



# SALT LAKE CITY FIRE DEPARTMENT 2020 HIRING GUIDE

Thank you for your interest in the Salt Lake City Fire Department (SLC Fire). This guide is intended to provide prospective firefighter candidates with:



A basic overview of SLC Fire's hiring process



Hiring Frequently Asked Questions (FAQs)



Recommended steps to take leading up to the hiring process



2020 hiring-preparation event dates



Contact info for recruitment, preparation, and hiring questions

## BASIC OVERVIEW OF SLC FIRE HIRING PROCESS

We administer an entry-level testing process every two (2) years, on even calendar years, to establish a list of qualified entry-level firefighter (Firefighter I) candidates.

**NEXT ENTRY-LEVEL FIREFIGHTER PROCESS BEGINS: *January 2020***

The process begins with an entry-level Written Exam. After the Written Exam, the top scoring candidates will be invited to the Oral Board Assessment (interview). Your Oral Board Assessment and Written Exam scores are combined to determine if you will receive an invitation to take the Candidate Physical Agility Test (CPAT). The CPAT assessment is pass or fail. Successful candidates will then be ranked, based on overall performance, and placed on a hiring list.

Between 2020 and 2022, candidates will be selected from the list for further testing and consideration, as jobs become available. If the initial list becomes exhausted more candidates will be invited to participate in the remainder of the process.



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Minimum hiring eligibility:

- Ability to legally work in the U.S.
- At least 18 years of age by the date of the Written Exam
- Possess a high school diploma or GED by date of the Oral Board Assessment
- Possess a valid driver's license by the time of employment

The application process for Firefighter I will go live January of the hiring year and will be available on our website via [jobs.slcfire.com](https://jobs.slcfire.com). Candidates must complete the application by the deadline in order to register for the Written Exam.

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## HIRING FREQUENTLY ASKED QUESTIONS (FAQs)

**Q:** Do you need previous firefighting, Emergency Medical Technician (EMT), or Paramedic certification to be considered for employment?

**A:** We do not require previous firefighting, EMT, or Paramedic certification prior to general employment. Preference points may be awarded for previous certifications. Additionally, our department will cover the cost of basic EMT certification for Entry-Level Firefighters who do not possess a certificate at the time of hire.

**Q:** Does SLC Fire require a college degree to become a firefighter?

**A:** No, however a high school diploma or GED is required by the date of the Oral Board Assessment.

**Q:** Are there age, height, and weight requirements to be an SLC firefighter?

**A:** Interested candidates must be 18 years old by the date of the Written Exam. We do not have a minimum or maximum height or weight requirement. You do, however, have to be of sound mental and physical health. Visit [jobs.slcfire.com](https://jobs.slcfire.com) to learn more.

**Q:** What does a typical 48-hour set schedule look like at a SLC Fire station?

**A:** The primary responsibility of our crews is emergency response. In addition, a typical set schedule consists of equipment checks, vehicle maintenance, training, continuing education, physical fitness, community outreach, and public education.

**Q:** How many firefighters will be hired each year?

**A:** The number of firefighters hired each year fluctuates based on need, city growth and retirements.



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## RECOMMENDED STEPS TO TAKE LEADING UP TO THE 2020 HIRING PROCESS



1. Subscribe to the 2020 SLC Fire interest list. (Instructions available at [jobs.slcfire.com](https://jobs.slcfire.com))
2. Get physically and mentally prepared.
  - a. SLC Fire hiring e-tips will include some physical and mental preparation tips.
  - b. Get active and seek out resources to help get you physically prepared.
3. Know how our hiring process works.
  - a. Visit [jobs.slcfire.com](https://jobs.slcfire.com) for a more detailed outline of the hiring process.
4. Review the Ergometrics FireTEAM entry-level exam.
  - a. We will administer this test for our 2020 Written Exam.
  - b. Visit [ergometrics.org/fireteam-entry.cfm](https://ergometrics.org/fireteam-entry.cfm) for an overview.
  - c. Visit [ergopracticetests.com/?FTB](https://ergopracticetests.com/?FTB) to purchase the official practice exams.
5. Familiarize yourself with the CPAT.
  - a. Visit [nationaltestingnetwork.com/publicsafetyjobs/cpat\\_info.cfm](https://nationaltestingnetwork.com/publicsafetyjobs/cpat_info.cfm) for a complete overview of the CPAT events.
  - b. Here are some of our favorite CPAT demonstration videos:
    - i. [youtube.com/watch?v=fn0sllONpdg](https://youtube.com/watch?v=fn0sllONpdg)
    - ii. [youtube.com/watch?v=SxtOJV3LI2Y](https://youtube.com/watch?v=SxtOJV3LI2Y)
6. Sign-up for the 2020 SLC Fire test-preparation events.
  - a. Registration for these events will go live at the start of the month between January and March of 2020.
7. Apply!
  - a. At [jobs.slcfire.com](https://jobs.slcfire.com) beginning January 2020.



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## 2020 HIRING-PREPARATION EVENT DATES

Written Exam & Study Skills	January 17, 2020 4:00PM-6:30PM 1600-1830	January 18, 2020 9:00AM-11:30AM 0900-1130
Oral Board Assessment	February 21, 2020 4:00PM-6:00PM 1600-1800	February 22, 2020 9:00AM-11:00AM 0900-1100
CPAT	March 20, 2020 4:00PM-7:00PM 1600-1900	March 21, 2020 9:00AM-12:00PM 0900-1200

- Registration for these events will go live at the start of each month between January and March of 2020. Watch for an announcement via [jobs.slcfire.com](https://jobs.slcfire.com).
- The SLC Fire Written Exam is scheduled for Saturday, April 18, 2020.

## CONTACT FOR RECRUITMENT, PREPARATION, & HIRING QUESTIONS

Primary contact for questions related to recruitment, the SLC Fire interest list, hiring process, and test-preparation events:

**Ms. Darby Egbert, MPA** | Recruitment & Outreach Coordinator  
Community Relations Division  
Salt Lake City Fire Department | *Prepare - Respond - Impact*  
Cell: 801.209.5241  
[www.slcfire.com](https://www.slcfire.com)

Contact for questions related to the hiring process and general employment:

**Jennifer Sykes, MHR, PHR & SHRM-CP** | Senior Human Resource Consultant  
Division of Human Resources  
Salt Lake City Corporation  
Office: 801-799-4109  
Cell: 801.641-5670  
[www.slcc.gov/hr](https://www.slcc.gov/hr)



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