

# 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.**

2 current open positions in 2022

2 additional positions in 2023

With the anticipation of hiring a total of 12 over the next 6 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 2021 the department responded to 5349 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 2022**

- 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-	\$49843.72
	Year 1-	\$52570.68
	Year 2-	\$57852.79
	Year 3-	\$62149.49
	Year 4-	\$69366.97
	Year 5-	\$72524.98
	Sgt/Eng-	\$78162.48

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

### 2. Insurance

- Medical Insurance:

The city is a hard cap city, at this current time, there is no cost for Blue Care Network. Many cities make you pay 20%- Not Southgate.

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% of pay into the pension
  - Retiree Health Savings Account-city pays 2% of pay, employees pay 2%

4. Vacation

- After 1 year of service-10 vacation days per year
- Bonus vacation time of 3 days per year can be earned
- Seniority Vacation days earned after 10 years
- Vacation days increase to 12 per year 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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**Please Print**

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

1. Name: \_\_\_\_\_  
                                    Last  First  Middle
2. Address: \_\_\_\_\_
3. Last Previous Address: \_\_\_\_\_
4. Height: \_\_\_\_\_ Weight: \_\_\_\_\_ Eyesight: \_\_\_\_\_
5. Are you at least 18 years of age? \_\_\_\_\_
6. Are you a citizen of the United States? \_\_\_\_\_
7. If foreign born, date of first papers: \_\_\_\_\_ Date Naturalized: \_\_\_\_\_
8. Last four digits of social security # \_\_\_\_\_ Telephone No. \_\_\_\_\_
9. Driver's License No. \_\_\_\_\_
10. Name of nearest relative: \_\_\_\_\_
11. Relation to you: \_\_\_\_\_
12. Address of relative: \_\_\_\_\_
13. Have you ever applied for a position in a Police or Fire Department before? \_\_\_\_\_
14. Have you ever had any police or fire experience? \_\_\_\_\_ When? \_\_\_\_\_
15. Where? \_\_\_\_\_
16. What safety training have you had? \_\_\_\_\_
17. Date of Certification as State of Michigan Paramedic license. \_\_\_\_\_

18. Were you ever convicted of?

(a) A criminal offense? \_\_\_\_\_ What charge? \_\_\_\_\_ When? \_\_\_\_\_

(b) Non-criminal offense? \_\_\_\_\_ What charge? \_\_\_\_\_ When? \_\_\_\_\_

(c) A traffic offense? \_\_\_\_\_ What charge? \_\_\_\_\_ When? \_\_\_\_\_

23. Have you ever served a prison term? \_\_\_\_\_

### **EDUCATION**

School Graduate?	Name, Location	No. of Years	Did You
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*High School or G.E.D.*

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*College or University*

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*Special Courses taken*

DEGREES CERTIFICATES AWARDED

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### **MILITARY EXPERIENCE**

Branch of Service: \_\_\_\_\_

Length of Service, from \_\_\_\_\_ to \_\_\_\_\_ Rank: \_\_\_\_\_

Type of Discharge: \_\_\_\_\_ Present Draft Classification: \_\_\_\_\_

**REFERENCES**

Give at least three personal references:

Name	Address	Business	Years Known

**EMPLOYMENT**

**List all positions held in the last 10 years**

**Present or Last Employer**

Name of Employer: \_\_\_\_\_ Type of Business: \_\_\_\_\_

Address: \_\_\_\_\_ Date Employed, from \_\_\_\_\_ to \_\_\_\_\_

Name of Supervisor: \_\_\_\_\_

Description of work: \_\_\_\_\_

**Previous Employer**

Name of Employer: \_\_\_\_\_ Type of Business: \_\_\_\_\_

Address: \_\_\_\_\_ Date Employed, from \_\_\_\_\_ to \_\_\_\_\_

Name of Supervisor: \_\_\_\_\_

Description of work: \_\_\_\_\_

**Previous Employer**

Name of Employer: \_\_\_\_\_ Type of Business: \_\_\_\_\_

Address: \_\_\_\_\_ Date Employed, from \_\_\_\_\_ to \_\_\_\_\_

Name of Supervisor: \_\_\_\_\_

Description of work: \_\_\_\_\_

**Previous Employer**

Name of Employer: \_\_\_\_\_ Type of Business: \_\_\_\_\_

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 applicant's knowledge, information and belief, true in all respects, and the signature thereto affixed is genuine.

1. I agree and understand that any employment offer is conditional upon the results of the pre-employment medical examination.
  
2. Michigan law requires employers to make accommodations to handicapped applicants and employees where the accommodation does not impose an undue hardship on the employer. Handicapped employees and applicants may request an accommodation of their handicap by notifying the City in writing of the need for accommodation within 182 days of the date the handicapper knows or should know that an accommodation is needed. Failure to properly notify the City will preclude any claim that the employer failed to accommodate the handicapper.
  
3. I agree that any lawsuit against the City arising out of my employment or termination of employment, including but not limited to claims arising under State or Federal civil rights statutes, must be brought within one year of the event giving rise to the claims or be forever barred. I waive any limitation periods to the contrary.

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:**

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.