# 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 29 FTE positions consisting of 21 career firefighters while also utilizing 32 volunteers to serve the communities of Lincoln City, Otis, Rose Lodge, and Kernville. North Lincoln Fire and Rescues response area covers 80 square miles and also provides mutual aid 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 the career crews. In 2025, North Lincoln Fire and Rescue responded to 3,587 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 wildland conflagrations deployments. throughout the northwest.

# THE POSITION

Captains perform mid-level supervisory duties for the District and are responsible for the direct command over assigned firefighter personnel. The duties and responsibilities include but not limited to Emergency Response, drilling and instructing personnel, fire prevention, rescue techniques, and conducting building inspection activities. Captains perform administrative responsibilities for personnel management and channel directives or policies from supervisors to subordinates. See Job Description for full list of duties.

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 4 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): $79,373 - $96,596

Incentives:

- 3% EMT Advanced
- 8% Paramedic
- 1% AA/AS Degree
- 2% BA/BS Degree
- 1% Surf Rescue

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: $6,376 - $7,758.

## Captain Pay:

**Captain with FLSA and no incentives: $85,749 - $104,372**

**Captain with FLSA and Paramedic and BA/BS Degree: $94,649 - $113,227**

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 the position of career Captain. This position will fill one anticipated 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: **November 13th, 2026** at 5:00 pm

Anticipated Assessment Center: Week of December 7th,

Anticipated Starting Date: January 15, 2027

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 will be required to pass a background check and annual NFPA 1582 Physical.

**North Lincoln Fire and Rescue is an Equal Opportunity Employer**