



Do you have what it takes?



City of Phoenix

Phoenix Fire Department Recruitment

Table of Contents



City of Phoenix Map & Demographics	1
Mission Statement	2
About Our Chief.....	3
Executive Staff	4
Join the Team.....	5
How to Apply	6
Hiring Process	7
Firefighter Day & Schedule.....	8
CPAT Information	9
EMT Information	10
Training Academy	11
Tips for Success.....	12
Sworn Member Career Paths	13
Civilian Member Career Paths.....	15
Affinity Groups.....	16
Apparatus	17
Tools	18
Cadet Program	19
Community Assistance Program	20
Written Preparation	21
Oral Board Preparation	22
FAQ	23
Stay Connected.....	25
Notes	26

City of Phoenix Facts and Map

CITY OF PHOENIX FACTS

Area	519.4 square miles
Population	1,615,000
COP Operating Budget (FY 17-18)	\$4,063,313,228

FIRE DEPARTMENT FACTS

Fire Department Budget (FY 17-18)	\$353,985,691
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Personnel (FY 17-18)

■ Civilian	343
■ Sworn	1,668
■ Total	2,011
■ On Duty Staffing	423
Fire Stations	58
Districts	6
Shift Commanders	1
Battalions	9
Engines	65
Ladders	14
Airport Rescue & Firefighting Units	6
Squads (Heavy Rescue)	3
Low Acuity	1
Crisis Response Units	4

Rescues (Ambulance)

■ Full Time	ALS (1 + 1) 23
■ Peak Time	ALS (1 + 1) 15
■ Total	ALS (1 + 1) 38

Cost of Ambulance Transport

■ ALS (FY 17-18)	\$928.21 plus \$19.24 per mile
■ BLS (FY 17-18)	\$826.82 plus \$19.24 per mile
■ Total Transports (FY 16-17)	65,794
■ Transport Revenue (FY 16-17) (rate 81.6%)	\$37,605,435

Annual Personnel Cost

■ ALS Engine	\$1,828,099
■ Ladder (4 person)	\$1,774,946
■ Battalion Chief	\$1,195,082
■ Rescue (ALS)	\$802,261

Call Activity 2017

■ Total Calls	215,178
■ Fire	21,730
■ EMS	
○ ALS	108,769
○ BLS	77,364
■ Special Operations	1,474
■ Services & Miscellaneous Calls	5,841

Training

■ Recruit / Firefighter	14 weeks
■ Paramedic Initial	Min 1,140 hours
■ Paramedic CE	Biennial 68 hours
■ Technical Rescue	200 hours
■ HazMat Technician	200 hours
■ Special Operations CE	Annual 40 hours
■ Field Training	Yearly 36 hours
■ EMT	Yearly 8 hours
■ ARFF Class	80 hours
■ Annual ARFF Live Burn	8 hours
■ ARFF CE	Annual 40 hours
■ ARFF Check Ride	Annually

Phoenix Fire Department Fire Station Location Map

LEGEND

- ▲ Fire Station
- District
- # Battalion

CENTRAL DEPUTY - FS 30

NORTH DISTRICT

- Battalion 4
- 33, 38, 41, 42, 48, 50, 55, 58
- Battalion 8
- 7, 20, 26, 30, 60

EAST DISTRICT

- Battalion 2
- 11, 12, 13, 17, 91, 92
- Battalion 6
- 27, 31, 35, 37, 45, 49, 52, 72

