CITY OF FITZGERALD

FIRE DEPARTMENT

315 E. Pine Street
Fitzgerald, GA 31750
229-426-5030

FLSA Status: Non-Exempt
Risk Code: 7720
EEOC Code: 4
Salary Range: $38,600-$41,670
Pay Cycle: 106

JOB DESCRIPTION

POSITION: ***Firefighter Private***

REPORTS TO*:* Shift Captain

JOB SUMMARY

This is skilled work in combating, extinguishing and preventing fires, in answering emergency calls, and in the operation and routine custodial maintenance of department equipment, apparatus, and quarters. Work involves training for and participating in the duties of protecting life and property through the performance of firefighting. Employees of this class are required to learn and participate in the operation of apparatus and the performance of hazardous tasks under emergency conditions, which may require strenuous exertion under such handicaps as smoke, fire, heat, and cramped surroundings. Work is usually performed in accordance with explicit instructions, as well as define procedures; however, the performance of work requires initiative and a thorough understanding of firefighting and fire prevention principles and methods.

MAJOR DUTIES

- Responds to alarms of fire or other emergencies with a company; operates pumps and auxiliary equipment; lays and connects hoses, ventilates burning buildings, raises and climbs ladders, uses chemical extinguishers, lines and related equipment; uses emergency equipment such as automatic external defibrillators.
- Removes persons from danger and performs salvage operations such as throwing protection covers, sweeping water and removing debris.

- Participate in fire drills, public education and attends classes in firefighting and related subjects; inspects buildings and premises for compliance with fire prevention ordinances, for pre-planning and familiarization activities.
- Performs general custodial work in the upkeep of departmental apparatus, equipment, and structures; cleans and washes walls and floors; washes, hangs, and dries hose; washes, cleans, and polishes apparatus.
- Participates in the program to inspect and become familiar with buildings, fire hydrants, and alarm boxes.
- Communicates with other firefighters and supervisors during fire and emergency calls by mobile and/or portable radio.

KNOWLEDGE, SKILLS, AND ABILITIES

- Skill to operate the tools and equipment necessary for combating and extinguishing fires and any other duties so described by supervisor.
- Ability to communicate effectively, orally and in writing.
- Ability to learn the street system, physical layout, and principle buildings of the city and adjacent areas.
- Ability to learn a variety of firefighting duties, evolutions and methods including the operation and use of firefighting tools and apparatus, within a reasonable working test period.
- Ability to climb ladders and work at considerable heights.
- Ability to understand and follow oral and written instructions
- Ability to establish and maintain an effective working relationship with other employees, city officials and the general public.
- Ability to perform strenuous tasks frequently under adverse conditions; good physical condition is required.
- Ability to perform moderate to heavy lifting, from 25 pounds to in excess of 100 pounds during emergencies or as necessary.
- Ability to frequently bend by flexing upper body forward during emergencies or as necessary.
- Ability to crawl along a surface during emergency situations
- Ability to frequently turn, twist, push, or pull with upper body extension

PHYSICAL DEMANDS/WORK ENVIRONMENT

Environment

This position works a 24-hour shift, every third day. The employee may regularly work in outside weather conditions. The employee occasionally works near moving mechanical parts and in high, precarious places and is occasionally exposed to wet and/or humid conditions, fumes or airborne particles, toxic or caustic chemicals, the risk of electrical shock, and vibration. The noise level in the work environment is usually moderate, except during certain firefighting activities when noise levels may be loud.

Physical Demands

While performing duties of this job, the employee is frequently required to stand, walk, use hands and fingers to handle or operate objects, tools, or controls, and reach with hands and arms. The employee is occasionally required to sit, climb or balance, stoop, kneel, crouch, lift people, or crawl. The employee must frequently lift and/or move up to 10 pounds and occasionally lift and/or move up in excess of 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Tools & Equipment Used

Fire apparatus, breathing apparatus, fire pumps, hoses, ladders, radio and other standard firefighting equipment.

SPECIAL CERTIFICATIONS AND LICENSES

- Firefighter I Certification.
- Hazmat Tech Certification.

DRUG AND ALCOHOL COMPLIANCE

- In accordance with the City of Fitzgerald's Drug and Alcohol Policy, all job applicants offered employment will undergo testing for the presence of illegal drugs and alcohol as a condition of employment. In the course of employment, employees are subject to random, reasonable suspicion, post-accident, and routine fitness for duty testing for illegal drugs and alcohol use.
- Employees are prohibited to work under the influence, to possess, to distribute or to sell illegal drugs in the workplace or abuse alcohol on the job.
- Confirmed positive is reason for denial of employment and/or termination.

MINIMUM QUALIFICATIONS

- Must be 18 years of age.
- Must have a high school diploma or GED.
- Must have a valid State of Georgia driver's license

- Must successfully pass a physical agility test.
- Must successfully pass drug test and background check.
- Must demonstrate interpersonal skills, understand instructions, and formulate reports efficiently and accurately.
- Must possess State of GA Firefighter I certification or have the ability to obtain certification within one year.

Reasonable accommodations will be made for otherwise qualified individuals in accordance with the Americans with Disabilities Act.

COMPENSATION

Compensation is based on rank, qualifications, experience, and the Fitzgerald Fire Department's established salary schedule. Firefighters' work week is based on 53 hours instead of the standard 40-hour work week. The current salary schedule for Firefighters is as follows:

- Private- Level I (not certified): **$13.52 /hour | $38,694.24**
- Private- Level II (certified): **$14.56/ hour | $41,670.75**

Longevity Pay: Employees are eligible for additional annual longevity compensation based on years of continuous service:

- **2 years** - 2%
- **5 years** -7 %
- **10 years** - 15%
- **20 years** - 25%

Education and Certification Incentives: Employees may be eligible for additional annual compensation for approved educational achievements, certifications, specialized training, and other qualifying credentials, including:

- Associate Degree: $600 annually
- Bachelor's Degree: $1,200 annually
- Master's Degree: $1,800 annually
- Honor Guard: $300 annually
- Fire Safety Educator: $300 annually
- Hose Testing: $300 annually
- Hydrant Testing: $300 annually
- Fire Inspector: $300 annually
- Social Media Admin: $300 annually
- Cross Trained: $1,200 annually

All supplemental compensation is subject to applicable City policies, eligibility requirements, certification verification, and approval. Salary and incentive amounts are subject to change in accordance with the Fitzgerald Fire Department's adopted compensation plan and budget.

EMPLOYEMENT CONTRACT REQUIREMENT

All employees appointed to positions with the Fitzgerald Fire Department are required to sign an employment contract as a condition of appointment and continued employment. The employment contract will establish the applicable terms and conditions. Employees are required to review and execute the employment contract prior to beginning employment and are expected to comply with all terms and conditions outlined in the contract, as well as applicable City policies and procedures.

It is also required of the employee to be dependable, prompt, and accountable for his/her work performance.

THE CITY OF FITZGERALD FOCUSES ON TEAM-WORK AND EXPECTS ALL STAFF TO BE TEAM PLAYERS AND REPRESENT THEMSELVES FAVORABLE TO OUR COMMUNITY