



FIREFIGHTER/EMT-BASIC JOB POSTING

The Charter Township of Ann Arbor (the "Township") is seeking qualified applicants for the position of Firefighter/EMT-Basic. This is a full-time position.

Given the duties of the Firefighter/EMT-Basic position, a qualified applicant is an individual who can: make critical decisions independently while uniformly working under a command structure; establish and maintain good working relationships with the public and other governmental agencies; and document and maintain records and equipment in compliance with organizational requirements.

This position includes the potential for growth, and a successful Firefighter/EMT-Basic may quickly become eligible for promotion to officer.

The application can be obtained on our website at:

<https://annarbortownship.gov/Documents/Department/Fire%20Department/AATFD-Application-rev-Dec-2022.pdf?t=202601140745520>

Candidates must submit their completed application, résumé, and copies of any relevant certifications and licenses via mail to: **Ann Arbor Township Fire Department, Attn: Chief Nicholai**, 4319 Goss Rd, Ann Arbor, MI 48105.

Questions may be directed to **Chief Nicholai** at 734-741-5900.

The Township will accept applications until 4:00 p.m., August 14, 2026.

The Township provides equal employment opportunities and does not discriminate against any individual or group on the basis of race, color, religion, sex, gender, national origin, age, physical or mental disability, genetic information, height, weight, sexual orientation, gender identity, marital status, status as a covered veteran, or other protected status in accordance with applicable federal, state, and local laws.

Application Requirements

To be considered qualified for the Firefighter/EMT-Basic position, a candidate must:

- Have received the Michigan Fire Fighters Training Council Firefighter I and II certifications;
- Have received the Michigan Fire Fighters Training Council Hazmat Operations certification;
- Maintain a current State of Michigan EMT-Basic license;
- Be at least 18 years of age;
- Possess a High School Diploma or equivalent credential; and
- Maintain a valid State of Michigan driver's license.

Copies of licenses and certifications are required upon submission of a completed application.

At the time of application, or after the receipt of a conditional offer of employment and before the beginning of employment, a candidate must:

- Possess a current and valid certification of the Physical Agility Test (CPAT) from Schoolcraft Community College (or an equivalent certification provider); and
 - Note: There is a fee for this exam, but results are not exclusive and are typically accepted by all participating fire departments in Michigan.

Any job offer is contingent upon successful completion of a:

- Drug test;
- Background investigation, including but not limited to a review of criminal history, driving record, and school and employment records; and
- Medical/physical/psychological exam.

Hiring Process

The Township invites qualified applicants who meet the identified requirements to participate in an oral board interview. If successful, qualified candidates are then invited to participate in a Chief's interview.

As noted above, upon a conditional offer of employment, any qualified candidate is then required to successfully complete a drug screening, a background investigation, and a medical/physical/psychological exam.

Post-Employment Requirements

Once hired, a Firefighter/EMT-Basic must achieve the following:

- PHTLS/ITLS Certification within six (6) months;
- Washtenaw/Livingston County Medical Control clearance within 3 months;
- Incident Command System (ICS 100, 200, 700, and 800) within 6 months;
- MFFTC Drivers Certification within 6 months;
- Certification to drive and operate all AATFD fire apparatus and equipment within 6 months;
- Incident Command System (ICS 300 & 400) within 1 year;
- The Michigan Fire Fighters Training Council Fire Instructor I within 1 year;
- The Michigan Fire Fighters Training Council Fire Officer I or equivalent within 1 year; and
- The Michigan Fire Fighters Training Council Fire Officer II or equivalent within 2 years.

Wages and Benefits

For the 2026 calendar year, the annual salary range for a Firefighter/EMT-Basic is \$65,421.20 to \$88,922.60. In 2027, the annual salary range will increase to \$68,052.40 to \$92,450.80.

In addition to base wages, Firefighter/EMT-Basics are eligible for a \$1,000 annual EMT bonus and a \$850 annual uniform allowance.