WEST DISTRICT

- Battalion 3
- 14, 15, 24, 25, 40, 44, 54, 59

CENTRAL DISTRICT

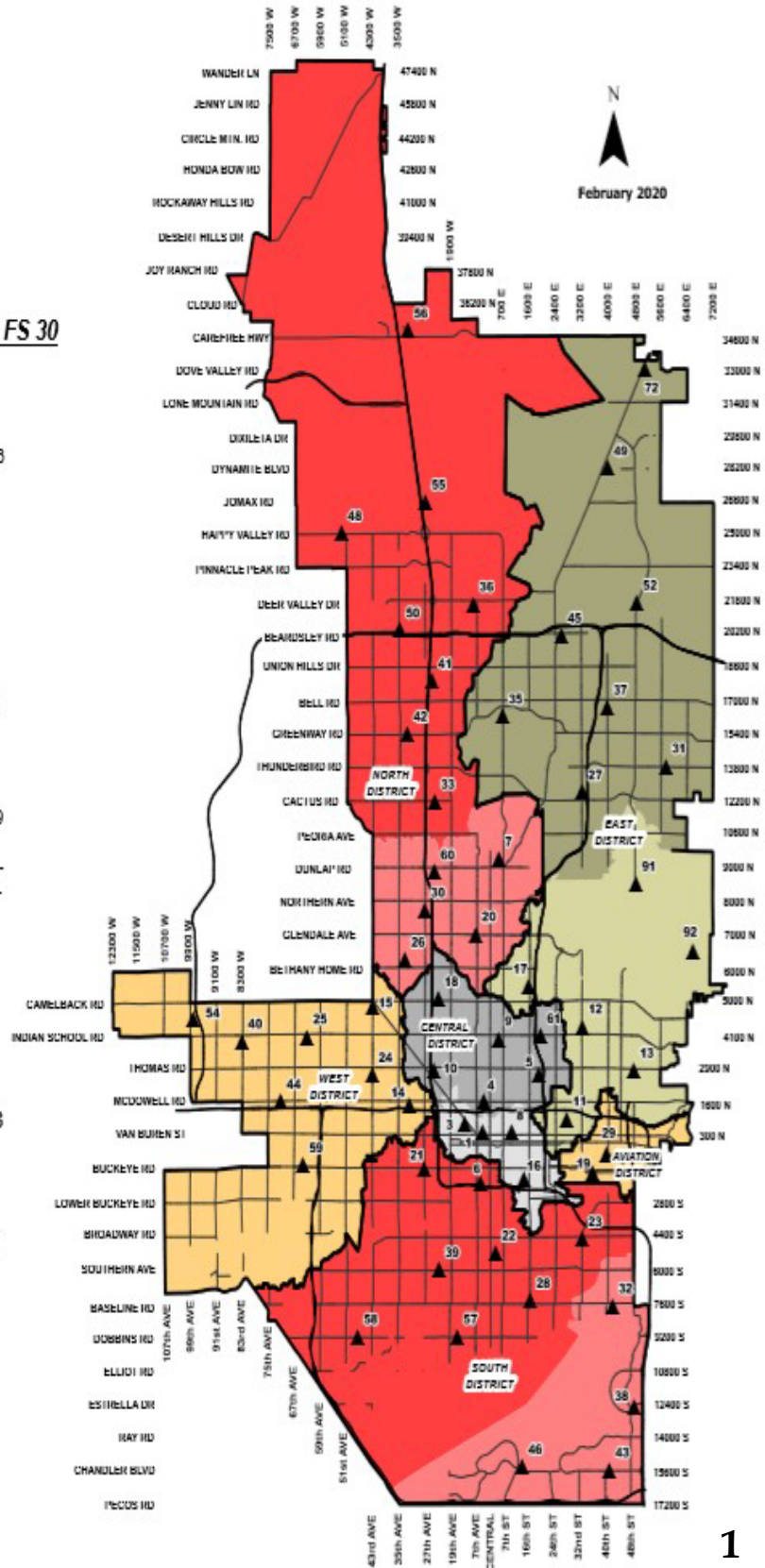
- Battalion 1
- 1, 3, 8, 16
- Battalion 9
- 4, 5, 9, 10, 18, 61

SOUTH DISTRICT

- Battalion 5
- 6, 21, 22, 23, 28, 39, 57, 58
- Battalion 7
- 32, 38, 43, 46

AVIATION DISTRICT

- Battalion 19
- 19, 29



Mission Statement

The Phoenix Fire Department is committed to providing the highest level of public safety services to our community. We protect lives and property through fire suppression, emergency medical and transportation services, disaster services, fire prevention and public education.

Service Excellence

We do all we can to ensure the best possible service to our internal and external customers/communities through smart, well trained, humble, dedicated, competent, hard-working, safe members. We are active participants in the communities where we live and work.

Integrity and Honesty

We value the public's trust and are committed to honest and ethical behavior. We hold ourselves accountable to this value. We believe in a personal commitment to the organization and community. Self-discipline is the foundation for managing behavior.

Embrace Diversity

Recognizing the value of diversity helps us to work together as a team to serve our community. We are dedicated to reflecting and respecting diversity throughout our organization.

Teamwork

We seek out and value the input and opinions of members at all levels of the organization. Teamwork is the building block that drives the department's labor/management process. We work as a team to cooperate locally, regionally, and nationally to improve service to the public and maintain a safe and effective work environment. We believe that members have a responsibility to mentor others.

Innovation

We recognize the value of change in responding to and meeting the ever-evolving needs of our customers and members. We are committed to seeking out effective methods and progressive thinking toward change. We recognize the value of ongoing education and training.

Honor and Respect

We are a fire department family. We are committed and accountable to each other because our lives depend on it. We value the role each member plays in our organization. We respect those that came before us and will strive to make the organization better for those who follow.

Communication

We believe communication is essential to the cohesiveness and performance of our organization. We are committed to providing effective and responsive means of communication throughout the organization and community.

Prevent Harm Survive Be Nice!

Fire Chief Mike Duran III

Fire Chief Mike Duran III, a native of Phoenix, joined the Phoenix Fire Department in 1994. Prior to his promotion to Fire Chief he was assigned to Executive Staff where he served as the Assistant Chief over the Medical Support Services Division. This Division consists of the Medical Director, online Medical Control, EMT and Paramedic Continuing Education, accredited Paramedic training, Crisis Response, Community Integrated Health programs, Logistics and Resource Management, which include Supply, Fleet and Facilities .

Prior to becoming a command officer, Chief Duran spent the first 20 years of his career as a Firefighter, Engineer and Captain. He has held certifications as a Paramedic and Hazardous Materials Technician.

