

**THE CITY OF SALISBURY**  
HUMAN RESOURCES DEPARTMENT  
City Office Building  
132 North Main Street, 2<sup>nd</sup> Floor  
P. O. Box 479  
Salisbury, NC 28145-0479



## EMPLOYMENT OPPORTUNITIES

### Firefighter

*Your Career, Your Community*

As a Firefighter in the City of Salisbury, you can make a difference! The Fire Department is seeking motivated candidates for part-time and full-time positions who have an interest in the challenging field of fire suppression and prevention. As a Salisbury Firefighter, you will work closely with the community and departments within the City.

Join the City of Salisbury for a rich benefit plan and the opportunity to work with a fast-paced team that aims to exemplify the City's values by showing purpose, passion and priority.

We offer a rich benefit plan (*Health Insurance - city contribution to Health Savings Plan, Dental, Onsite Wellness Clinic, 13 Paid Holidays, twelve hours of Sick Leave accrued per month, twelve hours of Annual Leave accrued per month, Employer Contribution to the NC State Retirement Plan and City Contribution to 401(k) plan, and more*).

#### Minimum Requirements:

- Must be at least 18 years of age
- High School Diploma or equivalent required
- Possession or the ability to obtain offered North Carolina Firefighter I and II, Emergency Medical Technician – Twelve months to obtain Hazmat Technician certifications with rank of Senior Firefighter
- Must have a valid Driver's License and good driving record
- Must have the ability to maintain physical fitness and agility

Closing Date: June 17, 2024

Hiring Range: \$38,292.94 - \$54,758.90 (Depending on experience)

**\$2,000.00 sign-on bonus to be paid as a lump sum after successful completion of probationary period.**

For questions, please call/email: Phone: (704) 213-2438; Email: [adrian.gantt@salisburync.gov](mailto:adrian.gantt@salisburync.gov)

The City of Salisbury prohibits discrimination on the basis of race, color, national origin, sex, veteran status, sexual orientation, religion, age or disability in employment or the provision of services. The City of Salisbury is a Drug Free Workplace.

# Be The Difference IN SALISBURY

The City of Salisbury provides meaningful services which impact each person who lives, works or visits here. For us, each day is a chance to #BeTheDifference.

[salisburync.gov/Careers](http://salisburync.gov/Careers)

## SIGN-ON BONUS



**\$2,000 SIGN-ON BONUS**  
For full-time positions after completing orientation period.



**\$500 SIGN-ON BONUS**  
For part-time positions after completing orientation period.

## INSURANCE



**BASIC LIFE INSURANCE**  
Employee, Spouse, Dependents  
+ Additional Options



**DISABILITY INSURANCE**  
Short Term - Up to 13 weeks  
Long Term - Up to 5 years

## MEDICAL



**HEALTH INSURANCE**  
Blue Cross  
Blue Shield NC,  
PPO HSA or  
PPO Buy-Up



**FSA**  
Set aside  
pre-tax \$\$  
for health  
expenses



**DENTAL**  
Employee - \$0  
+ Children - \$14.95  
+ Spouse - \$9.97  
+ Family \$24.92



**VISION**  
Exams - \$0  
\$80 per year  
for other  
services

## TIME - OFF



**ANNUAL &  
SICK LEAVE**



**13 PAID  
HOLIDAYS**



**FAMILY  
MEDICAL  
LEAVE**



**SHARED  
LEAVE  
(voluntary)**



**BEREAVEMENT  
LEAVE**

## RETIRE



**NC STATE  
PENSION PLAN**  
Full-Time Employees



**4% FROM CITY  
TO 401(K) PLAN**  
5% for Sworn Officers



**VOLUNTARY  
457 DEFERRED  
COMPENSATION**

## ADDITIONAL BENEFITS



**EMPLOYEE  
ASSISTANCE  
PROGRAM**



**ON-SITE  
WELLNESS  
CENTER**



**EDUCATION  
REIMBURSEMENT**  
Must meet criteria



**FLEXIBLE SCHEDULES**  
Specific to job position.



**LONGEVITY BONUS**  
1% annual after 1 year