREER OPENING



2525 NW Highway 101

Lincoln City, Oregon 97367

(541) 996-2233

www.nlfr.org



We are seeking individuals who have a positive attitude, are engaged, and have a desire to positively contribute to a premier Fire District. If you want to be involved in an amazing community and be part of a dynamic team, then apply today!



ABOUT OUR DISTRICT

North Lincoln Fire and Rescue is a leader in the fire service on the Central Oregon Coast. We have 21 career firefighters and 20 volunteers serving the communities of Lincoln City, Otis, Rose Lodge, and Kernville. North Lincoln Fire and Rescues response area covers 80 square miles and joins in providing mutual and automatic aid agreements with our neighboring districts. The divisions within the Fire District are Administration, Operations, Support Services, and Fire and Life Safety. Our ISO Class 3/4 Fire District has six fire stations and a training facility. Two stations are staffed 24/7 by career crews. We operate two career engine companies. In 2023, North Lincoln Fire and Rescue responded to 3,374 calls for service. North Lincoln Fire and Rescue has a water rescue team that is trained in surface, swift, and surf water rescue. The District also participates in conflagrations deployments throughout the northwest.

THE POSITION

Captains perform supervisory firefighter duties for North Lincoln Fire & Rescue and are responsible for the direct command over assigned firefighter personnel. The duties and responsibilities of the Captain include drilling and instructing personnel in firefighting, fire prevention and rescue techniques and conducting building inspection activities in assigned areas. Captains perform administrative responsibilities for personnel management and for channeling directives from supervisors to subordinates.

To qualify for the position you will need:

- NFPA Fire Officer I
- Wildland Interface Firefighter Type I
- NFPA Driver and Apparatus Operator Equipped with a Pump
- NWCG Engine Boss (within 12 months)
- NFPA Hazardous Materials Operations
- EMT or higher certification
- Minimum of 3 years as a Career Firefighter

Firefighters are represented by the International Association of Firefighters (IAFF).

North Lincoln Fire and Rescue invites all qualified individuals to apply.

SALARY AND BENEFITS

Captain base wage scale (wages only):
\$70,626 - \$85,928

Incentives:

2% EMT Advanced

8% Paramedic

1% AA/AS Degree

2% BA/BS Degree

Annual FLSA Pay:

12.3 hours of overtime in addition to your base pay. FLSA Overtime can be paid or converted into Comp Time to a maximum of 144 hours. Annual FLSA Pay: \$5,674 - \$6,903.



Captain Pay:

Captain with FLSA and no incentives: \$76,300 - \$92,831

Captain with FLSA and Paramedic and BA/BS Degree: \$84,222 - \$100,752

Currently in contract negotiations. Wage increase expected in July, 2024.

NLFR is a Social Security exempt organization, employees are not subject to 6.2% Social Security tax once PERS eligible.

North Lincoln Fire and Rescue provides an excellent benefits package including:

- Medical + Dental + Vision for employee and family - 90% paid by the District.
- HRA VEBA contributions - paid by the District.
- District provided AD&D Insurance Benefits 24/7 - \$200,000
- District provided Life Insurance Benefit - \$50,000
- Employees accrue vacation starting at 144 hours per year.
- 12 hours of sick time per month.
- 12 hours of holiday time per month.
- Oregon PERS is 100% paid as the District pays both the Employee's and Employers 6%
- Employees can participate in a Deferred Compensation Plan with Employee/Employer matching up to 3%.

APPLICATION AND SELECTION:

North Lincoln Fire and Rescue is recruiting for Captain. This position will fill one current opening and establish a list for future vacancies. Candidates that meet the minimum qualifications and represent the skill set and desired traits for this position will be considered.

Important Dates:

Application Closing Date: **May 31st, 2024** at 5:00 pm

Anticipated Assessment Center: Week of June 10th, 2024

Anticipated Starting Date: July 1st, 2024

Applications are available on our website, www.nlfr.org

To apply for the position, please submit your application and copies of certifications to:

Applications materials can be hand delivered to:

NLFR, Station 14
2525 NW Highway 101
Lincoln City, OR 97367

Or Mailed to:

North Lincoln Fire and Rescue
PO Box 200
Lincoln City, OR 97367

Or Email to: kbond@nlfr.org

Candidates offered a conditional job offer will be required to pass a background check and pass an NFPA 1582 Physical.

North Lincoln Fire and Rescue is an Equal Opportunity Employer

