

Garner Fire-Rescue, Inc.

The Garner Volunteer Fire-Rescue, Inc., in their desire to promulgate more efficient and effective fire protection for the citizens of their area, announces the accepting of applications for the position of Firefighter.

Salary

Starting salary for a Garner Firefighter is \$49,602 annually. Garner firefighters are paid bi-weekly.

Hiring Bonus Program

Town of Garner has implemented a hiring bonus program. The program allows a \$3,000 hiring bonus paid in three installments. Installments are \$500 at time of hire, \$1000 at six months and \$1,500 after one year.

Hours of Work

48-hr rotational shift (A, B, C) trial beginning in early 2024.

Benefits

- **Uniforms**
All firefighters are furnished with 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. Employees may provide coverage for family at his/her own expense.
- **Retirement**
All full-time Garner Volunteer Fire-Rescue's 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 Volunteer Fire-Rescue, Inc. 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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- **State Death Benefit**
According to North Carolina General Statute 143-166, when a firefighter is killed in the line of duty (defined in N.C. Gen. Stat. §143-166.2(c)) or during the discharge of official duties (defined in N.C. Gen. Stat. §143-166.2(f)), the NC Industrial Commission shall award a death benefit to the beneficiary(s).
- **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**
GVFR 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 GVFR 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 GVFR. Each employee will contribute two dollars (\$2) from each paycheck to be deposited 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 interests 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 by fax) your application package along with a **PERSONAL RESUME** and the below listed prerequisite attachments, to the attention of the Hiring Manager.

- 914 Seventh Avenue, Garner, NC 27529- *Administration Physical Address*
- <http://www.garnerfire.com/> - *Website*
- employment@garnerfire.com - *Email*
- <https://www.surveymonkey.com/r/5DDKD5T-> *Online Application (Additional Attachments Required)*

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 your valid Driver's License (NC Class B License is required within 12 months of employment is required)
- FF Level II Certification (IFSAC, ProBoard, DOD)
- NC EMT Certification
- NIMS 100,200,700, & 800 Certifications
- NC Hazardous Materials Operations Certification (IFSAC, ProBoard, DOD)
- NC TR and VMR Certifications (or ability to obtain after employment)
- A Personal Resume

Necessary Special Qualifications

Applicant must be at least 18 years of age by start of employment

Applicant must pass a medical and physical examination with drug test as required in N.F.P.A. 1001 Firefighter Professional Qualifications 1981; or a comparable medical and physical examination designated by the Corporation.

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

Applicant must possess a satisfactory motor vehicle record.

Testing - (You will be notified if you are invited to participate in our testing process.)

**POSITION CLASSIFICATION
FIREFIGHTER**

NATURE OF WORK

- Work involves the control and extinguishing of fires; administering first aid; 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 first aid, assists in rescue work.
- 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.