Jobs

A Good Candidate

Brigade Tek believes in hiring the right people, rather than people with the right training.

You should enjoy figuring things out, and not be frustrated when you're stumped or wrong. Have courage to share mistakes with others so we all learn, and ask for help when you need direction.

We share knowledge. No two people should need to figure out how a particular thing works. Once one person works on it and understands it, that research along with manuals sourced can be documented for easy access by any technician next time.

Although we emphasize hiring people based on their attributes, training and job specific education is very important to us. Brigade Tek supports this through financial incentives. However, you need to take initiative to learn. Continuous curiosity and a 'what would I do different next time' attitude is an attribute that can only come from within you.

Finance

Wages

- Probation: $18/ hour
- Base pay Post-probation: $20/ hour
- Payroll monthly; ran 15th of each Month for the prior month.

Probation (~2 months, based on hours worked), is a trial period to ensure it's a good fit.

Work Incentives

During a month, for every hour worked over 24 hours, the rate increases by $0.50 each hour, and has a max increase of $7.

PTO (Paid Time Off): you accrue 0.06 hours of PTO for every hour you work, with a maximum of 120 hours. Once you reach 120 hours, it will stop accruing. We pay it out whenever you ask for it. For a full time employee, this equates to about 2.5 weeks a year.

Training Incentives

We recognize E.V.T. certifications, and ASE T series certifications. Brigade Tek is a registered employer with ASE, so you can earn experience needed for obtaining ASE certification with us.

After your probationary period, your eligible to receive incentive for training certs (E.V.T. F series and A series, ASE T series). The incentive is **$1/hour** per cert.

Brigade Tek pays for classes to support this training, as well as test fees. We do not pay you an hourly wage during training.

Health Insurance is not currently offered as a benefit, largely because it wouldn't benefit our current employees, and secondarily because cost. It isn't off the table as an option.

Profit Sharing

We are also implementing a profit sharing plan that is calculated and paid quarterly. However, this program is in its infancy and has some trigger points that must be collectively achieved by the shop before being paid out. Most significantly, billable hours each month has a threshold we need to achieve first to cover expenses, second to achieve profit. For 2 years, this has been limited by technicians availability to work, and not by lack of work. We have lots of work.

The purpose of profit sharing is to make every technician feel a part of ownership. The more you feel, the more you care. It's supposed to help everyone feel partly responsible for the success of the company. To be clear, profit sharing dividends are in excess of hourly wage, and never take away from it.

Do not use profit sharing payouts as part of your decision process. It's brand new for us and payouts are not guaranteed. Further, its supposed to be rewarding for your past efforts rather than incentive for effort.

What work you'll be doing

Preventative Maintenance, to start with. A full P.M. for a truck takes 20-50 manhours, depending on what all components it has. You will be working with a technician who will train you on-the-job. You are expected to tackle something you haven't done before with each truck, until you've done every part of a PM.

After becoming competent at PM procedures, there is more flexibility. Be thinking about what type of person you are and how that relates to work you do. Do you like getting more and more efficient at repetitive tasks that you know how to do, like PMs? Or does that bore you after a while, and you'd rather be troubleshooting problems and figuring out how things work?

Why Emergency Vehicles?

They are cool. But also important. It seems more and more products are built cheaply, designed to replace whole components with less repairs when they break. This is true from toys to automotive. But Fire Trucks seem to be at the opposite of this spectrum. New trucks are more and more expensive, with longer lead times. Preventative maintenance is more important to allow trucks to work a longer lifetime. Most emergency vehicles are customized in many ways, so there are not standardized labor guides for them like the automotive industry. As such, we will never charge customers or pay employees by 'flat rate'. Always hourly. Everything on a fire truck is expensive, so it's usually always worth it to fix it, and many times replacement simply isn't a viable option.

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