

CAREERS IN THE FIRE SERVICE

Spalding County Firefighter's starting salary is \$35,328 per year. Firefighter II certification is preferred but not required. We offer paid, in-house training for the required state certifications as Firefighter I and Firefighter II, if needed. Excellent benefits include health insurance, life insurance, dental and vision coverage, 4% mandatory contributory Defined Benefit Retirement Plan (benefit calculated with 2% multiplier, rule of 75 with minimum age of 50 for early out provision for Public Safety), Deferred Compensation, Pension Fund membership option, and monthly leave accrual – annual, sick and holiday leave.

We accept applications twice a year so please continue to check online or in the Griffin Daily News classified section under job postings. **NOTE:** Employment applications will only be accepted during the dates shown on the position announcement and must be received by the Human Resources no later than 5:00 pm on the closing date shown on the position announcement. Applications may be submitted using one of the following delivery methods:

- **Email:** Employment@spaldingcounty.com
- **U.S. Postal Mail:** Human Resources Department, P. O. Box 1087, Griffin, GA 30224-1087;
- **In-person:** Human Resources Department, Room 110 in the Annex Building, 119 East Solomon Street
- **Fax:** 678-734-3142;

MINIMUM QUALIFICATIONS:

- Be at least 18 years of age; Provide copy of birth certificate
- Provide copy of high school diploma or state-awarded GED;
- No felony convictions within the last ten (10) years;
- Valid Georgia driver's license with a good driving record;
- No DUI within the last five (5) years;
- Ability to obtain a Class F driver's permit within 4 weeks from date of hire;
- Obtain Class F driver's license within 6 months of hire;
- Obtain Firefighter II Certification within the 12 month probationary period;
- Be in good physical condition as determined by a medical examination and pass a predetermined physical agility evaluation.

PREFERRED QUALIFICATIONS:

- GA Certified Firefighter II
- BLS certification for Health Care Provider
- GA Class F driver's license

HIRING PROCESS FOR QUALIFIED APPLICANTS

Physical Agility Test and Firefighter Entry-Level Written Exam

Physical Agility Test (PAT) is a timed assessment of exercises that simulate a firefighter's daily job tasks. Candidates will dress in firefighter gear and perform the following tasks:

- Stair Climb
- Load Hoist
- Following Directions
- Smoke Fan Carry
- Ventilation Sled Strike
- Rescue Drag

The Firefighter Entry-Level Exam is a timed, two-hour, written exam that consists of 90 questions to assess the knowledge, skill, ability and personal characteristics of a new firefighter. **If you would like to purchase a study guide to prepare for the Firefighter Entry-Level Written Exam, you may go to <http://www.publicsafetycompass.com/product/entry-level-firefighter-2nd-edition/> (\$20 + S & H)**

Applicants who pass both exams will advance to the interview

The interview will be interviewed by a panel of Spalding County representatives. In addition to the previous steps, background check information, previous employment history and references will also be considered at this time.

Job Offers will be made to the top-ranking applicants, based on the combined results of the 3-step hiring process above ***and contingent on the following:***

- a) A signed agreement to work a minimum of two (2) years with the Spalding County Fire Department after graduating from the Recruit Academy.
- b) A cleared medical affidavit based on a medical evaluation and drug screen

The Medical Evaluation is thorough, and it is essential that candidates be in excellent health with no conditions which would restrict his/her ability to safely perform the duties of a firefighter.

THE RECRUIT ACADEMY

The Spalding County Fire Department provides in-house training for recruits which consists of classroom course work, field exercises and physical fitness sessions that are challenging both mentally and physically. The academy typically runs 8-12 weeks, Monday-Friday, 8:00 am – 5:00 pm, but may vary based on course objectives and class size. Upon graduation, firefighters will be assigned to a shift and begin their rotation on a 24/48 hour schedule. Applicants who are Firefighter II certified may be eligible for a condensed version of this in-house training.

*IMPORTANT INFORMATION *

The position announcement contains a description of the experience and/or education required for the position. Applicants are responsible for clearly explaining prior work experience and providing all information which supports the application at the time the application is filed. **Proof of education from an accredited school must be submitted with the application.** Nothing can be added to the application after the announcement period has closed. NOTE: Materials submitted with applications become the property of the County & cannot be returned.

IDENTIFICATION REQUIREMENTS: In accordance with the Immigration Reform & Control Act of 1986, an employee must present two acceptable documents of identity and eligibility to work in the U.S. within three days of employment.

Employment is contingent on verification of an applicant's background record. Persons selected for employment must pass a post-offer medical examination and drug screen by a County designated physician. Employees are subject to random drug test under the County's Alcohol & Substance Abuse policy.