

Southgate Fire Department

14730 Reaume Parkway

Southgate, MI 48195

(734) 258-3080 / Fax (734) 246-1352

The City of Southgate is now recruiting for the position of Firefighter.

Applicants must meet the minimum requirements and complete the application and selection process.

No Residency Requirements.

There are **MUTIPLE BUDGETED POSITIONS OPEN.**

4 current open positions in 2024

With the anticipation of hiring a total of 10 over the next 4 years.

About Southgate

Southgate is a downriver community that is 6.85 square miles with just over 30,000 residents.

We operate out of 1 station, provide ALS first response, and fire protection. We **DO NOT TRANSPORT**, Rapid Response EMS is our current ambulance transport provider. In 2023 the department responded to 5214 calls for service. We operate a Box Alarm dispatching system which provides first alarm fire response to over 130000 residents. We are part of the Downriver Mutual Aid, which staffs multiple teams such as Haz-Mat Team, Fire Investigation Team, Logistics Team, Dive Team, and Downriver SWAT Medics. We operate a 2 unit system with 2 Captain's, 4 Lt's, 6 Sgt/Eng's, and 14 Firefighters. The City has **NEVER** laid off FF's, in fact we added FF's to the ranks.

Minimum Requirements 2024

- Applicants must be a citizen of the United States.
- High School Diploma or GED required.
- Valid Driver's license required.
- Applicant must have a valid CPAT or obtain one prior to hire date.
- Applicant must have Fire I & II certification-or be a licensed Paramedic willing to attend Fire School.
- Applications will be accepted if the applicant is in their final stages of Paramedic school.
- Applications will be accepted if the applicant has a valid MI Paramedic license.

- Proof of above requirements must be submitted with application.
- Lateral Pay is available, for up to 3 years full time IAFF experience.
- Currently under a 4 year contract expiring 06/30/2026.

Summary of Compensation and Benefits

1. Salary:

Base Wage-	Starting-	\$51,089.81
	Year 1-	\$53,884.95
	Year 2-	\$59,299.11
	Year 3-	\$63,703.23
	Year 4-	\$71,101.14
	Year 5-	\$74,338.10
	Sgt/Eng-	\$80,116.54

FF's can earn Sgt/Eng pay based upon seniority.

2. Insurance

- Medical Insurance:

Blue Care Network

We offer an opt out incentive pay of:

Single person:	\$4000.00 per year
Married couple:	\$6000.00 per year
Family plan:	\$8000.00 per year.

- Dental Insurance

80/20% with \$2000 annual

\$3000 lifetime orthodontic benefit per eligible dependent.

- Optical Insurance:

Blue Cross Blue Shield Optical Plus plan 80/20%

- Life Insurance:

City provides a \$25000 term life insurance policy.

3. Pension:
 - Act 345 **Defined Benefit Pension** Plan- **2.69%** multiplier
 - Act 345 is a dedicated mileage to fund the pension
 - Employees pay 8.5% of pay into the pension
 - Retiree Health Savings Account-city pays 2% of pay, employees pay 2%
4. Paid time off
 - After 1 year of service-16 PTO days per year
 - Seniority Vacation days earned after 10 years
5. Sick time:
 - Accrue 7 days per year- unlimited accrual
 - Employees that use less than 120 hours per year are credited with 72 hours of Bonus Vacation time per year.
6. Personal Business:
 - **144 hours** of PB time off per year-can be used in 4 hour increments
7. Trade time:
 - Unlimited trade time
8. Bonuses:
 - Uniform Bonus- \$850 per year
 - Food allowance- \$1125 per year
 - FLSA Bonus
9. Work Week
 - 50.4 hours per week
 - 13 Super Kelly's per year
 - Work 24, off 24, work 24 off 72, every 28 days extra day off

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Position Applied for: **Entry Level Probationary Firefighter/Paramedic**

1. Name: _____
 Last First Middle
2. Address: _____
3. Last Previous Address: _____
3. Telephone Number: _____
5. Are you at least 18 years of age? _____
6. Are you a citizen of the United States? _____
7. Last four digits of social security # _____
8. Driver's License No. _____
9. Name of nearest relative: _____
10. Relation to you: _____
11. Address of relative: _____
12. Have you ever applied for a position in a Fire Department before? _____
13. Have you ever had any fire/ems experience? _____ When? _____
14. Where? _____
15. What safety training have you had? _____
16. Date of Certification as State of Michigan Paramedic license. _____
17. Were you ever convicted of?
 (a) A criminal offense? _____ What charge? _____ When? _____
18. Have you ever served a prison term? _____
19. Do you have any impairments, physical, mental, or medical, which would interfere with your ability to do the job for which you have applied? _____

If yes, explain _____

Southgate Fire Department

EDUCATION

School Name, Location No. of Years Did You Graduate?

High School or G.E.D.

College or University

Special Courses taken

DEGREES OR CERTIFICATES AWARDED

MILITARY EXPERIENCE

Branch of Service: _____

Length of Service, from _____ to _____ Rank: _____

Type of Discharge: _____

REFERENCES

Give at least three personal references:

Name Address Phone Number

Southgate Fire Department

EMPLOYMENT

List all positions held in the last 10 years

Present or Last Employer

Name of Employer: _____ Phone: _____

Address: _____ Date Employed, from _____ to _____

Name of Supervisor: _____

Description of work: _____

Previous Employer

Name of Employer: _____ Phone: _____

Address: _____ Date Employed, from _____ to _____

Name of Supervisor: _____

Description of work: _____

Previous Employer

Name of Employer: _____ Phone: _____

Address: _____ Date Employed, from _____ to _____

Name of Supervisor: _____

Description of work: _____

Previous Employer

Name of Employer: _____ Phone: _____

Address: _____ Date Employed, from _____ to _____

Name of Supervisor: _____

Description of work: _____

Attach additional sheet if necessary.

AFFIDAVIT OF APPLICATION

On this day, said applicant personally appeared before me and having duly sworn before me that the printed and written parts of this foregoing application are, to the best of the applicant's knowledge, information and belief, true in all respects, and the signature hereto affixed is genuine.

Signature of Applicant _____

Sworn to and subscribed before me by said applicant this
_____ Day of _____, 20_____

Notary Public

My Commission Expires: _____

Be prepared to submit the following information and documents:
Applicant Must Furnish Own Copies of documents:

1. Driver's License or Operator's License.
2. Emergency Medical Technician Paramedic license and ACLS certificate.
3. MFFTC Fire I and II Certificates
4. MFFTC Hazardous Awareness and Operation certification.
5. Current CPAT certificate.