



## POSITION ANNOUNCEMENT Entry Level Firefighter/ Paramedic

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



**APPLICATION PERIOD CLOSSES FEB 19<sup>TH</sup> TH AT 1700 HRS**

**Job Classification:** Entry Level Firefighter/Paramedic

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

**The District requires the following to apply:**

- **Completion of Fire District Application – Available @ [mcfr.org](http://mcfr.org)**
- **Documentation of completion of an NFPA 1001 or DPSST Firefighter Academy.**
- **Documentation of current Paramedic License (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, please provide an explanation with your application.

### **Current**

FF/Paramedic: \$77,951 – \$94,757

Wage with below Incentives: \$99,925

Incentives:

2% AA – Fire Service Degree (or)

Longevity at 15 yrs. (2%) & 20 yrs. (3%)

### **Starting July 2025**

FF/Paramedic: \$85,718 - \$104,191

Wage with below Incentives: \$109,773

Incentives:

2% AA – Fire Service Degree (or)

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

Updated January 2025



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  
www.mcfr.org/collective-bargaining-agreements](http://www.mcfr.org/collective-bargaining-agreements)

### **Important Dates:**

- Application Closing Date: **FEB. 19<sup>th</sup>, 2024**, at 5:00 PM PST
- Onsite Assessment Center: **FEB. 27<sup>th</sup>, 2024**
- Chiefs Interviews: **Feb. 28<sup>th</sup>, 2024**

**Application materials must be received by February 19<sup>th</sup> by 5:00 PM PST**

### **Contact Information:**

**Mid-Columbia Fire and Rescue  
Fire Station 1  
1400 W 8<sup>th</sup> St.  
The Dalles, Oregon 97058**

or electronically submitted to: **jobs@mcfr.org**

### **Assessment Center Information:**

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

- Written examination is 30% of final testing score.
- Oral Board interview #1 is 35% of final testing score.
- Oral Board interview #2 is 35% of final testing score.
- Physical Ability Test (Pass/Fail)

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 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 26 Dual-Role Fire/EMS career line personnel, 2 EMS Single Role personnel, 5 Apprenticeship Firefighters and 5 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:** Physical Abilities Test will be administered on exam date.

**MID-COLUMBIA**  
**FIRE & RESCUE**  
*The Dalles, OR*

**Necessary Certifications:** Oregon Licensed Paramedic. 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.

