

## Probationary Firefighter Hiring Notice

The City of Farmington and the Farmington Fire Department are an EQUAL OPPORTUNITY EMPLOYER.

In the recruitment and selection process, equal employment opportunity is guaranteed to all persons without regard to race, creed, color, sex, national origin, age, religion, mental or physical handicap, labor affiliation, sexual orientation, or any other factors not related to merit and fitness for the position.

All applicants for the position of Probationary Firefighter must meet the following criteria:

- Be a citizen of the United States of America.
- Be 18 years of age at the time of application.
- Be free of a felony record. A felony record shall mean having entered a plea of guilty, or otherwise having been convicted of an offense, the punishment for which could have been imprisonment in a federal or state penitentiary. The fact that an individual has received a pardon, or their record has been expunged shall not release the individual from having a felony record for the purpose of this regulation.
- Be free from conviction of a misdemeanor crime of domestic violence or sexual activity.
- Be of good character as determined by a thorough background investigation.
- Be a high school graduate or have passed the General Education Development (GED) Test indicating high school graduation level.
- Be examined by a licensed physician and meet physical requirements.
- Be interviewed personally, prior to employment, by the Fire Chief and/or his representatives, to determine such things as the applicant's motivation, appearance, demeanor, attitude, and ability to communicate.
- Possess a valid driver's license.

The hiring process is a five-step process.

Step 1 - Fill out the online application on the City of Farmington Website under the employment tab. <https://www.cityoffarmingtonar.com/EmploymentOpportunities.aspx>. **Applications due April 23<sup>rd</sup>.**

Applications will also be available at Farmington City Hall. 354 W. Main St.

Applications can be emailed to [williamhellard@cityoffarmington-ar.gov](mailto:williamhellard@cityoffarmington-ar.gov) or dropped off at City Hall.

Step 2 - After your application has been completed, you will be scheduled to take a written examination.

The next examination is set for 9:00 AM May 11th, at Farmington High School, 12327 N Hwy 170 Farmington, AR 72730. Examination room doors close at 9 AM sharp.

Step 3 - Upon successfully passing the written exam, you will complete a physical agility test to determine your ability to perform firefighter functions. The Physical Agility Examination will be held the day of the written exam if a passing score is achieved on the written exam. Proof of current passing CPAT Exam will be accepted in place of the physical agility exam. Facilities will be provided to change clothes prior to the exam. Please bring appropriate clothing.

Step 4 - After successfully completing the physical agility test, you will be scheduled for an interview with a panel of members from the FFD. The purpose of this oral interview will be to review your application and background and assess such things as your reputation, character, motivation, appearance, demeanor, attitude, ability to communicate, and suitability for the rigors demanded of a firefighter. Interviews are tentatively scheduled for May 14<sup>th</sup>.

Step 5 - Upon completion of this interview, a ranked list to be forwarded to the Chief to use for hiring purposes. Any remaining candidates not hired are encouraged to reapply during the next testing period.

All new hires must successfully obtain IFSAC FF 1 and 2 and NREMT during their first year as a condition of employment.

The starting salary: \$43,294.68 without certifications or \$45,459.42 if candidate has IFSTA FF1 and 2 and EMT.

Health benefits and LOPFI retirement are available.

FFD firefighters work a 48/96 schedule.

If you have any questions, contact the Farmington Fire Department.