

Unified Fire Authority Entry Level Paramedic-Only FAQ's

About Unified Fire Authority

- Unified Fire Authority (UFA) is one of Utah's largest fire service agencies, providing fire suppression, emergency medical services, technical rescue, wildland fire response, fire prevention, and community risk reduction to the communities we serve. To learn more about UFA, our services, and our organization, please visit <https://unifiedfireut.gov/>.

Who is considered for this process?

- This is an opportunity for Entry Level Paramedics to join our organization through UFA's Entry Level Paramedic-Only hiring process. Applicants who are hired will be put through a full 16-week recruit camp and graduate as a Firefighter Paramedic with UFA.

What qualifications do I need to apply for the Entry Level Paramedic Only position?

- Candidates who apply for the Entry Level Paramedic-Only process must:
 - Be at least 18 years of age by the written test date (October 2026),
 - Possess a valid driver's license in good standing at the time of employment.
 - Have a Utah Paramedic License or National Registry Paramedic, BLS, ACLS, and PALS certification at the time of application, and Utah paramedic license prior to a final job offer.

Do I need to have fire experience or be a firefighter with a first responder agency to be considered for the Paramedic-Only Hire?

- Applicants do not need to have fire experience to be eligible for the Entry Level Paramedic-Only process. Applicants hired will be put through a full-16-week recruit camp, learning fire skills and earning certifications necessary to perform the job duties of a firefighter.

What does the hiring process look like?

- **Entry Level Paramedic-Only Recruitment Timeline (Fall/Winter 2026)**

DATES AND TIMES MAY BE CHANGED OR ADDED IF NEEDED

Registration	September 14-October 13
Oral Board Interview, Written Pharmaceuticals & Paramedic Skills Assessment, and Firefighter Physical Agility Test (Applicants will be assigned one date to attend. Assigned dates will be provided at a later time.)	October 19-23
Background Investigations	October-November

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Final Job Offers	December-January 2027
New Hire Orientation	January 5, 2027
Start of Recruit Camp	February 1, 2027

- From start to finish, the process will take 3-4 months and will include the following:
 - Registration
 - Oral board interview, firefighter physical agility test (FPAT), a Paramedic skills assessment and written pharmaceuticals test.
 - Background check and psychological evaluation
 - NFPA physical and new hire drug test

What does an oral board interview look like?

- The oral board interview will consist of structured, behaviorally based interview questions. Fire officers and other firefighters or firefighter specialists will evaluate your responses.

What does the Firefighter Physical Agility Test (FPAT) consist of?

- The firefighter physical agility test is based on general firefighting duties. This exam includes lifting, carrying, pulling, and climbing components. The test is designed as an obstacle course to closely simulate the endurance a firefighter employee must possess at the scene of a fire.
 - [View the Firefighter Physical Agility Video](#)
- Applicants must pass the Firefighter Physical Agility Test with a cut-off time of at least 13:00 minutes.
- To graduate from recruit camp, recruits must complete the FPAT within the 10:30 passing cut-off time using the same testing conditions as a current firefighter employee.
- [UFA Policy 100-185 Firefighter Physical Agility Test \(FPAT\)](#)
- *Please be advised that you should be in good physical condition to participate in the firefighter physical agility test and to prevent injury or aggravation of any existing conditions that you may have. All applicants will be required to sign a release of liability.*

What does the Paramedic Skills Assessment and Written Pharmaceuticals test consist of?

- Paramedic Skills Verification
 - [Paramedic Skills Assessment](#)

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Do I have to go to a traditional firefighter recruit camp?

- Applicants selected will participate in a 16-week recruit camp, learning fire skills and earning certifications necessary to perform the job duties of a firefighter.

What happens after the 16-week recruit academy is complete?

- The Fire Training Division and Operations will assign recruits to a station for 2-3 rotations. The rotations typically last three months each.

What would my potential salary be?

- Applicants will be placed in the Paramedic I pay step on the Firefighter Pay Plan starting at step 1.
 - [UFA Firefighter Pay Plan 2026-2027](#)

When would my benefits be effective?

- Benefits for all employees are active on their first day of employment. For a full list of benefits, please view UFA's Explanation of Benefits page here.
<https://unifiedfireut.gov/employee/benefits/>

Does UFA participate in a retirement system?

- All full-time employees are eligible for pension credit, based on the system and Tier with Utah Retirement Systems (URS). For further information please refer to Utah Retirement Systems website at www.urs.org

Does UFA offer a uniform allowance?

- UFA will have 12 months of uniform allowance front-loaded into their second earned paycheck. [100-160 Clothing-Uniform Allowances](#)
- The uniform allowance will be reinstated in the employee's regular paycheck on the first pay period following their one-year anniversary of hire.