In 2010, he was assigned to the Homeland Defense Bureau as one of the lead planners where he worked jointly with the members of the City of Phoenix Office of Emergency Management, Phoenix Police Department and Maricopa County Public Health. He was part of the Terrorism Liaison Officer (TLO) Program and a member of the All Hazards Incident Management Team (AHIMT) which oversaw the planning for large-scale citywide events such as SB1070 protests, Occupy Phoenix, Shut Down the ALEC Conference, National Socialist Movement (NSM) March, Vigilant Guard (multi-agency large scale training event) and Major League Baseball (MLB) All Star Week. He was deployed to New York's Emergency Operations Center (EOC) during Hurricanes Irene and Sandy to manage the Logistical Staging Areas. He was also part of the Phoenix IMT to support the Planning Section for the Yarnell 19 Memorial Service and subsequent funerals. As a Captain and Division Chief, he facilitated the regional Public Safety planning efforts for Super Bowl XLIX and the 2016 College Football Playoff.

In 2016, he was reassigned to the Fire Facilities Management where he oversaw a \$3.9 million-dollar budget and the Department's 78 facilities and fire stations. In March of 2018, he was promoted to Deputy Chief and was assigned to the Operations Division as Commander for the Central District.

Mike is a member of the Federal Emergency Management Agency (FEMA) AZ Task Force-1 and was deployed to Hurricane's Harvey and Irma in 2017 and Hurricane Florence in 2018 as a Plans Manager.

Mike is married to his wife Tina and they have 3 children.



Phoenix Fire Department Rank Structure



PHOENIX FIRE DEPARTMENT



Executive Assistant Chief
Scott Walker
Administrative & Support Services Division



FIRE CHIEF
Mike Duran



Legal
David Lavelle



Fire Department Chaplain
Nick Petrucci



Assistant to the Fire Chief
Melissa Svenhagen



Assistant Chief
Tim Kreis
South Operations/Fire Prevention Division



Assistant Chief
Mark Gonzales
North Operations/ Training Division



Assistant Chief
Danny Seville
HR/Homeland & Emergency Management



Assistant Chief
Shelly Jamison
Communications/ Community Engagement



Assistant Chief
Tim Gammage Sr.
Medical Services Division

Assistant Chief
Information
Officer (ACIO)
Farhadul Islam

Fiscal Management/
Emergency
Transportation &
Billing Services
(ETS)

City Hall / City
Auditor Liaison

Contracts

Safety Unit

Regional 911

Resource
Management/
Logistics

Strategic Planning

Strategic
Planning &
Research
Development

Automatic &
Mutual Aid
Agreements

Strategic Plan &
Annual Review

Annual RBO
Report

SSC, Central,
South, Aviation

ERSO / Staffing

Fire Prevention

Fire Marshal
John Mertens

NSC, North, West,
East

Training

Special Operations

Service Excellence
& Professional
Development

Wildland Urban
Interface Program

Office of Special
Investigations (OSI)

Human Resources

Health Center

Homeland Defense
Bureau / Fire
Investigations

Director of
Emergency
Management

Office of
Emergency
Management

Dispatch and
Deployment

Public Affairs /
Community
Involvement

FEMA AZ Task
Force 1 (AZ-TF1)

Medical Director
Dr. Garth Gemar

Emergency
Medical Services
and Integrated
Health

Community
Assistance
Program

Diversity, Equality
& Inclusiveness /
ADA

Join the Phoenix Fire Department

Be part of a diverse team of lifesaving professionals



Firefighter Recruit

Hourly \$24.09 Annual \$50,107

Firefighter recruit is a classification given to entry level members assigned to the Phoenix Fire Training Academy. Members are paid as firefighter recruits to attend the Phoenix Fire Training program and prepare for appointment as a firefighter

Requirements:

- Valid AZ Class D driver license at the time of appointment/hiring
- Must be 18 years of age at the time of appointment/hiring
- Graduation from high school or equivalent at the time of filing preferred
- Valid Candidate Physical Agility Test CPAT within 6 months of second interview
- A valid AZ EMT Certification or National Registry EMT Certification by the second interview
- A valid, up to date CPR card
- Oral board interview
- Background check
- Physical exam and drug screen

NOTE: Additional points may be awarded for Veterans Credit (if eligible see page 7 for details). Candidates are not required to have Firefighter I&II certification.

Benefits:

- Full medical and dental benefits
- Earn vacation and sick leave monthly
- Uniform allowance



Firefighter

Annual \$50,101-\$73,053

Upon completion of the recruit training academy, recruits are promoted to the rank of firefighter and are assigned to the field as a probationary firefighter for the balance of their one year of employment. Each probationary firefighter must attend continuing education classes at the Phoenix Training Academy.

