



Deputy Chief of Operations

Competitive Pay & Excellent Benefits

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ABOUT KLAMATH COUNTY FIRE DISTRICT 1...

KCFD1 is a Special District governed by an elected, five-member Board of Directors. The District provides fire protection to 192 square miles in and around the City of Klamath Falls serving roughly 60,000 patrons with an ISO rating of 2/10. The District also provides ALS Transport services and is assigned Klamath County Ambulance Service Area #5 that covers a total of 490 square miles. The diverse area covered includes urban/suburban areas and rural/frontier as well.

In 2026 KCFD1 personnel responded to mitigate 9,346 calls for service.

As the largest paid department in Klamath County (KC), District personnel regularly interface with local and state partner agencies and fill leadership roles. The following are a representation of the organizations District personnel participate in; KC Fire Defense Board, KC Ambulance Advisory Board, Klamath Fire Prevention Cooperative, KC Cohesive Fire Strategy Work Group, 911 Advisory Committee, Klamath Interoperable Communications Group.

MISSION AND VALUES

We at Klamath County Fire District 1, are devoted to safeguarding the lives and property of our community, visitors, and neighbors by providing professional emergency services, with compassion, courtesy, integrity and fiscal responsibility.

We Value:

Customer Service – We are committed to providing the community with the highest level of professional and courteous customer service. We demonstrate absolute respect for each other and members of the public. We maintain a level of operational readiness to assure a decisive and effective response to emergencies for maximum life safety and protection of the environment through incident stabilization.

Integrity – We are honest and fair in our dealings with our customers and each other. We are honorable and respectful to our profession. We expect each other to promote trustworthiness, openness, and sincerity.

Teamwork – We promote teamwork through respect and courtesy, while upholding professional standards. We are accountable to each other and to the customers we serve.

Sense of Family – We are committed to promoting respect for one another, working together, and being caring, compassionate, and loyal to our families both at home and within the organization.

Fiscal Responsibility – We take very seriously the stewardship of public funds. Therefore, we practice ethical and fiscally prudent spending in order to maintain operational readiness that fosters public trust.

Position Overview

Under the direction of the Fire Chief, the Deputy Chief of Operations is responsible for the organization and coordination of fire suppression programs and emergency medical service (EMS) programs to ensure effective service delivery in compliance with federal and state laws and regulations and to ensure expenses and revenues are properly managed. The position is responsible for overseeing, evaluating, and coordinating the actions of personnel engaged in Emergency Response Operations in cooperation with the Deputy Chief of Support Services. The Operations Division provides emergency response services to the citizens of Klamath County Fire District 1 (KCFD1), including response for fire suppression, rescue, hazardous materials response, and ALS/BLS emergency medical response, transport, and inter-facility transfers.

SCHEDULE

This is a full-time, 40 hours a week, Monday-Friday position; however, this position participates in the Duty Chief Rotation and evening and weekend work is required. This is a uniformed, salaried position and frequently results in working greater than 40 hours a week.

IDEAL CANDIDATE PROFILE

The District is seeking a leader who can identify with and build upon its existing Culture, Mission, and Values while further enhancing their achievement. The ideal candidate will be a well-educated and experienced Fire Service professional with a proven track record of successful leadership in a similarly sized or larger organization. Significant background in delivering a full range of Fire and Emergency Medical Services, including Advanced Life Support (ALS) transport, across urban, suburban, and rural environments.

Familiarity with the complexities of Wildland Urban Interface firefighting, experience with inter-agency coordination, and service on an Incident Management Team. The candidate must also have a passion for fostering strong relationships, inspiring trust and building lasting support among District personnel and Klamath Falls community.

