

MCCALL FIRE PROTECTION DISTRICT



CAREER OPPORTUNITY

Fire Captain

\$86,215.64 - 94,211.84 DOQ

(Paramedics are paid a 10% incentive off of the above base pay)

The McCall Fire Protection District, located near the shores of Payette Lake, is seeking highly motivated, experienced and visionary fire service professionals to serve in our beloved resort community.

Providing our community with caring service that exceeds expectations.



MCCALL FIRE PROTECTION DISTRICT

201 Deinhard Lane, McCall, ID 83638 | 208-634-7070 | mccallfire.com

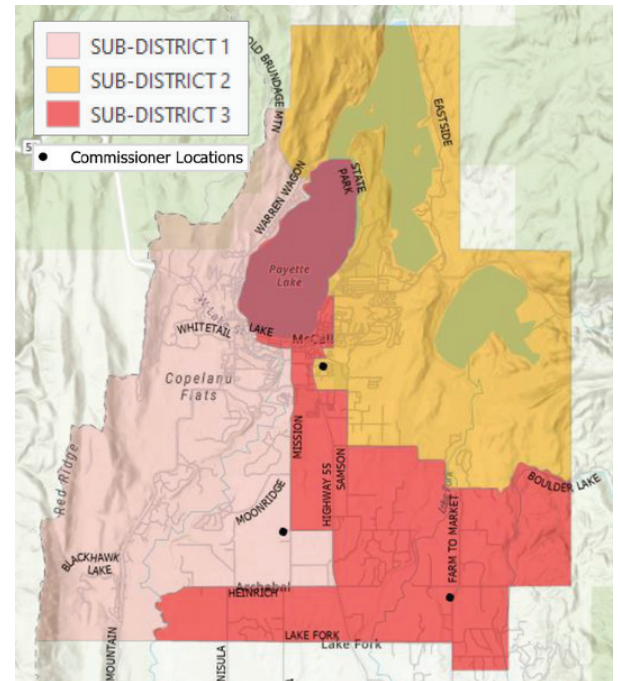
ABOUT THE DISTRICT

The McCall Fire Protection District is an “All Hazard” district, addressing various community needs and incidents to ensure positive outcomes. **Firefighters handle structural fires, vehicle extrication, backcountry rescues, swift water and ice rescues and wildland firefighting.** The District provides ALS transport services and covers approximately 100 square miles, including the City of McCall. It is managed by a Fire Chief and a 3-member Board of Commissioners.

The District has one staffed station with 15 full-time firefighters, a Fire Chief, a Deputy Chief, an Admin Director, an Office Administrator and 25 Paid-Call members.

OUR MISSION Provide caring services that exceed expectations.

OUR VALUES We strive for teamwork, integrity and excellence in all of our operations. We are a combination department with both career and paid-on-call members, offering 24/7 advanced medical life support.



This map helps illustrate the size of the district as it relates to the lake and the Commissioner Sub-District locations.



ABOUT THE POSITION

Under the direction of the Fire Chief or designee, the Fire Captain shall provide leadership, supervision, and coordination of fire suppression, rescue, and pre-hospital emergency medical service (EMS) operations. The Fire Captain is responsible for supervising assigned personnel, ensuring the highest possible level of fire, rescue, hazardous materials mitigation, and EMS services within the community.

The Fire Captain shall direct and participate in fire suppression activities, emergency medical and rescue services consistent with certification level, emergency services education, hazardous materials response, technical rescue operations, and other duties related to the fire service. The Fire Captain is responsible for ensuring that all operations are conducted safely, effectively, and in accordance with department policies, procedures, and applicable regulations.

Additionally, the Fire Captain shall oversee daily station activities to ensure efficient operation of personnel, equipment, training, inspections, maintenance, and documentation. This position is expected to provide leadership, mentorship, and performance management for assigned personnel while fostering a work environment dedicated to integrity, teamwork, professionalism, and excellence.

This position works a 48/96 schedule averaging 53 hours per week, inclusive of weekdays, weekends, and holidays.

Applicants must be physically fit to meet the demands of fire service, rescue, and supervisory operations, and able to work in an environment during periods of very inclement weather, heavy smoke conditions, dust, steep and rough terrain, and under physically and mentally stressful conditions. The position requires sufficient hand-eye coordination to perform and supervise technically skilled movements in less than favorable conditions, including the use of power tools, ladder operations, self-contained breathing apparatus, hydraulic rescue equipment, advanced EMS procedures, and other fire service-related and technical rescue functions.



COMPENSATION AND BENEFITS

All salaries and benefits are per the current Collective Bargaining Agreement (CBA) with IAFF Local 4564. Salary will be based upon qualifications.