Compensation:

- Paramedic assignment pay \$500/month
- Bilingual pay \$75/month
- Eligible for Engineer Promotion at 3 years
- Eligible for Captain promotion at 7 years
- Specialty Assignments: TRT/HAZMAT/ARFF

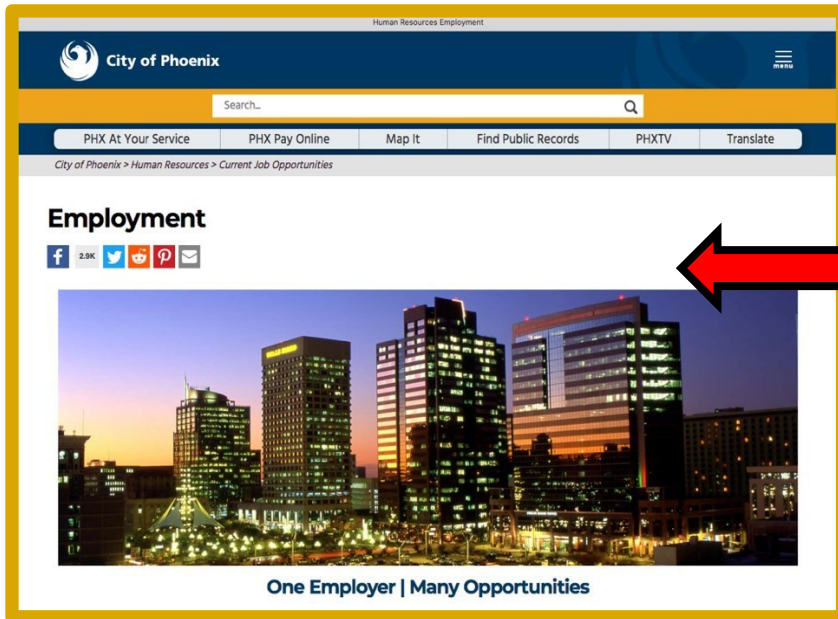
Benefits:

- Medical, vision and dental benefits
- Life insurance
- Sick leave, vacation time, 12 paid holidays
- Deferred compensation 401a
- 25-year retirement
- Workers compensation
- Uniform allowance
- Tuition reimbursement
- Annual physical

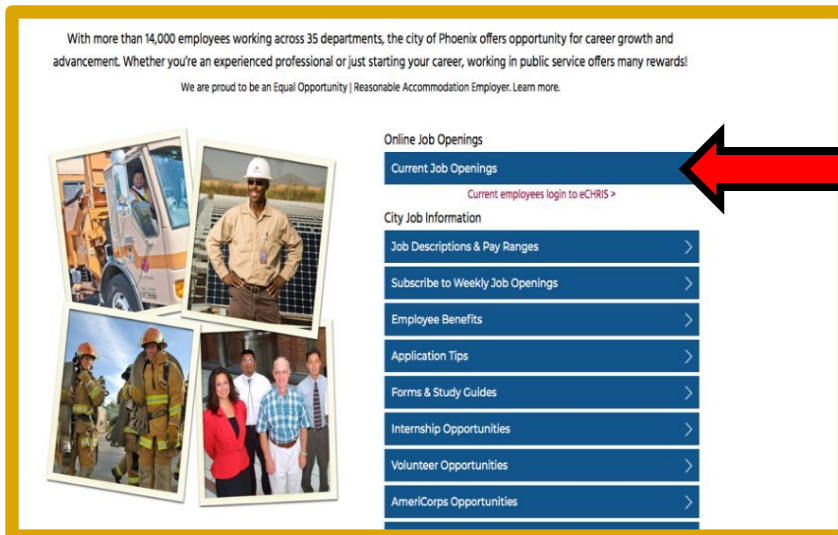
How do I Apply?

The only means of applying is online.

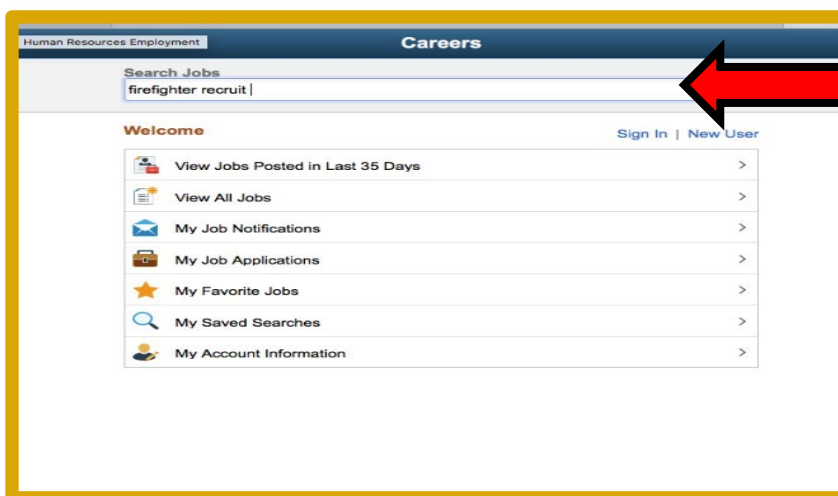
The Phoenix Fire Department tests for Firefighter Recruit approximately once per year however, this can vary depending on hiring needs.



Go to City of Phoenix Employment



Click on Current Job Openings



Search for Firefighter Recruit

Firefighter Recruit Hiring Process



1. Written Test

The recruit examination is a 100-question, multiple-choice test with most of the questions taken from the Firefighter Recruit Exam Study Guide available for download at the time of application. The test also includes reading comprehension and basic math questions. Applicants are NOT allowed to use the study guide when taking the written exam.



2. Applicant Eligibility List

Applicants who successfully pass the written test will be placed on the Firefighter Recruit eligibility list by the City of Phoenix Human Resources Department. When the list is certified, it will be forwarded to the Fire Department. The Fire Department uses the eligible list to invite applicants for job interviews in score order.



