

Unified Fire Authority Entry Level Firefighter FAQ's

Who is considered for this process?

- This is an opportunity for applicants to join our organization through Unified Fire Authority's (UFA) Entry Level Firefighter process.

What qualifications do I need to apply?

- Applicants must be at least 18 years of age by the last written examination date to be eligible.

What certifications do I need to apply for this process?

- No certifications are required to apply and test for a firefighter position at UFA. When you graduate from recruit camp, you will need to have a minimum of an Emergency Medical Technician (EMT) License through NREMT to perform the minimum essential job duties. Recruits who do not possess this certification must obtain it within the new hire probationary period. UFA will provide the certification training needed to obtain this certification.

What does the hiring process look like?

- From start to finish, the process will take 3-4 months and will include the following:
 - Registration
 - Registration will be open for the written examination from January 1 to January 31.
 - Written Examination
 - The first part of the testing process is the written exam. Only registered and qualified applicants will be allowed to take the exam.
 - Firefighter Physical Agility Test
 - Applicants who pass the written exam will be eligible to participate in the Firefighter Physical Agility Test.
 - Oral Board Interview
 - Those applicants who pass the Firefighter Physical Agility Test will be eligible to participate in the oral board interview.
 - Background Check and Psychological Evaluation
 - NFPA Physical and New Hire Drug Test
- 2025 Timeline (Dates and times may be added or changed if needed)

Written Exam Registration	January 1 through January 31
Written Exam	Wednesday, February 5 Saturday, February 8 Wednesday, February 12 Saturday, February 15
Firefighter Physical Agility Test & Oral Board Assessments	March 10-15
Backgrounds & Psychological Evaluations	April - June
NFPA Physical and New Hire Drug Test	May - July
Final Offers	May - July

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New Hire Orientation	July 14, 2025
Hire Date	August 1, 2025

What does the Written Examination consist of?

- The written exam is designed to assess critical cognitive skills and abilities (reading, comprehension, mathematical reasoning, map reading), mechanical aptitude, and personal characteristics related to success as a Firefighter.
- Interested applicants can order the practice National Fire Select Test (NFST) Candidate Orientation Guide by clicking this link: <https://www.fpsi.com/product/nfst-candidate-orientation-guide/>
- Once the written exam is administered, a cut-off score will be determined. At least the top seventy scoring applicants, plus any applicants tied at the same score, will automatically move on to the Firefighter Physical Agility Test. Applicants who have preference points and meet the minimum cut-off score will be added to the Firefighter Physical Agility Test.

Am I Eligible for Preference Points?

- UFA offers preference points to eligible veterans or spouses of veterans in accordance with state and federal legislation. Applicants who have been employed by UFA may also receive preference points if eligible. Please refer to the Preference Eligibility Form for more information. Preference points are added to the applicant's final written exam score.
 - **Preference Eligibility Form:** <https://unifiedfire.org/wp-content/uploads/2025-Preference-Eligibility-Form.pdf>
 - **Preference for Entry Level Examinations Policy:** [PURPOSE: \(unifiedfire.org\)](https://unifiedfire.org)

What does the Firefighter Physical Agility Test consist of?

- 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.*

What does an oral board interview look like?

- The oral board interview will consist of structured, behaviorally based interview questions. Fire officers and other firefighters or firefighter specialists will evaluate applicants responses.

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How does UFA make their selection after the oral board interviews are complete?

- At the conclusion of the oral board interview, the hiring committee evaluates each applicant, placing them into "Hiring Bands" based on the likelihood of success during recruit camp and in a career as a Firefighter. To make these determinations, the group considers various information about the applicants, including their performance in all examination components, the information shared during the oral board interviews, their expressed level of interest or commitment, and their past work history.

Do I have to go to a traditional Firefighter recruit camp?

- Applicants selected will participate in a 16-week recruit camp, learning fire skills and earning certifications necessary to perform the job duties of a firefighter. Those applicants who do not possess an EMS licensure will attend EMT school, which UFA will provide.

What happens after the 16-week recruit academy is complete?

- The Fire Training Division and Operations will assign recruits to a station for 2-3 rotations. The rotations typically last three months each.

What would my potential salary be?

- Applicants will be placed in the Firefighter pay step on the Firefighter Pay Plan starting at step 1, based on your EMS certification.
 - <https://unifiedfire.org/wp-content/uploads/FY-24-25-Firefighter-Pay-Plan-1.pdf>

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?

- Yes, UFA participates in the Utah Retirement Systems (URS). All full-time employees are eligible for pension credit based on the system and Tier. For further information, please refer to the Utah Retirement Systems website at www.urs.org

Does UFA offer a uniform allowance?

- Employees will have 12 months of uniform allowance front-loaded into their second earned paycheck. [100-160 Clothing-Uniform Allowances](#)
- The uniform allowance will be reinstated in the employee's regular paycheck on the first pay period following their first anniversary of hire (\$70.00 per month).