A Firefighter/EMT-Basic is generally eligible for the following benefits:

- Health Care – BCBS HMO or PPO
- Dental
- Vision
- Life Insurance (\$75,000 total)
- Short-Term/Long-Term Disability
- AD&D Insurance Plan
- HSA Contribution (\$6,000 total)
- 11 Holidays at double time
- 32-40 Hours of paid leave per month
- Longevity
- 10% Employer-sponsored 403(b) retirement contribution
- Employee supplemental 457(b) retirement plan
- MERS Retiree Health Care Savings Plan
- 24/48 Work Schedule with overtime opportunities



FIREFIGHTER JOB DESCRIPTION

NATURE OF WORK

Firefighters are responsible for the following: control and extinguish fires; protect life and property; provide emergency medical services; maintain the station and equipment in compliance with rules and procedures; receive training in the latest techniques.

This job description applies to all firefighters employed by the Charter Township of Ann Arbor (the “Township”), including paid-on-call and full-time firefighters.

SUPERVISION RECEIVED

Firefighters will work under the direct supervision of Fire Officers and the Fire Chief. This supervision includes, but is not limited to, a review of documentation, conferences, and training sessions.

Firefighters are required to follow the chain of command of the Township’s Fire Department (the “Department”).

RESPONSIBILITIES AND DUTIES

A. Degree and Types of Physical Demands

A firefighter is responsible for firefighting duties and must meet the physical demands of those duties, with or without reasonable accommodation. The physical demands outlined in this section are representative of those a firefighter will encounter in their performance of the position’s essential functions.

In the course of their firefighting duties, a firefighter is expected to:

- Exert in excess of 100 pounds of force occasionally;
- Exert in excess of 50 pounds of force frequently; and
- Exert in excess of 20 pounds of force constantly, including lifting, pushing, pulling, carrying, and otherwise moving objects.

In the course of their firefighting duties, a firefighter must meet the following physical demands:

Climbing or Descending ladders, stairs, scaffolding, ramps, and poles.

Balancing and Maintaining Body Equilibrium to prevent falling when walking, standing, crouching, or running on narrow, slippery, or erratically moving surfaces.

Reaching, Handling, Fingering and/or Feeling:

- Reaching - Extending the arm(s) and hand(s) in any direction.
- Handling - Seizing, holding, grasping, turning or otherwise working with hands.
- Fingering - Picking, pinching, or otherwise working with fingers.
- Feeling - Perceiving attributes of objects, such as size, shape, temperature, or texture, by means of receptors in the skin, particularly those of the fingertips.

Talking and Hearing:

- Talking and Hearing - Accurately expressing or exchanging ideas by means of spoken words.
- Hearing - Accurately perceiving the auditory nature of sound.

Seeing:

- Seeing - Accurately perceiving the visual nature of objects.
 - A firefighter must meet the following vision thresholds:
 1. Acuity Far - Clarity of vision at 20 feet or more.
 2. Acuity Near - Clarity of vision at 20 inches or less.
 3. Depth Perception - Three-dimensional vision; ability to judge distance and space relationships to see objects where and as they are.
 4. Field of Vision - Ability to see an area, up and down and to the right and left, while the eyes are fixed on a given point.
 5. Accommodation - Adjustment of the eyes to bring an object into sharp focus; ability to do near point work at varying distance from the eyes.
 6. Color Vision - Ability to identify and distinguish colors.

B. Supervision Demands

Firefighters must comply with the supervisory structure of the Department. Firefighters are expected to take orders from supervisors, perform specific tasks as directed, and follow Department rules, regulations and procedures.

C. Additional Demands

Firefighters must learn the streets and buildings of the fire district.

They must also learn advanced firefighting and emergency medical care techniques.

WORKING CONDITIONS

A firefighter must be able to operate in difficult environmental conditions inside and outside of a dangerous area for long periods of time (3 hours or more).

In the course of their firefighting duties, firefighters are exposed to the following conditions, many of which may cause marked bodily discomfort:

- Dangerous atmospheres, including but not limited to toxic smoke, explosions, building collapses, and infectious disease.
- Extreme heat, with or without temperature changes:
 - Extreme Heat - Very high temperatures.
 - Temperature Changes - Variations in temperature, which accompany extreme heat and cold.
- Wet and/or humid:
 - Wet - Contact with water or other liquids.
 - Humid - Atmospheric conditions with high moisture content.
- Noise and/or vibration:
 - Noise - There is sufficient noise, either constant or intermittent, to cause distraction.
 - Vibration - The production of an oscillating movement or strain on the body or its extremities from repeated motion or shock.

