

Unified Fire Authority Lateral FAQ's

What is considered a UFA Lateral?

- This is an opportunity for current firefighters or paramedics to join our organization through our lateral process and be given credit for their prior work experience with another fire-based agency.

What qualifications do I need to apply for the lateral positions?

- Candidates who apply for a lateral position with UFA must be currently employed or have been employed for at least twelve (12) consecutive months in the last eighteen (18) months as a full-time Firefighter for a firefighter first responder agency.

What certifications do I need to apply as a Firefighter Lateral or Paramedic Lateral?

- Candidates MUST possess the following minimum qualifications at time of registration deadline:
 - Firefighter I and II certifications
 - Utah EMT, AEMT, or Paramedic Licensure
 - Haz Mat Awareness and Operations certification
 - Apparatus Driver Operator (ADO)Pumper certification
 - Completion of current NWCG Wildland minimum training requirements (Firefighter Type II).

Candidates must have received their Firefighter I & II, Haz Mat Awareness and Operations, and Apparatus Driver Operator (ADO) Pumper certifications from an International Fire Service Accreditation Congress (IFSAC) member entity, or a Pro Board Accredited Certification.

What does the hiring process look like?

- From start to finish, the process will take 3-4 months and will include the following:
 - Registration
 - Oral board interview, firefighter physical agility test, a firefighter skills assessment, and a medical skills assessment based on their certification.
 - Background check and psychological evaluation
 - NFPA physical and new hire drug test
- 2025 Timeline (Dates and times may be added or changed if needed)

Registration	February 1-15
EMS and Fire Skills Assessments, Oral Board Interview and Firefighter Physical Agility Test (Will be required to attend only one of these dates)	March 3-7
Backgrounds Investigations	April-May
Final Offers	April-May
New Hire Orientation	May 12

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Start of 4-week Orientation	June 2
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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 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 be scheduled for an oral board interview.
- *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 a Firefighter Skills Assessment consist of?

- Fire Skills Assessment [Microsoft Word - Fire Skills Assessment 2022.docx \(unifiedfire.org\)](#)

What does an EMT, AEMT and Paramedic Skills Assessment consist of?

- EMT Skills Verification [EMT-Skill-Verification-Information.pdf \(unifiedfire.org\)](#)
- AEMT Skills Verification [AEMT-Skill-Verification-Information.pdf \(unifiedfire.org\)](#)
- Paramedic Skills Verification [Lateral-Hire-Paramedic-Skill-Verification-Information.pdf \(unifiedfire.org\)](#)

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

- Firefighter and Firefighter/Paramedic laterals will not have to attend a traditional 16-week recruit camp. Laterals participate in a 4-week orientation administered by UFA's Fire Training division.

What does a 4-week orientation look like?

- A 4-week orientation helps laterals familiarize themselves with the departments SOG's and SOP's. You will also familiarize yourself with UFA's personnel, equipment, and apparatus.

What happens after the 4-week orientation is complete?

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- You will be assigned to a station for at least one (1) month to have your skills evaluated. After one (1) month you may be released and assigned as a rover Firefighter or Firefighter Paramedic.

As a Lateral with UFA, what would my potential salary be?

- Individuals will be placed in the Firefighter pay step on the Firefighter Pay Plan, from step 1 to 10 (the top step), that corresponds with their years of credited service as well as medical certification.
 - <https://unifiedfire.org/wp-content/uploads/FY-24-25-Firefighter-Pay-Plan-1.pdf>
- Full details for credit for time can be found in the Firefighter Lateral policy: <https://public.powerdms.com/unifiedfire/documents/1817522>
- Full details for credit for time can be found in the Paramedic Lateral policy: <https://public.powerdms.com/unifiedfire/documents/1817498>

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://unifiedfire.org/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

How much vacation and sick will I earn coming over as a Lateral?

- Employees earn 12 (twelve) hours of vacation and sick leave per month from year 1 through the end of the 8th year. Vacation accruals will increase beginning the 9th year and then again beginning of the 17th year.
- For more information, please visit our benefits page here. <https://unifiedfire.org/employee/benefits/>

Will I have to work mandatory shifts?

- Depending on UFA's staffing levels there may be times when our employees are called back for mandatory shifts based on UFA's policy. <https://public.powerdms.com/unifiedfire/documents/1817414>

Does UFA offer a uniform allowance?

- UFA does offer a uniform allowance which is \$70.00 per month.

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- Lateral employees may receive a front-loaded uniform allowance at the time of hire to help offset the initial cost for uniforms or expenses.

<https://public.powerdms.com/unifiedfire/documents/1817344>

Do I receive seniority credit as a lateral Firefighter or Paramedic?

- No. Credit for time with a firefighting first responder agency will be given for pay purposes only. Credit does not go towards seniority or the ability to test for Specialist or Officer positions.

When am I eligible to test for a specialist position?

- Eligibility to test for a specialist position with UFA can be found here:

<https://public.powerdms.com/unifiedfire/documents/1817546>

When am I eligible to test for a Captain position?

- Eligibility to test for a Captain position with UFA can be found here:

<https://public.powerdms.com/unifiedfire/documents/1878142>