

Unified Fire Authority Special Firefighter Hiring Process of Part-Time EMS, Variable Wildland and Seasonal Wildland Employees FAQ's

Who is considered for this process?

- This is an opportunity for employees currently employed by Unified Fire Authority (UFA) as part-time EMS, variable wildland firefighter, or seasonal wildland firefighter to apply and participate in a special new hire process.

What qualifications do I need to apply?

- Candidates must meet the minimum requirements for hire as stated in UFA Policy and Procedure – [900-085 Special Firefighter Hiring Process of Part-Time EMS, Variable Wildland, and Seasonal Wildland Employees.](#)
 - Part-time EMS candidates must be currently employed for at least one year and have worked at least 750 hours prior to the closing of the current recruitment notice.
 - Variable and Seasonal Wildland candidates must have a pending job offer with the UFA Wildland Division and have successfully completed the previous year's wildland season with UFA prior to the closing of the current recruitment notice.

What certifications do I need to apply for this process?

- Candidates must meet the minimum requirements for hire as stated in UFA Policy and Procedure – [900-085 Special Firefighter Hiring Process of Part-Time EMS, Variable Wildland and Seasonal Wildland Employees.](#)

What does the hiring process look like?

- Interested and qualified candidates will participate in an oral board interview and physical performance test.
 - Watch a video of our Physical Performance Test here:
https://www.youtube.com/watch?v=xhxb57Xi_XA

What is the timeframe for this process?

- From start to finish, the process will take 2-3 months and will include the following:
 - Oral Board and Physical Performance Test
 - Background Check and Psychological Evaluation
 - NFPA Physical and New Hire Drug Test
- 2024 Timeline (Dates and times may be changed or added if necessary)

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| Registration | April 1-15 |
| Oral Boards and Physical Performance Test | May 7-9 |
| Backgrounds & Psychological Evaluations | May-August |
| NFPA Physical and New Hire Drug Test | June-September |
| Final Offers | August-September |

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| New Hire Orientation | September 16 |
| Hire Date | October 16 |

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

- Candidates selected will be a part of a 16-week recruit camp learning fire skills and earning certifications necessary to perform the job duties of a firefighter. Those individuals who do not possess an EMS licensure will attend EMT school, which UFA will provide.
 - Starting January 1, 2025, all candidates must hold an EMT, AEMT, or Paramedic license. This requirement will not be enforced before that date.

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

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

What would my potential salary be?

- Individuals will be placed in the Firefighter pay step on the Firefighter Pay Plan starting at step 1, based on your EMS certification. [23-24-Payplan.png \(1220x401\) \(unifiedfire.org\)](#)

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?

- Yes, with Utah Retirement Systems (URS). All full-time employees are eligible for pension credit based on the system and Tier. For further information, please refer to the 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 the 17th year.
- For more information, please visit our benefits page here. <https://unifiedfire.org/employee/benefits/>

Will I have to work mandatory shifts?

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- Depending on UFA's staffing levels, there may be times when our employees are called back for mandatory shifts, which is based on UFA's policy. [400-160 Mandatory Staffing](#)

Does UFA offer a uniform allowance?

- Employees 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 (\$70.00 per month).

When am I eligible to test for a specialist position?

- Employees must have successfully completed two (2) years of full-time employment in a sworn Firefighter position with UFA. The Fire Chief may, based on the needs of the Department, modify the years of employment requirement for certain specialties.

