



UNIFIED FIRE AUTHORITY

MEMORANDUM

26-016

February 2, 2026

TO: All Personnel

FROM: Sylvia Cardenas – HR Analyst

SUBJECT: Special Firefighter Hiring Process of Part-Time EMS, Variable Wildland & Seasonal Wildland Employees 2026 Recruitment

Unified Fire Authority is recruiting full-time entry-level firefighters through the Special Firefighter Hiring Process. All eligible candidates will still need to go through and pass an oral board, firefighter physical agility test, background, psychological evaluation, NFPA physical, and new hire drug test to be considered for hire.

Qualified employees must meet the minimum hiring requirements in policy [900-085-Special Firefighter Hiring Process of Part-Time EMS, Variable Wildland, and Seasonal Wildland Employees](#).

In addition, you will find a PDF with a list of FAQs attached. View the current UFA Pay Scale by clicking here: [Pay Plan 2025-2026](#)

Qualified employees MUST apply using this link: <https://unifiedfire.applicantpro.com/internaljobs>

Current Timeline for this process: (Dates and times may be changed or added if necessary)

Registration	February 1-28
Oral Boards and Physical Performance Test	March 9-13
Backgrounds & Psychological Evaluations	April-June
NFPA Physical and New Hire Drug Test	June-October
Final Offers	August-December
New Hire Orientation	January 5, 2027
Hire Date	February 1, 2027

If you have questions regarding the process, please contact Sylvia Cardenas at scardenas@unifiedfireut.gov, 801-743-7231, or Calogero Ricotta at cricotta@unifiedfireut.gov, 801-743-7215,