



City of Hickory Fire Department

Requirements for Application & Employment

Contact:

City of Hickory Human Resources
76 North Center Street
Hickory, NC 28601
(828) 323-7421
www.hickorygov.com

EQUAL OPPORTUNITY EMPLOYER

Firefighter Candidate:

You have inquired about a profession that dates back to the days of the Roman Empire. Much has changed since then, and we are proud to be a part of those progressive changes. Firefighting is still one of the most dangerous professions known. The days of firefighters sitting around waiting for a fire are gone. The knowledge, skills, and physical abilities have changed the appearance of a firefighter making that position a vital part of the emergency services within the community.

We are proud of our duties and responsibilities and the demands placed on us to always be ready to serve our citizens.

If you are to qualify as a firefighter, your knowledge, skills, and personal pride will just begin to show what kind of person you really are.

GOOD LUCK IN THIS VENTURE!

If you wish to apply for a position with the Hickory Fire Department, the following actions should be taken:

1. Go to www.hickorygov.com/employment to view the list of advertised jobs. Applications are accepted only when a position is open. If the position is not open, click on "Job Interest Card" on the left side of the page and complete the information as instructed.

2. Human Resources will give an entry level written exam. This test will evaluate the applicant's ability to learn, use sound judgment, problem solving ability, and reading comprehension.
3. After successfully completing the written exam, the applicant must pass all parts of the entrance requirements (conducted by the Training Division of the Hickory Fire Department) to qualify for a firefighter position. The applicant will be notified by mail of the Agility Test date.
4. Interviews will be conducted with selected applicants who successfully complete the written and agility tests.
5. To be eligible for employment, the final applicants must successfully pass a physical exam, an eye exam, which is administered by a local physician, as well as a drug-screening test administered by the City Nurse.

Once the interview has been completed and all tests have been passed, the applicant's name will appear on the roster of those qualified.

Entrance Requirements

Purpose: To ensure proper selection of the best qualified applicants for employment with the City of Hickory Fire Department.

Specific Requirements:

- The applicant must be at least 18 years of age.
- The applicant must have a valid NC Driver's License.
- The applicant must answer all questions truthfully and completely on the application for employment.
- The applicant must pass the written exam and Physical Agility Test.
- The applicant must be a high school graduate or possess a GED issued from the State of North Carolina.
- Must reside within a 30-minute commute distance to the central fire station.
- If applicant is not a US citizen, must have a permanent immigration visa.

Agility Test: The applicant must be able to pass all phases of the Agility Test; failure of any single station will disqualify the applicant and no second attempt will be allowed during any testing period.

Physical Agility Test:

Event 1: Stair climb with hose

Candidate climbs one (1) flight of stairs three (3) consecutive times to simulate climbing a high rise to the third floor with a 50-pound hose bundle.

Event 2: Hoisting Equipment

Candidate will climb to the second floor landing of the stairwell. From that point, the candidate will hoist a weighted object of approximately 48 pounds, using a rope, which will simulate the weight of 2-sections of 1.75 hose and nozzle.

Event 3: Victim removal

Candidate will lift and drag a 160-pound rescue dummy 10 feet maneuvering around a barrier returning the dummy to the original position. The total distance of the drag is approximately 22 feet.

Event 4: Assembly of equipment

Candidate will be required to assemble several pieces of equipment that may be used on the fire scene. The candidate will make a hydrant connection by attaching a section of 5-inch supply hose to a hydrant, and the candidate will assemble a 2.5-inch attack line with a 2.5-inch stack tip nozzle.

Event 5: Aerial Ladder

Candidate will don a ladder safety belt and climb two-thirds the working distance of an aerial ladder, approximately 50-feet.

Event 6: Charged hose deployment

Candidate will advance two (2) sections of charged preconnected 1.75 hose 70 feet. The hose will be advanced in a straight line toward two traffic cones, which marks the distance required for the event.

Event 7: Ladder raise 24 foot extension ladder

Candidate will raise the fly section of a 24-foot extension ladder.

Event 8: Roof Walk

Candidate ascends and descends a 14' roof ladder either walking or crawling on the rungs of the ladder while carrying a chain saw weighing approximately 23 pounds.

Event 9: Roof Ventilation

Candidate will pick up an eight- (8) pound sledgehammer from the designated area and step up to the simulated roof prop (which is a block of wood in which the candidate will strike with the hammer). The candidate must raise the hammer to a point above the shoulders on each of the 30 strikes on the block, and must maintain control of the sledgehammer on each of the strikes.

Event 10: Obscured visibility search

Candidate will be equipped with a Self Contained Breathing Apparatus face piece that has been obscured from vision. The candidate will then proceed to crawl and search along an obstacle course following a charged section of 1.75 hose.

Employee Benefits

- Medical & Life Insurance
- Sick Leave – one-day sick leave for each full month, no accumulation limit.
- Paid Vacation –
 - 0 – 5 years, 10 days annually
 - 6 – 10 years, 12 days annually
 - 11 – 15 years, 15 days annually
 - 16 – 20 years, 17 days annually
 - over 20 years, 20 days annually
- Holidays – Eleven (11) days per year
- Retirement –
 - Social Security
 - Local Governmental Retirement
 - State Firefighter's Pension
 - Local/Supplement Retirement
- Uniforms – Furnished to firefighters.
- Training – Recruit class, complete promotional system requirements for job class. Reimbursement for job-related training and education.
- Promotional Plan – Good opportunity for advancement following department operating procedures and policies.
- Longevity Pay – Employee must have continuous five years of service with the City of Hickory.