Firefighters will encounter hazardous conditions or situations in which there are dangers to life and health and the potential for bodily injury. These hazardous conditions or situations include a variety of physical hazards, including but not limited to the following: proximity to moving mechanical parts, electrical shock, working in high places, proximity to burns and radiant energy, and exposure to all types of explosives and toxic chemicals.

To mitigate the risks of these hazardous conditions or situations, firefighters must, for long periods of time, wear:

- Closed circuit respiratory equipment;
- 50 to 70 pounds of protective equipment; and
- Fully encapsulating suits and other body-covering equipment.

Firefighters must operate a variety of machines, tools, and equipment as a routine function of the job, some of which are listed here:

- Self-contained breathing apparatus;
- Halligan bar, axe, radio, computer, medical equipment, hazardous materials reference books and equipment;
- Hydraulic extrication equipment;
- Portable fire pumps, fire extinguishers, fire hose, nozzles, fire hydrants, ladders; and
- Large vehicles.

This list is not all-inclusive; it is representative of the equipment that is commonly associated with this type of work.

ESSENTIAL SKILLS REQUIRED FOR JOB PERFORMANCE

The essential skills and functions of the firefighter position include but are not limited to the following:

- a. Respond to fire alarms and other emergency calls;
- b. Select hose and nozzle, remove from the fire apparatus, carry to the fire area, and discharge at the fire;
- c. Position and climb ladders to gain access to upper levels of buildings or rescue victims from structures;
- d. Create openings in structures for ventilation or entrance by using an axe, halligan bar, chainsaw, and/or any other equipment needed to accomplish the task;
- e. Carry the necessary equipment in, up, down, or around to the location where it is needed;
- f. Protect property from water and smoke by using salvage covers, smoke ejectors, and positive pressure ventilators, and by removing undamaged contents from the affected area;
- g. Administer medical aid to any injured person(s);
- h. Communicate with supervisor during a call by using a two-way radio (if equipped) or by face-to-face communications;
- i. Assist with inspections of buildings for fire hazards and compliance with fire prevention ordinances;
- j. Perform assigned duties in maintaining apparatus, equipment hydrants, stations, and grounds;
- k. Participate in public education programs, training drills, and fundraisers;
- l. Drive and operate firefighting apparatus;
- m. Identify and contain hazardous material spills;
- n. Fill fire extinguishers and S.C.B.A. bottles;
- o. Receive burn permits and public education requests; and
- p. Write letters pertaining to fire department business.

REQUIRED ADMINISTRATIVE SKILLS AND EDUCATION

Minimum Reasoning Ability: Must have the ability to apply basic principles of rational systems (e.g., bookkeeping, electrical wiring, building construction) to solve practical problems and to interpret a variety of instructions furnished in written, oral, diagrammatic, or scheduled form.

Minimum Math Ability: Must have the ability to add, subtract, multiply, and divide all units of measure, to perform these four operations with like or common decimal functions, to compute ratio, rate, and percent, to draw and interpret bar graphs, and to perform arithmetic operations involving all American monetary units.

Minimum Language Ability:

Reading - Must have the ability to read and comprehend a variety of standard operating procedures, magazines, maps, training manuals, safety rules, and instructions in the use and maintenance of station tools and equipment.

Writing - Must have the ability to create comprehensible reports and essays with proper format, punctuation, spelling, and grammar, using all parts of speech.

Presenting - Must have the ability to effectively and comprehensibly present before an audience with poise and confidence.

Training Requirements: Firefighters must successfully complete an on-the-job training program and a formal firefighter training program. Firefighters must also be able to successfully complete training for a variety of emergency medical procedures, such as CPR or other duties of an EMT.

ADDITIONAL QUALIFICATIONS FOR EMPLOYMENT

Firefighters must have knowledge of the Township and the surrounding area.

Firefighters must have an understanding of the laws of the State of Michigan with regard to fire and driving a vehicle.

Firefighters are expected to work harmoniously in a team atmosphere, complete tasks as assigned, and meet all of the requirements contained within this Job Description.

Firefighters report to Fire Officers and the Fire Chief.

Fire Officers and the Fire Chief may assign additional responsibilities to firefighters at any time.

This Job Description is subject to change by the Fire Chief.