



# Join Our Team!

Prepare yourself for an exciting career  
with **NORFOLK FIRE-RESCUE**

## Compensation Plan: As of January 2021

| Rank / Position     | Starting | Top Pay  |
|---------------------|----------|----------|
| Firefighter Recruit | \$40,000 | N/A      |
| Firefighter/AEMT    | \$42,450 | \$62,830 |
| Firefighter/EMT-I   | \$43,500 | \$64,384 |
| Firefighter/EMT-P   | \$49,354 | \$73,049 |

Norfolk Fire-Rescue hires new employees with or without previous experience. New hires with no experience or certifications enter the Department as Firefighter Recruits and upon successful completion of the recruit training academy, are promoted to the rank of Firefighter Advanced EMT. Applicants with Intermediate or Paramedic medical certifications may be eligible for even higher rank assignments.

Tours of duty are comprised of 24-hour shifts on a rotating schedule. A typical Firefighter works 10 days per month, spending 12 hours on an Ambulance and 12 hours on a Fire Apparatus during a 24-hour shift. Academy training is completed on a 5-day schedule with occasional nights and weekend work required.

### Benefits

Recently hired firefighters accrue over 100 hours of vacation time, 11 holidays and 12 sick leave days per year. Accrual of vacation hours increase with years of service. Other benefits available:

- Medical and Dental Insurance Plans
- Disability Coverage Plans
- Competitive Retirement Plan

**Note:** Individual benefit costs vary based on personal selections.

Employees may choose to make contributions to 457 plans and retirement health savings plans.

Visit us at <https://www.norfolk.gov/597/Recruitment>

Or call the Norfolk Fire Rescue Recruitment Officer @ 757-664-6667.

*The City of Norfolk is an equal opportunity employer and operates a drug free workplace.*