



Fire & Rescue

Thank you for your interest in becoming a City of Franklin Full-time Firefighter/Medic (ALS only). ***We are offering a sign on bonus for EMT-Intermediate \$4,000 and Paramedic \$7,500.*** This document contains additional information about our hiring process, eligibility requirements, and salary and benefits.

Firefighter/Medic Responsibilities

- Participates in the response to fire, medical, hazardous materials, and other emergencies.
- Responds to fire alarms with a company; lays and connects hose; holds nozzles and directs water streams; climbs ladders; uses chemical fire extinguishers, bars, hooks, lines, and other equipment.
- Ventilates burning buildings by opening windows and skylights or by cutting holes in roofs and floors.
- Provides emergency medical service and transport to victims that are sick or injured.
- Performs salvage operations such as applying salvage covers, sweeping water, and removing debris.
- Participates in company training and attends training classes on apparatus operation, firefighting, emergency medical operations and care, and related subjects; studies assigned materials relating to firefighting, emergency medical services (EMS), and community risk reduction.
- Trains volunteers and new employees.
- Attends additional training to maintain job related certifications.
- Inspects buildings and premises for familiarization; checks for fire hazards; prepares pre-incident surveys.
- Operates fire apparatus and assumes command of a fire company on an occasional basis in the absence of an officer.
- Performs daily and monthly inspections of fire/EMS apparatus, vehicles, and equipment to ensure a state of readiness or return to service.
- Performs general maintenance and cleaning work in the upkeep of departmental apparatus, equipment, and structures; cleans kitchen, sleeping quarters, walls, and floors; washes, hangs and dries hose; washes, cleans and polishes apparatus.
- Checks and installs child safety seats.

- Will actively participate in a fitness program and will maintain an acceptable level of personal fitness. Will take and pass a physical ability test consistent with my rank and assignment at least annually, or as determined by Departmental Policy. Understand that maintaining an adequate level of fitness and passing the physical ability test is a requirement of continued employment.
- Performs related work as required.

Firefighter/Medic Knowledge

- Knowledge of modern firefighting techniques and equipment.
- Knowledge of the geographical service area.
- Knowledge of the laws and regulations relating to the control and prevention of fire.
- Knowledge of personal computers for use in word processing and electronic communications.
- Skills in the operation of assigned equipment and apparatus.
- Skill in oral and written communication.
- Skill in the exercise of sound judgement during emergency situations.

General Eligibility Requirements (must be met as of date of application closing date):

- Must be at least 18 years of age
- Must have a High School diploma, GED, or equivalent
- Must have a valid driver's license
- Must be a U.S. citizen or legally eligible to be employed.
- Emergency Medical Technician (EMT-Intermediate or EMT-Paramedic)
- Must agree to sign a No Tobacco Use Agreement, which prevents an individual from using any tobacco products at any time, on or off duty, while employed by the City.
- Must meet the medical requirements set forth in NFPA 1582, Chapter 6: *Medical Evaluations of Candidates*

Preferred Requirements:

- Completed TEMS Regional Sanctioning Process and Released
- Firefighter I
- Firefighter II
- Emergency Vehicle Operation Course (EVOC)

Automatic Disqualifiers Include

- **MUST NOT** have any conviction under the Office of Emergency Medical Services disqualifiers.
- **MUST NOT** have possessed marijuana within two (2) years of application for this position.
- **MUST NOT** be a current illegal drug user OR have ever illegally possessed in the past three (3) years any drug or controlled substance which would constitute a felony.

- **MUST NOT** have been convicted or found guilty of any crime involving the use, possession, or distribution of illegal drugs with the exception or final release dates that occurred at least five (5) years from the date of your application. Additionally, you must not have committed any additional crimes of this nature. Refer to additional information on the [Office of Emergency Medical Services](#) website.

Physical Requirements

Firefighter/Medic must have the agility and physical strength to do prolonged and arduous work under adverse conditions. This includes but is not limited to the ability to lift, move, and maintain position on items (e.g. charged hoses) up to 90 pounds; push objects up to 25 pounds; pull objects from 25 to 50 pounds, and lift or pull victims weighing more than 150 pounds.

Driver's License Requirement

Franklin Fire & Rescue requires its Firefighter/Medic to have a valid driver's license in their current state of residence as a condition of employment. You may refer to the Department of Motor Vehicle (DMV) website for more information on driving and license requirements. All applicants must have a valid Driver's License that lists current residence in order to be considered for a firefighter position.