NOTE: Captain/Paramedics are paid a 10% incentive of their base pay per year.

CLASSIFICATION	STEP 1	STEP 2	STEP 3
Captain Suppression	\$86,215.64	\$90,213.20	\$94,211.84

CLASSIFICATION REQUIREMENTS:

STEP 1 (Year 1): FFI, Haz-Mat Awareness and Operations, S-130, S-190, L-180 Wildland Firefighter 2. ICS 100, ICS 200, IS 700

EMS Certifications - EMT-Basic / Advanced Healthcare Provider/CPR

EMT - Paramedic ACLS, PALS, Healthcare Provider/CPR

STEP 2 (Year 2): FF2, Driver Operator

STEP 3 (Year 3 / Senior Firefighter): Fire Instructor I, Blue Card Command

In addition to Firefighter Step 1 through Step 3 requirements, the following Captain/Officer Step 3 requirements apply:

CAPTAIN/OFFICER STEP 1 (Year 1): Fire Officer I, ICS 300

CAPTAIN/OFFICER STEP 2 (Year 2): Fire Officer 2, ICS 400

CAPTAIN/OFFICER STEP 3 (Year 3): Chief approved officer development related classes from accredited institution. IE (NFA, EMI, CDP), Begin Executive Officer Training.

* All certifications can be IFSAC or equivalent.

ADDITIONAL BENEFITS

DETAILS

Retirement

Idaho PERSI - Rule of 80

Medical, Dental & Vision Insurance

District pays 100% of premiums for employees. For spouses/dependents, the District pays 100% minus \$25/month per individual. District also pays 100% of the deductible for the employee.

Life Insurance

District-paid AD&D life insurance

Uniform, PPE & Gear Stipend

District provides all required uniforms and PPE. \$300 annual gear stipend provided.

Sick Time

Accrues at 10 hours per month

Personal Leave Accrual

132 to 192 hours per year (based on years of service)

College Degree Incentive

Associate: 1%, Bachelors: 3%, Masters: 5% added to base salary. Capped at 5%. Only the highest degree applies

Longevity Pay

0.5% of base pay per year of service, added to monthly salary. Begins after probation. No cap.

Kelly Day Compensation

132 hours paid annually (5.1 hours at 1.5x rate every two weeks) in lieu of Kelly Days

Post Employment Health Plan (PEHP)

Available to all full-time members. Contributions possible - details available upon request

MINIMUM REQUIREMENTS

- Three years career (full-time employment in Fire and EMS) experience or service **or**; Five years concurrent experiences in Fire and EMS service and an active non-probationary member of the McCall Fire Protection District
- National firefighting certifications, or equivalent state or local certification/qualification:
 - Through Firefighter 2
 - Driver Operator and Pumping Apparatus Operator
- ICS-100, ICS-200, NIMS 700 certifications
- Current Idaho State EMT-B Licensure or EMT-P
- If a qualification standard (task-book) for Officer is adopted, it shall be completed
- Must be able to obtain wildland red card within first year of employment
- Current Blue Card certification (or obtained within one year of employment)
- Valid drivers license with a clean driving record
- Paramedics must have ACLS and PALS

PREFERRED & DESIRED QUALIFICATIONS

- Engineer experience
- Officer One
- Company Officer development
- HazMat Tech
- ALS Transport Experience Preferred
- Preference for applicants living within 30 miles of the Fire District



APPLICATION PROCEDURE

Interested candidates should complete the District Application (available online) at www.mccallfire.com/employment

Submit the application, attach a completed letter of interest, resume and copies of required and applicable certifications to recruiting@mccallfire.com

Any applications that are mailed or delivered in person will not be accepted.

CLOSING DATE: 5:00 PM MAY 8TH, 2026.

Applications received after this date and time will not be eligible.

**All application materials will be evaluated and only the most highly qualified candidates will be invited to continue in the selection process.*

SELECTION PROCESS

THE SELECTION PROCESS MAY INCLUDE ANY OR ALL OF THE FOLLOWING:

- Application Review
- Resume Review
- EMS Credential Verification
- Physical Agility Test
- EMS Written Exam
- Assessment Center
- Chief's Interview

EMPLOYMENT CONTINGENT ON:

- Reference Review
- Background Check
- Pre-employment NFPA 1582 Medical and Physical Assessments
- Drug / Alcohol screening

ADDITIONAL INFORMATION

SCHEDULE: This position requires a minimum of 53 hours per week

PROBATION: This position has a probationary period of one year.

CONTACT:

208-634-7070

recruiting@mccallfire.com

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McCall Fire Protection District is an Equal Opportunity Employer



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