

# Unified Fire Authority

## Special Firefighter Hiring Process of Part-Time EMS, Variable Wildland and Seasonal Wildland Employees

### Who is considered for this process?

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

### What qualifications do I need to apply?

- Candidates must meet the minimum requirements for hire as stated in UFA Policy and Procedure – <https://public.powerdms.com/unifiedfire/documents/1817486>
  - Part-Time EMS candidates must be currently employed for at least one year prior to the start date of the recruit academy and have worked at least 750 hours prior to 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 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 – <https://public.powerdms.com/unifiedfire/documents/1817486>

### What does the hiring process look like?

- From start to finish, the process will take 12 months and will include the following:
  - Registration will be open from February 1 to February 28.
- Firefighter Physical Agility Test
  - 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.*

- Oral Board Interview
  - Those applicants who pass the Firefighter Physical Agility Test will be eligible to participate in the oral board interview.
  - The oral board interview will consist of structured, behaviorally based

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interview questions. Fire officers and other firefighters or firefighter specialists will evaluate applicants' responses.

- 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 through February 28
Firefighter Physical Agility Test & Oral Board Assessments	March 10-15
Backgrounds & Psychological Evaluations	April through July
NFPA Physical and New Hire Drug Test	June through October
Final Offers	August through December
New Hire Orientation	January 7, 2026
Hire Date	February 1, 2026

## 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 that do not possess an EMS licensure will attend EMT school which will be provided by UFA.

## 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. Typically lasting 3 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 the EMS certification you have obtained. <https://unifiedfire.org/wp-content/uploads/FY-24-25-Firefighter-Pay-Plan-1.pdf>

*The FY 25/26 pay plan will be available on the UFA website beginning July 1, 2025.*

## 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?

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- 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 the Utah Retirement Systems website at [www.urs.org](http://www.urs.org)

### **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.
- Employees may receive a front-loaded uniform allowance at time of hire to help offset the initial cost for uniforms or expenses.  
<https://public.powerdms.com/unifiedfire/documents/1817344>

### **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.