



# UNIFIED FIRE AUTHORITY

## MEMORANDUM

24-118

August 23, 2024

TO: All Personnel

FROM: HR Director Day

SUBJECT: Feedback Opportunity for Candidate Background Investigation Process

Included in this memo is an alphabetical list of candidates who successfully completed the Firefighter Physical Agility test (FPAT) and participated in the 2024 entry-level oral board.

The candidates on the attached list are eligible for hire. We encourage all UFA employees who have interacted with anyone on this list and wish to provide feedback (positive, negative, informational) to submit an email to [newhirefeedback@unifiedfire.org](mailto:newhirefeedback@unifiedfire.org) before September 23, 2024. Please include the name of the candidate for whom you are providing feedback in the email subject line and send separate emails for each candidate. The Special Enforcement Division and I are the only ones who can see these emails. As the candidates advance to the background investigation phase, the Special Enforcement Division will review all corresponding emails for further vetting. Please include your name and contact information in the email if Special Enforcement needs to follow up for additional details.

This year, 564 candidates registered for the written examination. Of those 564 candidates, 336 took the written exam, 181 moved on to the Firefighter Physical Agility Test (FPAT), and 158 moved on to the Oral Board process.

### Entry Firefighter New Hire Process:

- The Firefighter Hiring Committee meets year-round to develop ideas and improvements for our entry firefighter new hire process. The committee is comprised of the Fire Chief, Assistant Chief's, representatives from Fire Training, EMS, Wildland, Part-time EMS, Information Outreach, Operations, Local 1696, Human Resources, Special Enforcement, Logistics, and others.
- In the Spring of 2024, Information Outreach created an interest list, which allowed for continued communication with the candidates and an opportunity to send related news articles, training information, etc., during the recruitment period.
- Two testing workshops were held throughout the Summer, which provided interested candidates with information about the written exam, oral board, and FPAT. Candidates had the opportunity to participate in mock oral boards and gain hands-on experience with the equipment used in the FPAT.
- We offered five testing dates with nine testing sessions to accommodate schedules.

Per policy and the Professional Development Plan, a cut-off score was established from the written exam. The top one hundred and eighty-one scoring candidates advanced to the FPAT and that included those whose

written score, with preference points added, was at or above the cut-off score. One hundred and eighty-one candidates moved to the FPAT, one hundred and fifty-eight moved on to the oral board process with one hundred and fifty-four participating and one hundred and fifty-four being banded.

The candidates were placed in one of six hiring bands based on their likelihood of success during recruit camp and in a career as a Firefighter. To make these determinations, the group considered various information about the candidates, including their performance in all examination components, resumes, information shared during their oral board interviews, expressed level of interest or commitment, and past work history.

The number of individuals in each hiring band breaks out as follows:

Band A – 25 candidates	Band D – 15 candidates
Band B – 20 candidates	Band E – 10 candidates
Band C – 20 candidates	Band F – 64 candidates

A final list was established following the banding process. According to policy and the Professional Development Plan, all individuals on the list could be available for selection. Candidates selected will receive a conditional job offer contingent upon successfully passing the following phases:

Phase I:

- A background investigation conducted by Unified Fire Authority Special Enforcement in accordance with guidelines established by the Unified Fire Authority.

Phase II:

- A psychological evaluation to determine job suitability conducted and interpreted by a licensed psychologist.

Phase III:

- A comprehensive medical examination conducted by a licensed physician retained by the Unified Fire Authority and in accordance with NFPA standards and guidelines established by the Unified Fire Authority.
- Drug test.

The Special Enforcement Division will begin focusing on the candidates in Band A and work through the other bands as needed. All candidates in a band will advance simultaneously to the Special Enforcement Division. As the background investigations are completed, that information is forwarded to the Administrative Professional Standards Group for final selection. Candidates not selected for hire will remain on the registry and may be considered if additional openings occur or another hiring process is initiated before the list expires.

We hope to extend most, if not all, job offers by Thanksgiving. This will allow UFA to secure the commitment of good candidates earlier and facilitate a smooth transition to recruit camp. We anticipate hiring 36 individuals for the next recruit camp, beginning in February 2025.

If you have questions regarding the process, please contact the Human Resources Division.

