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

Firefighter/Engineers are responsible for the protection of life, property, and the environment through prevention, suppression, and response to emergency medical calls. New firefighter/engineers will join a progressive District which invests in its people and equipment to provide high quality services to the communities we serve.

To qualify for the position you will need to:

- Be a minimum of 18 years of age.
- Possess a high school diploma or GED equivalent.
- Possess an Emergency Medical Technician (EMT) license or higher.
- Possess a NFPA Firefighter 1, Driver, and Hazmat Operations
- Possess an Oregon Drivers License and have an insurable driving record.
- Have the ability to obtain NFPA Apparatus Operator Equipped with a Pump within 1 year.

Firefighters are represented by the International Association of Firefighters (IAFF). North Lincoln Fire and Rescue invites all qualified individuals to apply.

SALARY AND BENEFITS



Firefighter/Engineer base wage scale (wages only): $60,242 - $73,294

Incentives:

8% Paramedic

2% EMT Advanced

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: $4,840 - $5,887.

Firefighter/Engineer Pay:

FF/Eng with FLSA and no incentives: $65,082 - $79,181

FF/Eng with FLSA and Paramedic and BA/BS Degree: $73,002 - $87,097

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 Firefighter/Engineer. 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: **March 22nd, 2024** at 5:00 pm

Anticipated Interview: Week of April 1st, 2024

Anticipated Starting Date: May 1st, 2024

To apply for the position, you must:

- Have your National testing network scores submitted to North Lincoln Fire and Rescue. A score of 70% or higher is required in all categories.
- Submit an application to the District. Applications can be found at www.nlfr.org

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

NORTH LINCOLN DISTRICT FIRE EMS #1 FIRE & RESCUE