QUALIFICATIONS

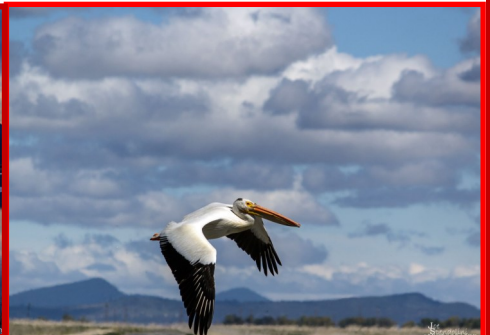
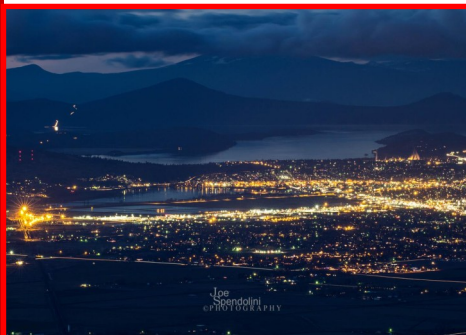
Experience: To qualify for this position, you will need three (3) years of supervisory experience with at least one (1) year as an AIC Battalion Chief or Battalion Chief, or equivalent. Eight (8) years paid full-time emergency response experience with a paid or combination fire agency of equal or greater size complexity.

Basic working knowledge of Microsoft Outlook, Word, Excel, Fire/EMS reporting and staffing systems

Education: An Associate or Bachelor's degree in Fire, Business or EMS Administration or closely related field. * A combined education and experience level may commensurate with a Bachelor's degree, as determined by the Board, in its sole discretion.

Certifications/Licenses

- ◆ Oregon or National Registry EMT License
- ◆ NWCG Engine Boss (or equivalent)
- ◆ NIMS—ICS 100, 200, 300, 400, 700, 800
- ◆ Blue Card IC (or ability to obtain within 1 year)
- ◆ NFPA HazMat Materials Operations Level Responder
- ◆ NFPA Fire Officer 2 (or equivalent)
- ◆ Valid Oregon Driver's License (within 30 days of hire) and insurable driving record



COMPENSATION & BENEFITS

A residency requirement applies to this position. Residency with 15 minutes normal driving time of the Fire District boundaries is required.

The current annual salary range for this position is \$155,427.28—\$160,090.10. Salary placement is dependent upon experience, and qualifications.

Klamath County Fire District 1 also provides an excellent benefits package including:

Insurance Benefits:

- ◆ 100% Employer paid Medical/Dental/Vision (employee & family)
- ◆ Voluntary Long & Short Term Disability Insurance
- ◆ Employer paid Life and AD&D Insurance – Policy Value of \$20K
- ◆ Voluntary Accident/Hospital/Cancer Coverage
- ◆ Health Reimbursement Arrangement (HRA-VEBA) employer contribution (\$1242-\$6721 annually)
- ◆ Flexible Spending Accounts—Medical and Dependent Care

Vacation, Sick, Holiday, Personal Leave

- ◆ Vacation is accrued at 18.67 hours per month/224 per year
- ◆ Sick leave/PTO is accrued at 12 hours per month
- ◆ 40 hours per year personal leave
- ◆ 10 compensated holidays per year

Additional Benefits

- ◆ District Vehicle provided
- ◆ District Cell phone provided

Retirement

- ◆ Oregon Public Employee Retirement System (PERS); *Effective July 1st, 2026 employer pickup of required 6% PERS employee contribution.
- ◆ Deferred compensation (Section 457b Plan) for employee's retirement planning— optional

If you have any questions or wish to explore this opportunity further, please visit www.kcfd1.com/careers, or contact Human Resources. Email: ehermann@kcfd1.com





APPLICATION & SELECTION PROCESS

Candidates can complete an application (Employment Application, resume, response to Supplemental Questions, and any other supporting documentation deemed appropriate) online at www.kcfd1.com/careers. Or, you can request an application packet to the address below by:

Klamath County Fire District 1

Attn. Human Resources
143 North Broad Street
Klamath Falls, OR 97601

Selection Process

Candidates will initially be screened based on their qualifications for this position as evidenced by their education and experience.

Application deadline: April 24th, 2026*

Assessment Center Date: May 5th, 2026

Chiefs Interview (Successful & Invited): May 6th, 2026

**Applications will be reviewed on a rolling basis. Candidates selected to progress to the assessment center will be notified as soon as possible to allow sufficient time for travel arrangements, particularly for those traveling from outside the area.*

Recruitment Process Includes:

- ◆ Prescreening of Applications & Questionnaire
- ◆ Onsite Skills Assessment
- ◆ Onsite Panel Interview
- ◆ Chiefs Interview
- ◆ Conditional Offer (if external candidate)
- ◆ Final offer

Klamath County Fire District 1 is an Equal Opportunity Employer.





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