



**CITY OF MARSHALL**

**PAID ON-CALL FIREFIGHTER**

**Frequently Asked Questions**

*Being a Marshall Firefighter is a truly rewarding experience. As a firefighter, you have the opportunity to save lives and property and serve the community. You have the opportunity to learn about fire suppression, emergency response, and support the community with fire prevention education. You have the opportunity to make a difference in the lives of your family, friends, and neighbors in Marshall and the SW MN region. Being a firefighter takes courage, commitment, stamina, endurance, and strength to perform in an emergency. Firefighters work as a team, we develop lifelong friendships with those in the department, and we work together towards a common goal... *Our Family Helping Your Family.**

### **What is the time commitment?**

This is not a full-time job; our firefighters work in other careers. However, this position does require your time, commitment, a desire to progress through the orientation and training process, and self-motivation.

Firefighters must complete the following courses within two (2) years of hire:

- Firefighter I Certification (120 hour class)
- Firefighter II Certification (40 hour class)
- First Responder Certification (44 hour class)
- Hazardous Material Response—Operations Level
- Truck Familiarization Classes
- National Incident Management System (NIMS) courses:

Firefighters are required to maintain:

- 75% or greater attendance record for drills/meetings
- 35% or greater response record to fire calls
- Attend 1 evening meeting per month (1<sup>st</sup> Tuesday of month)
- Attend mandatory training as required the other Tuesday's of the month.
- 24/7 responses to a wide variety of emergency calls

### **Is there a cost to me for the required training?**

No. Training expenses are paid by the Marshall Fire Department.

### **Am I required to live in Marshall to be a paid-on-call firefighter?**

All firefighters are required to live within a 6-minute response time to the fire station at 201 East Saratoga Street.

## **How are paid on-call firefighters compensated?**

Firefighters are compensated for time spent on fire calls, drills, required training and meetings, and while performing required maintenance of fire apparatus and the fire station. The 2019 rate of pay is \$16.67 per hour.

Additionally, firefighters are eligible for a competitive pension benefit through the Marshall Fire Department Relief Association. Firefighters are vested after 5 years of service at 40%. Firefighters who retire after 20 years of service receive a 100% service pension. The pension benefit in 2019 is a lump sum payment of \$5,807 per year of service.

## **What are the benefits of being a firefighter?**

- \* Paid training
- \* Hourly compensation for drills, meetings, apparatus maintenance, and call-outs
- \* Workers compensation benefits
- \* Membership in the Marshall Fire Relief Association
- \* Lump sum pension benefit at retirement
- \* Camaraderie and fellowship with a team of highly trained firefighters
- \* Opportunities for promotion to Fire Department Officer positions
- \* Access to an Employee Assistance Program
- \* Service to the Marshall community

## **Who can apply?**

Firefighter applicants must meet the following minimum requirements:

- A. High school diploma or GED.
- B. Must be 18 years of age or older.
- C. Must live within a six (6) minute travel/response time while obeying all traffic laws and speed limits to the Marshall Fire Station located at 201 East Saratoga Street.
- D. Possess, or able to obtain by the date of hire, a valid driver's license without driving privilege limitations. The driver's license must have no suspensions or revocations for driving-related offenses within the two-year period prior to the date of appointment. Suspensions for parking-related offenses are excluded.
- E. Must be able to meet the physical requirements as identified in the job description and on the Physical Requirements and Working Conditions Supplemental Job Description Information form.
- F. Must successfully pass City administered physical agility testing, medical examination, stress test, and pulmonary function test as a condition of initial and continued employment.

## **Are there any pre-employment requirements?**

- Candidates must successfully pass City administered pre-employment physical agility test, medical examination, stress test, drug and alcohol screening, and pulmonary function test.
- Candidates must successfully pass a criminal history background check with no felony convictions or disqualifying criminal history.
- No person employed full or part-time by any law enforcement agency, ambulance service, hazardous materials team, or emergency response team and/or department, nor non-exempt employees of the City of Marshall shall be eligible for membership on the Fire Department. This is to provide maximum personnel and eliminate any conflict of interest between agencies.
- Candidates must be able to obtain advance written authorization from your primary Employer, stating you have the ability to respond to fire and emergency call-outs during your regular working day.