

Benefits

The County offers a comprehensive benefit package to full-time employees hired in authorized positions. The following is a brief summary highlighting the major benefits available to eligible employees:

- Paid annual leave increases with years of service.
- Paid sick leave.
- Paid holiday leave.
- Health insurance plan (optional)
- Dental insurance (optional)
- Flexible Spending Accounts for health care and child-care expenses (optional)
- Life insurance
- Additional life insurance (optional)
- Retirement through Virginia Retirement System
- Deferred compensation (optional)
- Employee Assistance Program for employee and family members
- Long-term disability insurance
- Short-term disability insurance (optional)
- Employee discounts through the Metro Richmond Recreation Corporation

For more Henrico County Benefits information visit
www.henrico.us/benefits

For more about employment with the County of Henrico, Division of Fire visit our website at www.henricofire.org

**Proud of our progress;
excited about our future.**



**County of Henrico
Government Center
P.O. Box 90775
Henrico, Virginia 23273-0775**

The County of Henrico does not discriminate on the basis of race, color, religion, sex, national origin, age or disability.

**County of Henrico
Division of Fire
7721 E. Parham Road
Henrico, Virginia 23294
(804) 501-4900**

**Anthony E. McDowell
Fire Chief
www.henricofire.org**

County of Henrico Division of Fire



Our Mission

Henrico County Division of Fire is a community-driven, professional public safety and service organization that takes **PRIDE** in stewardship and public trust.

Our Values

Henrico County Division of Fire takes **PRIDE** in our unique calling to fulfill the needs of our customers in the community we share.

**Professionalism
Respect
Integrity
Dedication
Empathy**



County of Henrico Division of Fire

In selecting a Fire Service occupation, you will become a member of a distinguished and honorable profession that dates back to Roman times.

Firefighters have always been looked upon by their neighbors, friends and peers as true public servants, who enjoy the satisfaction of knowing that they are among an elite group of men and women who have dedicated their lives to help those in need. The Fire Service is not just about fighting fires. Today, most professional firefighters are involved in fire prevention activities, emergency medical services, disaster response and planning, public education, hazardous materials response and special rescue emergencies. The firefighter of today is truly a well-trained and educated professional who is the cornerstone of emergency services throughout the community.

When you select the County of Henrico, Division of Fire as your employer, you have selected one of the finest, professional fire service organizations in the nation. We are known nationwide as one of the premier fire departments and are the ninth internationally accredited fire agency. Our reputation centers around progressive and proactive management, leading edge technology, educational qualifications of our employees, high quality job satisfaction and a salary and benefits package that ranks us as one of the nation's highest paid fire service organizations. The Henrico Division of Fire has positioned itself to move through the 21st century, continuing to lead the nation in its pro-active approach to public service. Automation, computer-aided dispatch, 800MHz radio system, and an aggressive apparatus replacement program will provide the tools necessary to allow the Division to deliver a variety of premiere services to its customers.



County of Henrico

The County of Henrico, Virginia is a well-planned community of 244 square miles of beautiful residential neighborhoods, expanses of fertile farm land and attractively designed commercial developments. It borders the City of Richmond on the west, north, and east, and lies between the James and Chickahominy Rivers. The county constitutes approximately one-third of the Richmond Metropolitan Area.

Firefighter Qualifications

1. Minimum 18 years of age
2. High school graduate or equivalent
3. Must pass a Candidate Physical Ability Test (CPAT)
4. Possession of a valid Virginia Operator's License with a Division of Motor Vehicle record of no more than six demerit points in one year, or nine demerit points in two years
5. Use of tobacco products on and off duty are prohibited upon the date of hire

Hiring Process

1. Electronic submission of a completed County of Henrico application form online at www.henricojobs.com
1. Submission of a completed personal history questionnaire
2. Written test (Pass/Fail)
3. Document review
4. Candidate Physical Ability Test: (Pass/Fail)
5. Panel Interview by the Division of Fire
6. Fire Chief's Interview
8. Conditional Offer
9. Medical examination, including drug screening test and FBI background check
10. Selection of most qualified applicants

Training

Since the role of the Henrico County firefighter has changed to include pre-hospital medical care, hazardous material containment, high rise, confined space and water emergencies, we train our firefighters to ensure they are prepared to respond to all types of emergencies. The following is a sample of the topics covered during recruit school at the Division of Fire.

- Fire Fighting
- Physical Fitness
- Self-contained Breathing Apparatus
- Radio/Electronic Communications
- Hose, Nozzle, and Appliances
- Fire Code Inspection
- Fire Cause Investigation
- Sprinkler Systems
- Building Construction
- Hazardous Materials and Containment
- Incident Command System
- Pre-hospital Emergency Medical Care
- Safety and Survival
- Live Fire Training
- Rope and Trench Rescue



Work Schedule

Firefighters work a total of seven (7) - 24 hour shifts every 21 days, (nights, weekends and holidays) which equates to approximately ten (10) - 24 hour workdays per month. Forty-hour assignments are also available in Investigations, Training, Public Education, and Inspections.