- **MUST** have a point balance of -5 or better (or equivalent, if a non-Virginia resident) on their DMV record in order to apply, however, if a job offer is extended, applicant must have a point balance of -3 or better.
- **MUST NOT** have been convicted of driving under the influence of alcohol or drugs, convicted of a felony or assigned to any alcohol safety action program or driver alcohol rehabilitation program, hit and run, or operating on a suspended or revoked license with the past five (5) years.

Hiring Process

- **Application Packet Review**

Franklin Fire & Rescue and Human Resources personnel will review applicant packages. The formula for selection focuses on individuals with more positive attributes and fewer negative. Applicants may be disqualified from the applicant pool at this point and will not be notified of this action.

- **Written Assessment Exam**

The written examination consists of questions involving mathematics, reading comprehension, and problem solving.

- **Physical Agility Test**

Applicants must have the ability to pass a physical agility test to continue in the recruitment & selection process. If you are unable to successfully pass the Physical Agility Test, your application will be closed.

- **Panel Interview**

Panel Interviews are formal interviews. Applicants chosen by the Human Resources and Franklin Fire & Rescue Chiefs will receive a panel interview. After all interviews are completed, the panel will forward the results to the Chiefs for consideration. The Chief Officer responsible for the hiring of new recruits reviews all applicant recommendations and information before making the decision to make an offer to the candidate(s).

- **Conditional Offer of Employment**

If vacancies exist, the Chief will select applicants and provide a conditional offer of employment. During the conditional offer portion of the process, the applicant agrees to successfully complete a psychological examination, background checks, and pre-employment medical examination and drug screening.

- **Psychological Examination**

The applicant will be scheduled for a psychological examination. The results will be reviewed. If the results are acceptable, the applicant will move to the next step. If the results are unacceptable, the applicant will be disqualified from the applicant pool.

- **Background Check and DSS Investigation**

A background investigation includes employment verification, Virginia Office of EMS eligibility check and reference checks along with a complete review of your criminal and driving records. Successful applicants will move to the next step. If the background check is unacceptable, the applicant will be disqualified from the applicant pool.

- **Pre-Employment Medical Examination and Drug Screening**

The applicant will be asked to participate in medical and drug examinations. The City of Franklin Fire and Rescue follows the National Fire Protection Association (NFPA) 1582 medical guidelines. If the applicant is successful and vacancies exist, he or she will move to the final step. If the medical results with the drug screening are unacceptable, the applicant will be disqualified from the applicant pool.

- **Final Contractual Employment Agreement**

If a firefighter/medic vacancy exists and the applicant has been successful in completing the requirements, the City of Franklin Fire and Rescue will present a final conditional offer of employment to the applicant. If all requirements have been met, the applicant will be hired.

Salary and Benefits Information

- **Salary Information:**

All firefighters are hired at the level of Probationary Recruit, regardless of experience or education, unless an applicant is entering into a pre-qualified process (will be noted during time of job announcement). Upon completion of the probationary period, employment requirements, and related training, candidates will be moved to the Firefighter/Medic position level and may be eligible to receive

incentives for education and approved certifications. **Sign on bonus will be given after completion of the TEMS Regional Sanctioning Process and additional requirements.**

- The starting salary for EMT-Intermediate is \$46,000 and Paramedic \$51,855. the salary is dependent upon having NFPA 1001 Firefighter 2 and being released to practice by the Operational Medical Director.
- Perks and Benefits for EMT-Intermediate can include an additional \$7,196 increase to the annual salary.
- Perks and Benefits for Paramedic can include an additional \$8,114 increase to the annual salary.
- Employer sponsored Healthcare [Health Insurance 2021 Premiums](#)
- Virginia Retirement System
- Life Insurance
- Tuition Assistance Program
- Health and Wellness Programs

Firefighter's Schedule:

Our firefighters work a 24-hour day (average of 10 days a month), 21-day Kelly schedule.

Rank Structure

- Fire Chief
- Deputy Chief
- Captain
- Lieutenant
- Firefighter/Medic
- Firefighter/EMT
- Probationary Recruit

Contact Information

If you have questions regarding the recruitment & selection process not answered in this document, contact the Human Resources Department at (757)562-8508 or email: jobs@franklinva.com.

The City of Franklin is an Equal Opportunity Employer.