**See below for list of candidates:**

Last Name	First Name
ALLEN	SAMANTHA
ANDERSON	COLE
ANDERSON	BRANDON
ARLT	JACOB
ATMORE	DYLAN
AZEVEDO	ANTHONY
BALL	SAMUEL
BEACH	TYLON
BEARDALL	CALEB
BERNING	NICOLAS
BETTS	DAVID
BIDDISON	TYLER
BLACKHURST	TANNER
BLANCAS	ROMARIO
BODILY	NOAH
BOTT	CONNER
BRADLEY	ANDREW
BRADY	SPENCER
BREUER	TYLER
CASSETTA	JUSTIN
CASH	BRAXTON
CASTLETON	JAIDEN
CHANDLER	KAZDYN
CHARLESWORTH	TYSON
CHATELAIN	TYLER
CHESHIRE	COLE
CHYNOWETH	CADEN
CORNETT	JORDAN
COUSINEAU	QUINN
COX	RYAN
CROWTHER	ANDREW
CUTLER	COLTON
DAVILA	DOMINIC
DEJONG	TRAVIS
DES ETOILES	SAMUEL
EARL	MASON
ELLERTSON	CORRY
ELLINGSON	RHETT
FERRAND	JOSEF
FRYER	CAMERON

Last Name	First Name
GONZALEZ	JOSHUA
GRANT	COLLIN
GREEN	THOMAS
HANCOCK	NICHOLAS
HANINCHICK	RYAN
HARVEY	WESTON
HATHORNE	MIRANDA
HAYNES	TYRECE
HEIL	MICHAEL
HENDERSON	ROBERT
HICKEN	GAGE
HICKMAN	OZZIE
HOEHL	JOSEPH
HULLINGER	AUSTIN
IVERSON	TANNER
JACOBSEN	ANDREW
JESSOP	JADEN
KAPLAN	MICHAEL
KAPU	AUKANAII
KEENAN	PATRICK
KELLER	PATRICK
KNUDSEN	DILLAN
KNUDSEN	SEAN
LARSEN	NATHANIEL
LAURITZEN	BROCK
LEAVITT	TRAVIS
LLEWELLYN	ADAM
LLOYD	RHETT
LOPEZ	ANDREW
LOVELESS	SCOTT
LYON	RAFE
MALMROSE	DONOVAN
MARTIN	DOUGLAS
MASON	COLTIN
MATHER	JASON
MCCORD	CARSON
MCGUIRE	OAKLEY
MILES	TANNER
MILLETT	BRODERIK
MILLS	TAYLOR

Last Name	First Name
MOKOFISI	HEINRICH
MOODY	JOSEPH
MOORE	JAXON
MOOSMAN	RYLEE
MORTENSON	TYSON
MOWER	SAMUEL
MUILENBURG	ALEXANDER
NALDER	ROMAN
NAYLOR	DEVIN
NEILSEN	SHELBY
NELSON	TRISTAN
NORMAN	COLBY
NORTON	GAVIN
OVIATT	CHASE
PARKER	DANIEL
PARKER	SAMUEL
PEACOCK	JESSE
PERRY	ALLAN
PERRY	JACOB
PETERSEN	STEVEN (CARTER)
PIFER	RYAN
POTTER	TONY
RASMUSSEN	BRYSON
RAUBENHEIMER	JETHRO
READING	COOPER
REYNOLDS	ALAN
RHODES	AUSTIN
ROBINSON	ELIZABETH
ROWLEY	LINDSAY
SABOGAL	ALBERTO
SANDOVAL	OSCAR
SANTIAGO	JAROM
SCHAUGAARD	AUSTIN
SCHNOPP	BRENDAN
SCHUMACHER	ALEC
SESSOR	ADAM
SIMS	GERALD
SMITH	TYLER
SMITH	BRYCE
SMITH	TYSON

Last Name	First Name
SPENCER	LYNN
SPINA	DYLAN
STEELE	CHASE
STREETER	AIDAN
SUASTE-HERNANDEZ	BRENDA
TAUTU	BEAU
TAYLOR	JEFFREY
TAYLOR	JOSEPH
THAMMAVONGSA	GAVIN
THOMPSON	TUCKER
THORNTON	MARK
TOLLESTRUP	JENNABREE
TORRES	ERICK
VALERIANO	JACOB
VALLESE	HANNAH
VANDERLIP	JACOB
VERRET	BRIAN
WAGNER	ARCHER
WAHLQUIST	CHAD
WAITE	XAVIER
WARREN	HUNTER
WEAVER	MAX
WHIPP	BRANDON
WHISLER	NATHAN
WILLIAMS	JORDAN
WILLIAMS	LUKE
WIMMER	HESTON
WOLFE	JOSHUA
WOODBREY	ISAAC
WOODBURY	JORDAN
WOTRING	COLTON
YELLS	DYLAN
YI	GAEUN
ZWAHLEN	BRAD