

## MCFR INFORMATION SHEET

**DATE:** March 24, 2022

**TO:** Civil Service Commission Members

**FROM:** Bob Palmer, Fire Chief

**ISSUE:** Revision to MCFR Civil Service Rules

**BACKGROUND:** Mid-Columbia Fire and Rescue initially adopted Civil Service Rules, on October 17, 2011, pursuant to Oregon Revised Statute. The rules are revised occasionally based upon need with the most recent revision occurring on July 30, 2020. A request for a change in the Civil Service Rules may be submitted at any time by the Board of Directors, Fire Chief, a department head, employee, or other interested party in a written communication to the Commission indicating the proposed change, and the reasons, therefore. Rule III, Sections 1 and 3 of the Civil Service Rules outlines the procedure for adoption of amendments to the Rules. After necessary study and consideration, the Commission may amend the Civil Service Rules as it believes proper.

It has come to the attention of Staff that, based on the recent incorporation of the Single-Role EMS program, there is a need to incorporate preference status for Fire District employees seeking to be employed in the entry level firefighter classification who are currently serving in an EMS classification. The Civil Service Rules currently allow preference status for all competitive entrance examinations to all active, in good standing, MCFR volunteer firefighters who have served a minimum of one year with the Fire District. The purpose of this amendment is to provide an equitable opportunity for preference status to single-role EMS employees with the desire to transition to the firefighter classification upon successfully meeting Fire District requirements for the position.

Staff is proposing to amend Rule VII, Applications and Examinations, Section 12, Volunteer Preference of the Civil Service Rules for the purposes described above. The recommended amendment to these Rules, attached as Exhibit "A" is being presented to the Commission for their consideration for adoption.

**BUDGET IMPLICATION:** None

**RECOMMENDATION/ACTION:** Motion to adopt Resolution No. 2020-01, "A resolution of the Mid-Columbia Fire and Rescue Civil Service Commission adopting amendments to the MCFR Civil Service Rules in conformance with Oregon Revised Statute".