

*Garner Fire-Rescue, Inc.*

**FIREFIGHTER POSITION ANNOUNCEMENT**

The Garner Fire-Rescue, Inc., in their desire to provide more efficient and effective fire protection for the citizens of their area, announces that they are accepting Firefighter applications. All persons interested in applying for the position are encouraged to do so.

**Salary**

Starting probationary salary while in the Wake County Fire Academy -\$39,957. Upon completion of the academy starting salary becomes \$41,954. Garner firefighters are paid bi-weekly.

**Hours of Work**

M-F (8-hour days) during the academy  
After the academy - 24-hour rotational shift (A, B, C).

**Benefits**

- **Uniforms**  
All firefighters are furnished complete uniforms, which include dress, work, and protective clothing for firefighting purposes.
- **Sick and Vacation Leave**  
Due to the probationary status of this position, the sick and vacation leave policy will be discussed at time of hire.
- **Paid Holidays (observed by the State of North Carolina)**
- **Medical and Dental Insurance**  
Medical and dental insurance is provided for all full-time employees. Employee may provide coverage for family at his/her own expense.
- **Retirement**  
All full-time Garner Fire-Rescue employees are members of the North Carolina Local Governmental Employees' Retirement System and are vested after five (5) years of participation. Both the employee and Garner Fire-Rescue currently contribute a portion of each employee's gross salary per paycheck.
- **Life Insurance**  
Life insurance is provided for all full-time employees.
- **Workers' Compensation**  
Workers' Compensation benefits are payable for injuries arising out of and in the course of employment.

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- **NC State Firemen's Association**  
Every member on the NCSFA's roster receives Accidental Death and Dismemberment Insurance.
- **Volunteer Firemen's Insurance Services, Inc.**  
Accident and sickness coverage is provided for every member, which includes an accidental death benefit.
- **Longevity**  
All full-time employees are entitled to longevity pay according to the following schedule:

1.25% of yearly gross salary	After 7 years of service
2.50% of yearly gross salary	After 10 years of service
- **401k Supplemental Retirement Plan**  
GFR contributes fifty dollars (\$50) or 5% of gross salary (whichever is higher) per pay period per full-time employee. The employee may contribute any amount on their own within the limits of the plan. Employee contributions are payroll deducted each pay period. It is administered by Prudential.
- **Disability Salary Continuation Plan**  
This GFR funded program is an income protection plan designed to provide for a reasonable continuation of a portion of your salary should you suffer the misfortune of an accident or illness. All full-time employees are automatically covered by the plan after completing one (1) year of employment.
- **Garner Fire Rescue Benevolent Fund**  
This program is specifically funded by the paid employees of GFR. Each employee will contribute two dollars (\$2) from each paycheck to be deposit into the benevolent fund. The fund is used to support firefighters and firefighter's retirements. The fund is governed by a board of directors and reflects the best interest of the members and the department.

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### **HOW TO APPLY**

To be considered for employment, you must return (electronically, mail, email, in person or fax) your application package along with a **PERSONAL RESUME** and the below listed prerequisite attachments, no later than **June 3, 2022** to the attention of the Hiring Manager.

- 914 Seventh Avenue, Garner, NC 27529- *Administration Physical Address*
- PO Box 441, Garner, NC 27529 – *mailing address*
- <http://www.garnerfire.com/>– *Website*
- [employment@garnerfire.com](mailto:employment@garnerfire.com) - *Email*
- <https://www.surveymonkey.com/r/BQHPPXN>-*Online Application (Additional Attachments Required)*
- *Fax – 919-662-0158*

### **Employment Prerequisites:**

**(Documentation of below requirements MUST be presented when returning completed application package, your application will not be processed without the requirements below).**

- Copy of diploma or certificate from high school or GED completion, or college degree. Must have graduated by no later than July 1, 2022. (If you are graduating this year, provide date and we will ask for documentation after you graduate.
- Copy of your valid Driver's License (NC Class B license is required within 12 months of employment is required)
- A Personal Resume
- Must be 18 years of age by October 3, 2022.

### **Necessary Special Qualifications**

- Applicant must pass a medical examination (NFPA 1582 and cleared for SCBA respirator use outlined in OSHA 1910.156 and 1910.134).
- Applicant must pass a drug test.
- Applicant must pass a written comprehension test.
- Applicant must pass a physical agility test.
- Applicant must have a satisfactory criminal and driving record.

Employee will be required to participate in Federal and State Programs for taxes, social security, unemployment insurance, GFR Benevolent Fund and retirement.

**\*Testing/Interviews - (You will be notified with more information after the application process.) \***

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**Hiring process and academy timelines**

Application Period	May 2-June 3, 2022
Open house (Station 1, 503 W. Main St.)	May 19, 2022 (2:00-4:00pm) & (6:30-8:30pm)
Practice Agility Tests (optional) (Wake County Fire Training Center, 5413 Shearon Harris Rd. New Hill, NC 27562)	July 8, 2022 (9:00-12:00) July 16, 2022 (9:00-12:00)
Written Comprehension Test	The week of July 11 <sup>th</sup>
Physical Agility Test	The week of July 18 <sup>th</sup>
Interviews	The week of July 25 <sup>th</sup>
Contingent Job Offers	First week of August
Medical Exams, Drug Tests, Background Checks	August
Orientation	September
Academy start date	October 3, 2022

\*All dates and times are subject to change. \*

**POSITION CLASSIFICATION  
FIREFIGHTER**

**NATURE OF WORK**

- Work involves the control and extinguishing of fires; administering medical care; protection of life and property; maintenance of fire department equipment, buildings, and property; and related work as required.
- Employees of this class are required to learn and participate in the operation and performance of hazardous tasks under emergency conditions which may require strenuous exertion under such handicaps as smoke and cramped surroundings.
- Although firefighting is the most difficult and responsible area of activity, the major portion of time is spent: drilling and studying methods, techniques and organization, and in routine duties involved in the care and maintenance of fire department property and equipment.
- Instruction and training in work methods are continuously received and superior officers give specific orders and directions during firefighting operations, but the work requires initiative and thorough individual understanding of firefighting methods.

**ILLUSTRATIVE EXAMPLES OF WORK**

- Respond to fire alarms with a company; operates auxiliary equipment; lays and connects hose; holds nozzles; direct water streams; raise and climb ladders; uses extinguishers, pike poles, axes, saws, and other equipment; and ventilates burning buildings using appropriate methods and tools.
- Administer medical care at the EMT-B level, and act in roles of a technical rescuer.
- Perform salvage and overhaul operations.
- Participate in training and drills in all aspects of fire protection.
- Perform general maintenance work in the up-keep of fire department property; clean, washes, and paints walls, ceilings, and floors; makes minor repairs to property and equipment; wash and dries hose; wash, cleans, polishes, and tests apparatus.
- Relays instructions, orders, and information; give location of alarms received from dispatcher.
- Perform related work as required.

**DESIRABLE KNOWLEDGE, ABILITIES, AND SKILLS**

- Some knowledge of the street/road system and physical layout of the service area is desirable.
- Must have ability to climb ladders and work at heights.
- Must have ability to learn a wide variety of firefighting duties and methods within a reasonable period of time.
- Ability to establish and maintain effective working relationships with other employees and the general public.
- Ability to understand and follow oral and written instruction.