3. Oral Board Interview

The Phoenix Fire Department conducts two rounds of oral interviews. Candidates will be sent a link to sign up for their interview through Sign Up Genius. Candidates will be allowed 20 minutes to review the questions prior to their interview. The oral board interview will last no longer than 20 minutes. After the interview is concluded, candidates will be handed an exit information sheet. Candidates selected to participate in the final interview will be notified via email with the date, time and location of the final selection interview. Candidates not selected to participate in the final selection interview will be notified via email and will remain on the eligibility list for future vacancies. Candidates who are selected to continue the hiring process will get a phone call from the Fire Department Division Chief, Deputy Chief or his/her designee.



4. Criminal Background Investigation, Medical Examination and Driver's License

A comprehensive criminal background investigation is conducted on finalists that have been given a contingent offer of employment to establish evidence of good moral character, a well-adjusted personality, community commitment, fire service adaptability, and a pattern of conduct acceptable to the Phoenix Fire Department. Phoenix Firefighters are considered public safety positions due to the safety sensitive nature of their job duties.



5. Drug Screening

Candidates will be administered a pre-employment drug screening test including testing for anabolic steroids. Drug screening tests will be conducted annually by the Fire Department throughout employment.



****Note: Veterans and/ or disabled persons who pass the written exam are eligible to receive 5 additional points. Eligible applicants will receive the additional points only upon obtaining a PASSING score on the written exam.**

CPAT, EMT & CPR WILL BE REQUIRED AS PART OF THE HIRING PROCESS

For CPAT & EMT locations see page 10

A Firefighter's Day:

Phoenix Firefighters work a 24-hour shift on an A, B, C schedule. Shifts often occur on weekends and occasional holidays. Typically, firefighters will be scheduled a minimum of ten shifts on designated days at their assigned fire station or roving station. Firefighters are expected to report to duty by 8a.m. Throughout the shift, firefighters must be ready to respond to emergencies at a moment's notice. **Despite what many think, the vast majority of emergency responses are medical in nature and not fire related.** Below is a detailed example of a typical day at the fire station. Any of these activities may be interrupted due to an emergency call for service.

Figure 1 displays four monthly calendars (January, February, March, and April) illustrating a 7-day shift cycle (A, B, C) for a 24-hour shift system. The calendars show the sequence of shifts for each day of the month, with days 1-31 for January, 1-28 for February, 1-31 for March, and 1-30 for April. The shift cycle is as follows:

- Shift A (Blue):** Days 1, 4, 7, 10, 13, 16, 19, 22, 25, 28, 31.
- Shift B (Red):** Days 2, 5, 8, 11, 14, 17, 20, 23, 26, 29.
- Shift C (Green):** Days 3, 6, 9, 12, 15, 18, 21, 24, 27, 30.

8 a.m. Shift Change

Firefighters arrive at the station to relieve personnel from the previous shift and receive a briefing. Firefighters then begin checking out their equipment, protective gear and apparatus.

9 a.m. Clean up and Housework

The fire station is a public facility as well as the firefighters second home, keeping it maintained ensures the public's trust in us. Everyone chips in to make certain the station and apparatus are clean and ready for the shift

10 a.m. Physical Fitness or Training

Firefighters participate in cardio or strength training, at times multiple stations get involved. This is a great opportunity to take new and seasoned firefighters out to train or pre-plan.

11 a.m. Food Shopping and Cooking

In order to be readily available to respond to emergencies the crew or truck cooking for the day will take the crew in their assigned apparatus to the store to shop for groceries. Firefighters pool their own personal funds to purchase their meals for the shift.

12-1 p.m. Lunch and Clean Up

Firefighters will enjoy a meal and fellowship followed by clean-up of the table and kitchen. Oftentimes meals are interrupted for emergency calls for service.

2-5 p.m. Daily Work, Workout, Study

During this time firefighters may check their department e-mail, catch up on online training, workout or do a skills course

6-7 p.m. Dinner and Clean Up

Firefighters will again sit down for a meal and fellowship

8 p.m. Personal Time

Firefighters may use this time to call home, study, watch TV, sign up for overtime or use it for personal development

10 p.m. Sleep/Rest

Most firefighters will try to get some rest around 10 p.m. however there is no guarantee that they will receive a full night's rest. If firefighters respond to numerous calls over night, they will need to catch up on sleep on their days off.

6-7 a.m. Wake Up

Firefighters anticipating working a second shift will wake up around 6 a.m. to answer the emergency staffing call. Those firefighters that had a long night may choose to sleep and get up later. Most firefighters are up early completing shift paperwork and ensuring the station is ready to hand over to the oncoming crew.

Candidate Physical Agility Test **CPAT**

What is the CPAT? The **C**andidate **P**hysical **A**gility **T**est is the recognized standard for measuring an individual's ability to handle the physical demands of being a firefighter. It measures how candidates handle 8 separate events all designed to mirror critical firefighting tasks. Participants will navigate 8 events on a closed course within a span of 10 minutes and 20 seconds. During the test candidates will wear gloves, helmet and 50lb. weighted vest. An additional 25lbs. will be placed on the candidate during the stair climb to simulate carrying a hose pack into a fire. The CPAT is the minimum requirement for physical fitness.



