CITY OF TRAVERSE CITY FIRE DEPARTMENT

Firefighter/Paramedic

Full-Time Non-Exempt • IAFF Bargaining Unit • No Residency Requirement

Applications Accepted Until Positions Are Filled

Position Detail	Summary & Terms
Salary & Lateral Entry	**$67,391.09 – $80,039.48 annually** (lateral entry starting up to **$77,332.83**). Scheduled increases: **July 2027:** $69,412 – $82,440 (lateral entry $79,959); **July 2028:** $71,495 – $84,913 (lateral entry $82,042).
Stipends & Allowances	City Limits Residency Stipend: (6% of top-step FF/Paramedic base wage); Master's Degree ($2,000/yr); Bachelor's Degree ($1,000/yr); Technical Rescue or HazMat Team ($400/yr each); Longevity Pay ($0.11–$0.25/hr).
Benefits Package	Paid time off, short-term leave, health, dental, vision, and life insurance, employer retirement contribution, and ACT 345 Retirement System pension program.

POSITION OVERVIEW & KEY RESPONSIBILITIES

Immediate vacancies exist; candidates are encouraged to apply early. Under the general supervision of the Fire Chief and direct supervision of an assigned Captain or Lieutenant, the Firefighter protects life and property through fire suppression, emergency medical care, and community risk reduction—including safety coverage for major events such as the National Cherry Festival. Core duties include:

- Respond to fire, rescue, and medical emergencies; administer Basic or Advanced Life Support and complete incident reports per department and Northwest Regional Medical Control Authority protocols.
- Operate, inspect, and maintain fire engines, aerial trucks, ambulances, marine vessels, off-road vehicles, and specialized rescue/suppression equipment.
- Conduct pre-incident surveys, monthly station inspections, station/grounds maintenance, public fire prevention education, and continuous physical fitness and technical training.

MINIMUM QUALIFICATIONS & CERTIFICATIONS

- **Education & Driving:** High school diploma or GED (Associate's or Bachelor's degree in a related field preferred) and a valid Michigan Operator's License with a safe driving record.
- **Firefighter Certification:** Current Michigan Firefighter I & II certification (or equivalent) at application, or current enrollment in a recognized Fire Program/Academy within 90 days of completion.
- **EMS Licensure:** Current Michigan Paramedic license (or equivalent), or within 90 days of completing a recognized Paramedic program and licensing exam. Firefighter/Paramedics serve a 12-month probationary period.

SELECTION PROCESS & HOW TO APPLY

Testing & Selection: Department testing will include **Physical Agility Practice on Thursday, December 17th, 2026**, followed by the **Physical Agility Test and National Firefighter Selection Inventory (NFSI) Written Exam on Friday, December 18th 2026**. The Physical Agility Test requires physician approval within 30 days prior. Testing is followed by an Oral Board Interview, background investigation, psychological evaluation, and pre-employment physical/drug screen.

Application Instructions: Submit a completed application at **www.traversecitymi.gov/jobs/** and copies of required supporting documents (Firefighter II, and EMT-B/Paramedic licenses) to City of Traverse City, Human Resources Office, 400 Boardman Avenue, Traverse City, MI 49684 or via email to citypers@traversecitymi.gov. To schedule a department ride-along, contact Alanna Crouch at acrouch@tcfire.org or 231-922-4930.

The City of Traverse City is a drug-free workplace and an Equal Opportunity Employer. All employment actions are taken without regard to race, color, national origin, sex, sexual orientation, gender identity or expression, age, religious beliefs, marital status, veteran status, disability, genetic information, or political affiliation.