



Fire Fighter Compensation and Benefits Package

Base Salary	\$42,464.43
New Hire Sign On Bonus (paid in a lump sum after completion of successful probationary period)	\$2,000.00
Lateral Transfer/Years of Service	+1% per year

	Education Bonus
Associates Degree <i>at hire</i>	+2.5%
Bachelor's Degree <i>at hire</i>	+5%
Master's Degree <i>at hire</i>	+10%
Bilingual Testing (Spanish)	+2.5%

+5% After 6 Months - Qualified Apparatus Operator	\$44,587.65
+5 % After 18 Months - Qualified Apparatus Operator	\$46,817.03
Engine Technician Upon Completion of Requirements	+5%
Ladder Technician Upon Completion of Requirements	+5%
Senior Firefighter at 3 years (or approved prior credible service)	+5%
Haz-Mat Technician	+2.5%
Scheduled Overtime Pay	132 hours/year

Other Incentives

NC Retirement Eligible

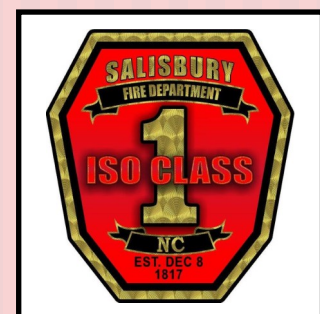
Education: On-going continuing education opportunities and certification incentives based on policy

Time Off: Certified firefighters earn 12 hours of annual leave and 12 hours of sick leave per month, plus 13 paid holiday per year

Work Schedule 24hours on and 48 off / 365 days a year

Salisbury Fire Recruiting: (704) 638-5351, adrian.gantt@salisburync.gov

Information provided by Salisbury Human Resources, (704) 638-5217



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