Stair Climb



Equipment Carry



Forcible Entry



Rescue Drag



Hose Drag



Ladder Raise



Search



Ceiling Breach & Pull

Frequently asked questions about the CPAT:

How much does all that gear weigh?

Firefighters must carry an array of specialized tools and equipment that can weigh over 70 lbs., plus a breathing apparatus that weighs 40 lbs. The CPAT mimics this by having the candidate wear a 50lb weighted vest.

At what point in the process do I need to have proof of passing the CPAT?

Proof of successful completion of a Candidate Physical Ability Test (CPAT) from a licensed agency within 6 months is required at the scheduled date of your final selection interview.

Will the Phoenix Fire Department accept CPAT certification from another agency/ municipality?

Yes. The City of Phoenix Fire Department will **ONLY** accept CPAT certification from other "licensed" agencies or municipalities. You must show proof of successful completion from a licensed agency within 6 months of your scheduled final selection interview. Visit the IAFF to confirm your agency is licensed.

Emergency Medical Technician **EMT**

Every firefighter candidate is required to possess a State of Arizona Emergency Medical Technician (EMT) Certification or a National Registry EMT certification at the time of the final selection interview.

If you already possess a current National registry EMT certification card with the number beginning with a "B" you must complete state refresher course with transition in order to obtain the State of Arizona EMT certification. If your National Registry certification number begins with "E", you may apply for a State of Arizona card without further training.

For candidates posting a current National Registry certification card beginning with an "M" or a "P", you may apply for a State of Arizona Card without further training. For National Registry Paramedic cards beginning with anything else, you must take and pass the NRT CBT and Cognitive Skills exam in order to obtain a State of Arizona Paramedic card.

EMT, Paramedic and refresher courses are offered at most local community colleges see table below.



School	Address	Phone	EMT	Paramedic	CPAT
Arizona Academy of Emergency Services	1833 W. Main St. Suite 131 Mesa, AZ 85201	480-461-1806	X	X	
EMS University	501 S. 48 th Street Tempe, AZ 85281	800-728-0209	X		
Unitek EMT	585 N. Juniper Drive Chandler, AZ 85226	866-450-2691	X		
Phoenix College	1202 W. Thomas Rd. Phoenix, AZ 85013	602-285-7777	X	X	
Glendale Community College	6000 W. Olive Ave. Glendale, AZ 85302	623-845-3000	X	X	
Paradise Community College	18401 N. 32 nd Street Phoenix, AZ 85032	602-787-6782	X	X	X
National Testing Network nationaltestingnetwork.com Phoenix Testing Center	4840 S. 33 rd St Phoenix, AZ 85040	480-999-7259			X
Mesa Community College	1833 W. Southern Ave Mesa, AZ 85202	480-461-7000	X	X	X

*The Phoenix Fire Department does not endorse nor recommend any college, university or testing center.

What is the Phoenix Fire Department Training Academy like?

Performance requirements necessary to successfully complete the fire academy:

- Ability to work in a confined space
- Ability to work from heights
- Ability to function while wearing PPE including an SCBA
- Ability to work in incendiary environments
- Ability to perform required firefighter skills

Recruits will be evaluated on the following:

- Customer Service
- Fitness Level
- Performance on Skills Course
- Hose Lays
- Teamwork, Interaction, and Initiative
- Tool and Job Skills
- Written Tests, didactic
- Safety Practices
- EMS
- Appearance



The 14-week Fire Academy is broken into four phases:

Phase 1. During this phase, Recruit Training Officers (RTOs) will introduce and demonstrate the skills and standards to everyone. Videos will be provided for recruits to review. RTOs will walk recruits through the steps in a non-evaluative manner. Recruits will then be given a written (essay format) quiz on the steps required to complete the skill. Each recruit will be required to pass all quizzes with a minimum score of 80%.

Phase 2. During this phase recruits will get repetition with the specific skills. They will have a minimum of (3) attempts at each skill with an evaluation on your performance. This evaluation will be informal and focus on areas of concern as well as what was performed well. These will be constructive and informative critiques. Improvement plans will be generated by your RTOs as needed. Failure to improve will require consideration by the Peer Review Board. It will be the responsibility of the recruit to seek assistance and take steps necessary meet the standard during this phase. RTOs will be available for additional help and assessment. It is the responsibility of the recruit to request and initiate this assistance.

Phase 3. During this phase, you will be required to perform skills to “standard”. If the standard is met for each skill, the recruit will continue in the academy and learn additional skills. If any Firefighter Recruit fails to meet standards, the RTO's will meet to discuss the situation and work through a plan for improvement. This will include the notification of the Peer Review Group. If unable to meet standards, the Peer Review group will determine action to be taken up to and including dismissal.

Phase 4. During this phase, recruits will be required to pass Final Evaluations. This is a culmination of all training received throughout the Academy. The evaluation will be based on the performance of all skills taught throughout the academy. Recruits will have (3) attempts to successfully perform each skill to standard. Successful completion of final evaluations will allow the recruit to continue to graduation from the Fire Academy. Failure to pass evaluations to standard will require the Peer Review Board to meet and discuss the situation where they will determine the necessary actions.

