

## COMPENSATION AND BENEFITS

*(Salary and Benefits are Subject to Negotiated Changes)*

**UNIFORMS:** Furnished by the City.

**SICK LEAVE:** Accrued each pay period after one year probation.

**VACATION:** After completing a year of service employees are granted three weeks of vacation each year.

### **PERSONAL LEAVE:**

Begins after five years of service and is based on time with department.

**LONGEVITY (BONUS) PAY:** Longevity (Bonus) Pay is calculated at the rate of \$5 per month times the number of years of service up to and including 30 years.

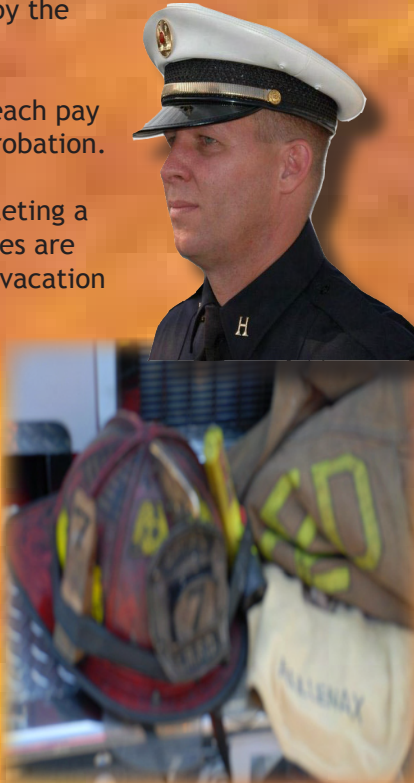
**INSURANCE:** The City pays the total cost of medical, dental and life insurance for all full-time employees.

### **Accidental Death & Dismemberment (A D & D):**

City-paid policy for firefighters is an amount equal to the employee's annual salary.

**EMT PAY:** Firefighters certified as EMT personnel shall receive a monthly allowance of \$100; payments shall be made on a prorated basis of pay periods per year.

**RETIREMENT PLAN:** Retirement and disability benefits provided through the State of Arkansas Local Police and Fire Retirement System (LOPFI) program.



## FIRE TESTING INFORMATION:

### QUESTIONS AND ANSWERS

#### **Q. How do I apply?**

During active recruitment periods, applicants apply online at [www.LRJJOBS.net](http://www.LRJJOBS.net). Applicants meeting the eligibility requirements schedule themselves for the written exam on-line.

#### **Q. What is the testing process?**

The testing process can include any of the following:

- Written exam • physical ability test • structured interview • background check • drug/alcohol screening • post-offer medical evaluation.

#### **Q. How can I prepare for the written exam?**

Materials on test preparation will be available before test administration. Improving reading ability is strongly recommended.

#### **Q. What documents will I need?**

A picture I.D. (Government issued with birth date) is required for the written exam. An original birth certificate, original high school diploma or original G.E.D. certificate, and a DD-214 Military Discharge (if applicable) are required for the background investigation.

*All of the information contained in this document is subject to change.*

*The City of Little Rock is an EQUAL OPPORTUNITY EMPLOYER and does not discriminate in its employment practices on the basis, of race, sex, age, religion, national origin or a physical or mental disability.*

### For More Information:

**(501) 399-FIRE (3473)**

**[www.LittleRock.org](http://www.LittleRock.org)**

## MAKE A DIFFERENCE

### Become A Little Rock Firefighter



### Now Recruiting

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**(501) 399-FIRE (3473)**  
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## APPLICANT REQUIREMENTS

In accordance with Arkansas Civil Service laws and City of Little Rock Policies and Procedures, applicants for entry-level Firefighter positions must meet the following criteria (list is not all inclusive):

1. An applicant who is at least 20 1/2 years of age but less than 35 years of age\* by the date of the written examination may begin the selection process. No person shall be hired as a Firefighter who has not arrived at the age of twenty-one (21) years. Any applicant who arrives at the age of 35\* during the selection process shall be immediately disqualified and will not be eligible to receive an offer of employment.
2. An applicant must have graduated from a standard high school or have a high school equivalency certificate, i.e., General Education Diploma (G.E.D.).
3. An applicant must have no felony convictions.
4. An applicant must have acceptable vision (uncorrected visual acuity must not exceed 20/50 in either eye, correctable to 20/20 in the stronger eye and 20/30/ in the weaker eye.
5. An applicant must be a United States citizen by date of hire.
6. An applicant must be in good physical condition.
7. An applicant must be of good moral character.
8. An applicant must successfully complete all required Testing Procedures (available prior to test administration).

*\*Exception for Maximum Age: Any person who has at least two (2) years of previous experience as a paid firefighter with another fire department and whose years of experience as a paid firefighter when subtracted from the person's age leaves a remainder of not more than thirty-two (32) years shall be eligible. AR Act 743 (2007)*



## ESSENTIAL JOB FUNCTIONS

*(This is a partial listing of the job functions.)*

- Responds to fire and emergency rescue alarms
  - Operates and climbs ladders to reach the roof or upper stories of buildings
  - Operates power saws to cut ventilation holes in the roof of burning buildings
  - Removes flammable and/or hazardous materials from the emergency scene
    - Moves or assists in moving persons from the fire or accident scene; administers first aid, including cardiopulmonary resuscitation (CPR), to injured individuals
  - Enters burning structures to extinguish the fire and to remove occupants or hazardous materials
  - Plans and performs preventative maintenance on hose, tools and equipment after each alarm; refuels power equipment and recharges any fire extinguishers used
- Inspects buildings to locate potential firefighting hazards, ensures life safety compliance, and develop pre-fire plans
- Attends training concerning firefighting methods, standards, first aid and related subjects
- Prepares incident reports for each alarm
- Gives tours to groups and makes presentations to school or civic groups

## LIFE AT THE FIRE STATION

Firefighters are scheduled for 24 hours on duty followed by 48 hours off duty. Firefighters actually live together at the fire station. The same type of duties that must be performed by a family at home must be carried out at the fire station. This includes cooking, cleaning, and yard work as well as maintenance and upkeep of the fire apparatus and equipment.



## FIRE SERVICE IN THE COMMUNITY

Firefighters don't just fight fires. They are the first responders to rescue alarms where they perform emergency medical treatment or extrications for those involved in vehicle accidents. They administer first aid to help save lives. In fact, most fire companies spend more time responding to accident scenes or life threatening emergencies than actually fighting fires. Firefighters focus on prevention by participating in building inspections to locate potential fire hazards and obtain other related information. They also serve as guides to groups touring a fire station, make presentations to school or civic groups, and provide demonstrations for fire and life safety.



**FIREFIGHTERS  
MAKE A DIFFERENCE**

