



# UNIFIED FIRE AUTHORITY

## MEMORANDUM

26-039

Date: March 17, 2026

TO: All Personnel

FROM: HR Director Day

SUBJECT: Feedback Opportunity for Candidate Background Investigation Process

---

Attached to this memo is an alphabetical list of candidates who successfully completed the Firefighter Physical Agility test (FPAT) and participated in the 2026 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@unifiedfireut.gov](mailto:newhirefeedback@unifiedfireut.gov) before April 15, 2026. Please include the name of the candidate for whom you are providing feedback on 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, 817 candidates registered for the written examination. Of those 817 candidates, 428 took the written exam, 90 moved on to the Firefighter Physical Agility Test (FPAT), and 74 participated in 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, Operations Chief, representatives from Fire Training, EMS, Wildland, Part-time EMS, Information Outreach, Operations, Local 1696, Human Resources, Special Enforcement, Logistics, and others.
- Information Outreach has created an interest list, which allows 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, 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 ten testing sessions to accommodate schedules.

Per policy and the Professional Development Plan, a cut-off score was established from the written exam. The top ninety 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 and the Part-time EMS and Wildland Special Hire. Ninety candidates moved to the FPAT, eighty-three moved on to the oral board process with eighty-one participating and eighty-one 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 – 15 candidates	Band D – 10 candidates
Band B – 10 candidates	Band E – 10 candidates
Band C – 10 candidates	Band F – 19 candidates
Special Hire – 7 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.
- New hire 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, entry level job offers by June 2026. This will allow UFA to secure the commitment of good candidates earlier and facilitate a smooth transition to recruit camp. We anticipate hiring 20-25 individuals for the next recruit camp, beginning in August 2026.

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

<b>Last Name</b>	<b>First Name</b>
Alligood	Kenley
Argyle	Seth
Armenta	Skyler
Avis	Alex
Badberg	Gracie
Baguley	Kirk
Bailey	Reno
Barney	Thomas
Biddison	Tyler
Campbell	Ryan
Clark	Andrew
Colton	Benjamin
Dryden	William
Ercanbrack	Logan
Foss	Michael
Franco	Josiah
Hanson	Lane
Hardcastle	Tyson
Harrison	Samuel
Hinshaw	Tyler
Howarth	Spencer
Hower	Kimber
Huston	Jake
Isaacson	Nathaniel
Jacobsen	Andrew
Johnson	Jessica
Johnson	Reagan
Judd	Ethan
Kellam	Zachary
Lance	Braeden
Landers	Shay
Largent	Robert
Lefler	Avery
Legore	Jason
Levaux	Eric
Lloyd	Parker
Lyon	Emily
MacArthur	Noah
Martin	Brady
Mccleary	Austen
McGrath	Ryland

<b>Last Name</b>	<b>First Name</b>
Mills	Addison
Miskin	Craig
Moncrief	Baylie
Moore	Emilie
Mower	Samuel
Murie	Alivia
Murray	Austin
Neff	Parker
Nguyen	Thy
Nielsen	Ezra
Nielson	Britton
Nuttall	Elise
Oler	Jack
Parker	Ross
Percival	Peyton
Reed	Ashton
Rice	Travis
Rizzi	Alexander
Robey	Alex
Santiago	Jarom
Sauer	Ryan
Semchuck	Sam
Senior	Max
Shapins	Cody
Simpson	Joshua
Streeter	Aidan
Stuart	Brendan
Tan	Nathan
Terrell	McKenzie
Unutoa	William
Vrbas	Isabella
Weitzman	Benjamin
Welch	Connor
Werner	Carl
Westerman	Clinton
Whaley	Callahan
Wheeler	Makenzie
Wilson	Michael
Witt	John
Wobig	Nathan