Training Academy

Tips for Success

- Be in good physical condition before you arrive
- The Candidate Physical Ability Test is the minimum requirement for physical fitness
- Research the Phoenix Fire Training Academy by talking with probationary firefighters
- Work hard, even when no one is watching
- Understand that the year you invest in the Training Academy and on probation is an investment in your future career
- Take initiative to be a leader when appropriate and know when to be a good follower
- Be a team player. Help others around you and recognize when to ask for help
- Take care of yourself physically and emotionally. Rest, eat well and take time to spend with your family and friends
- Keep an open mind about new experiences, you are going to be learning the techniques at a very quick pace
- Use good time management skills for studying and physical training
- Come to work every day prepared physically and mentally ready to accomplish any challenge given to you
- Attitude is everything. It is all about selflessness, not selfishness.



Phoenix Firefighter Sworn Member Career Path

What to expect during my career...



After successful completion of the 14-week Phoenix Fire Training Academy you will graduate from recruit firefighter and officially become a firefighter on probation. Your career has begun!!



Your time spent in the academy counts as your first three months of your probationary year. The balance of the year will consist of being assigned to 3 different stations/apparatus for approximately 3 months each. You will be under the supervision of a company officer (captain).

During your assignment at these stations you will experience working on both engines and ladders. You are expected to participate in probationary training at your assigned stations as well as continued training, education and testing at the Phoenix Fire Department Training Academy.

Probationary firefighters take pride in working hard and learning as much as they can. They will continue to be monitored on their performance and attitude just like in the academy. Relying on your peers, mentors, RTO's and senior firefighters is extremely helpful during your probationary year.



After completion of your probationary year firefighters are then obligated to complete a total of 200 rescue (ambulance) shifts. Members can expect this obligation to take anywhere from 2-3 years to finish depending on shifts taken off for vacation or sick leave.

Since most of the Phoenix Fire Department calls for assistance are medical in nature, transportation of patients to the hospital in a rescue is an essential part of our daily routines. Rescue personnel can expect to make multiple transports to the hospital during their 24hr shift. (2019 EMS incident call volume 194,406. 2019 Fire incident call volume 21,914.)

All Phoenix Fire Department rescues are staffed with one EMT and one Paramedic.

Some newly hired firefighters may choose to go through a Paramedic program before their 200-shift obligation and after probation. Paramedic classes are offered by the Phoenix Fire Department, some local community colleges and other medical learning institutions (see page 10). The Phoenix Fire Department hosts the paramedic program at random intervals approximately every 1-2 year and as paramedics are needed in the system. Candidates are selected for the program based on their written scores and oral board interview. Due to timing, some firefighters may choose not to go through a Phoenix Fire Paramedic program, but rather attend a Paramedic program offered by a local college or medical learning institution. Tuition reimbursement can be used for these classes however, scheduling time off to take an outside program is up to the employee.



Career Path Continued...



After completion of your 200-shift rescue obligation firefighters may choose to rove from station to station or bid on a permanent spot to work.

Bidding for a spot means that there is a position open on apparatus that needs to be filled. Certain qualifications may need to be met in order to bid on a spot. Individuals who bid and get the spot must permanently occupy the position for at least 6 months. Bidding is based on seniority and the position will go to the individual with the most time on the job.

Often new firefighters will become rovers. Rovers fill in spots around the city where there is an absent employee who normally holds that position. Rovers are an essential part of our fire department. Rovers have a great advantage of seeing different first dues, stations, battalions, crews, mentors, apparatus etc. Being a rover can greatly increase your skills and job knowledge.

Firefighters may choose to work in the backseat of an apparatus for quite some time or they may choose to further their career by promoting or challenge themselves with a specialty assignment.

At this point in their career firefighters are in a great position to get involved in different aspects of the department. They may apply for HAZMAT (hazardous materials) class, TRT (technical rescue team) or even ARFF (aircraft rescue and firefighting). These specialty positions are again based on seniority. Some firefighters may decide to help with baby shots, car seats, honor guard, FEMA, RBO meetings, peer fitness, union duties, affinity groups etc.



Firefighters wishing to further their career may decide to promote to engineer. Firefighters are eligible to test for the position of engineer once they have a total of 3 ½ years on the job or a total of 3 years with 18 college credit hours. The test for engineer consists of a written exam, driving course and hydraulics drill.

Being an engineer is a fun and rewarding career opportunity and engineers are a vital part of our department. Engineers are responsible for their apparatus and take great pride in its maintenance while driving professionally. Engineers are fundamental to the success of all emergencies we respond to, as they are responsible for ensuring their crew and apparatus arrive safely on scene. Engineers make the captains job easier by properly positioning the apparatus on scene as well as setting up for water deployment or aerial ladder operations. Promoting to engineer is a great way to financially support yourself and family.

Being an engineer is a powerful stepping-stone to becoming a captain. Having firsthand knowledge of engineer duties before becoming a captain allows you to be able to trouble shoot any issues with your apparatus, allows you to get experience in the front seat, and allow you to anticipate what is needed on fires as well as emergency scenes.



