



Salary and Nature of Work

Starting Salary

Compensation Plan: July 2021 to June 30, 2022		
Rank/Position	Starting	Top
Firefighter Recruit	\$41,200	N/A
Firefighter/AEMT	\$43,724	\$64,715
Firefighter/EMT-I	\$50,835	\$75,240
Firefighter/EMT-P	\$55,002	\$79,422

Nature of Work

Firefighter/Recruit – Participates in recruit training (8-9 months) to become a Firefighter/EMT-Advanced, Firefighter/EMT-Intermediate, or Firefighter/EMT-Paramedic with Norfolk Fire-Rescue (NFR). Training is in accordance with curriculums and regulations of Hampton Roads Regional Fire Academy (HRRFA); Virginia Department of Fire Programs (VDFP); and Virginia Department of Health, Office of Emergency Medical Services (OEMS); and policies and procedures of the City of Norfolk and NFR. Participates in physical fitness/wellness training. Typically assigned to Training, but may be assigned to Administration, Fire Marshal's Office or Operations as needed. Recruits with previous experience and fire and/or emergency medical certifications may be accelerated through the recruit training process, depending upon the level of demonstrated skills and abilities.

Firefighter/AEMT (FF/AEMT) – Responds to fire, medical, hazardous material, and technical rescue emergencies and other hazardous conditions and takes appropriate actions to control the emergency and care for the sick and injured. Performs associated duties including training, pre-incident planning, fire safety inspection, public education, and equipment and facility maintenance. Operates emergency vehicles, systems, and portable equipment. Typically assigned to Operations but may be assigned to Administration, Fire Marshal's Office or Training as needed.

Firefighter/EMT-Intermediate (FF/EMT-I) – Responds to fire, medical, hazardous material, and technical rescue emergencies and other hazardous conditions, and takes appropriate actions to control the emergency and care for the sick and injured. Serves as attendant-in-charge (AIC) of an ambulance and coordinates the delivery of patient care. Performs associated duties including training, pre-incident planning, fire safety inspection, public education, and equipment and facility maintenance. Operates emergency vehicles, systems, and portable equipment. Typically assigned to Operations but may be assigned to Administration, Fire Prevention & Life Safety or Training as needed.

Firefighter/EMT-Paramedic (FF/EMT-P) – Responds to fire, medical, hazardous material, and technical rescue emergencies and other hazardous conditions and takes appropriate actions to control the emergency and care for the sick and injured. Performs associated duties including training, pre-incident planning, fire safety inspection, public education, and equipment and facility maintenance. Operates emergency vehicles, systems, and portable equipment. Typically assigned to Operations but may be assigned to Administration, Fire Marshal's Office or Training as needed.

Career Opportunities: (Promotion)

Firefighters who meet service (longevity) and educational requirements are eligible to take the promotional exam for promotion to the rank of Lieutenant.