

Unified Fire Authority Lateral Firefighter Paramedic 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/>.

For additional information about the Lateral Firefighter Paramedic hiring process, please watch Chief Burchett's informational recruitment video, which provides an overview of the application process, hiring timeline, and what to expect as a lateral candidate.

- [Unified Fire Lateral Firefighter Paramedic Recruitment Video](#)

What is considered a UFA Lateral?

- This is an opportunity for current Firefighter 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 Firefighter Paramedic position?

- Candidates who apply for the Lateral Firefighter Paramedic 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 Paramedic for a firefighter first responder agency.

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

- Candidates MUST possess the following minimum qualifications at time of registration deadline:
 - Firefighter I and II certifications
 - 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.
 - Haz Mat Awareness and Operations certifications

The following certifications are required after hire:

- Apparatus Driver Operator (ADO)Pumper certification – ***Must be obtained within the employee's 12-month probationary period***
- Completion of current NWCG Wildland minimum training requirements (Firefighter Type II). – ***Must be obtained by the end of the employee's orientation***

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

What does the hiring process look like?

- The timeline can be found [HERE](#)
- 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.
 - 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 lateral orientation, a lateral 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 a Firefighter Skills Assessment consist of?

- Fire Skills Assessment:
 - <https://unifiedfire.org/wp-content/uploads/Fire-Skills-Assessment.pdf>

What does the Paramedic Skills Assessment consist of?

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- Paramedic Skills Verification
 - [Lateral-Hire-Paramedic-Skill-Verification-Information.pdf \(unifiedfire.org\)](https://unifiedfire.org/Lateral-Hire-Paramedic-Skill-Verification-Information.pdf)

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

- Lateral Firefighter Paramedics will not have to attend a traditional 16-week recruit camp. Laterals participate in a 4-week orientation administered by UFA's Fire Training and EMS divisions.

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.
 - Weeks 1-2 – Fire Training
 - Week 3 – Medical Training
 - Week 4 - ADO & NWCG Wildland Training

What happens after the 4-week orientation is complete?

- You will be assigned to a station for at least one (1) month as extra staffing for further orientation and skills evaluation. 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 EMS certification.
 - [UFA Firefighter Pay Plan 2026-2027](#)
- Full details for credit for time can be found in UFA Policy 900-090 Paramedic Lateral Process: <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://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

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

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- Individuals hired as a Lateral Firefighter Paramedic are front-loaded with 96 hours of sick and 48 hours of vacation leave at time of employment.
- 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://unifiedfireut.gov/employee/benefits/>
- Lateral Firefighter Paramedics will earn holidays at a level of 6 days per year. Those hired mid-year will have days prorated.

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.
- Lateral employees 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 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.

Does Unified Fire Authority run interfacility transports?

- No. Unified Fire Authority provides 911 emergency ambulance response services only.

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>