Those firefighters or engineers wanting to promote to the position of captain may do so in their career once they have 7 years' experience on the job or 6 years with 36 college credit hours. The captains test consists of a written exam, oral interview and fireground tactical test.

Captains are paramount to the organization because they are leaders, mentors and managers within the station and apparatus. They are in command of every emergency call and have the responsibility of ensuring that their crew is operating safely and professionally, and the public is pleased with the level of service they have received.

Promoting to captain is a challenging yet rewarding career opportunity that can open many doors and lead to career advancements such as public information officer, homeland security liaison, arson investigation, RTO, public affairs etc.

There are many more promotional opportunities within the Phoenix Fire Department. (See page 3 and 4 for organization rank and structure).



Civilian Career Paths



Fire Emergency Dispatcher

Job Description:

Operates Fire Computer-Aided Dispatching and other related communications equipment to quickly and accurately receive and transmit information of an emergency nature for Phoenix and surrounding communities. Work involves evaluating incoming calls to determine appropriate level of Fire/EMS assistance required, giving self-help if necessary, dispatching units, and transmitting information and messages upon request and/ or according to established procedures. Ability to multi-task efficiently in a fast-paced environment. Employees are expected to demonstrate extensive communications skills and to exercise considerable judgement under pressure. The eligible (hiring) list will be used to fill full-time, part-time and/ or job-share position vacancies that may occur during the life of the list.

How to Apply:

- Applications can only be obtained during the recruitment period
- Recruitment period is typically once per year

City of Phoenix Fire Department Applications are available at:

City of Phoenix Personnel Department
135 N. 2nd Avenue
Phoenix, AZ 85003-2018

Job Line: 602-534-JOBS (5627)

Applications also on-line at www.phoenix.gov

For more information visit the Phoenix Fire Department website at:

www.phoenix.gov/fire

or

E-mail us your interest/questions: dispatcher.recruitment.pfd@phoenix.gov



Fire Inspector

Job Description:

Fire Prevention is the inspection, education, engineering and enforcement division of the fire department providing life safety services through code enforcement and inspections during the new business development process, general fire inspections, operating and special use permitting and complaint investigation. Fire Prevention is the key to saving lives and property. Fire Prevention education is the first step in the Fire Department's commitment to protecting the lives and property of our citizens, guests, and neighboring communities. Phoenix Fire Prevention Inspectors are the boots-on-the-ground men and women who are conducting inspections every day. Fire Prevention Inspectors attend training and are required to maintain a minimum of 2 nationally recognized certifications that must be renewed every 3 years. Some inspectors maintain 3 certifications. Fire Inspectors:

- Ensure life safety systems in structures and at events
- Respond to citizen and Police complaints of overcrowding, hazardous situations, unsafe events and conditions
- Work with developers, business owners, contractors, Homeland Defense and Fire Operations to ensure public safety
- Inspect state licensed facilities, including daycares, assisted living facilities, nursing homes and hospitals
- Protect the community through routine inspections at high hazard facilities like the petroleum tank farm, water service sites, and the airports
- Conduct high-rise inspections and evacuation drills
- Ensures our tourists and out-of-state visitors are not placed in unsafe environments through routine inspections of our convention center, hotels, restaurants, nightclubs and public gatherings

Contact Fire Prevention:

602-262-6771

fireprevention.pfd@phoenix.gov



Valley Affinity Groups

Mentorship

An affinity group is a group of people formed around a shared interest or common goal who support each other and work together. Below are several of these affinity groups associated with valley fire departments. Please contact them directly.



United Black Fire Fighters

About: The JW Robinson Society, United Black Fire Fighters celebrates diversity through our commitment to professional development, community outreach, mentorship, scholarships and educational enhancement.

Phone: 602-421-2081

Instagram: @JWRobinsonsociety

Facebook: @Jw Robinson



Phoenix Emerald Society

About: Our organization is made up of individual firefighters, and their families, who share interests in Irish heritage and culture. We enhance our professional and personal lives by providing community service, charity, and professional growth.

Phone: 480-620-1279

Email: emeraldsocietyfirementorship@gmail.com

Facebook: Arizona Fire Fighter's Emerald Society



Firefighters for Christ

About: Our mission goal is to encourage firefighters to live their lives for Jesus Christ.

Phone: 623-332-9768

Website: www.firefightersforchrist.org

Email: robertffcphx@gmail.com



FireVet Phoenix Firefighter Military Veteran

About: The FireVet Phoenix Firefighter Military Veteran Society has been formed as a fraternal association for the primary purpose of serving and linking the communities of the United States Armed Services and the fire service in the greater Phoenix, Arizona area.

Phone: 602-513-0515

Website: www.firevet.org

Facebook: FireVet

Instagram: FireVets



Valley Hispanic Bomberos

About: We, as proud men and women have chosen to build an association based on principals of self-determination and self-empowerment. Through self-empowerment, we will continue to celebrate and share the rich culture of our forefathers, while pursuing the honorable profession of Firefighters dedicated to saving lives and property.

Website: www.vhbomberos.org

Facebook: Valley Hispanic Bomberos

Instagram: vhbomberos



Valley Women's Fire Fighter Society

About: The Valley Women's Firefighter Society is focused on helping prepare interested candidates physically, mentally, and strategically to be successful through the hiring process as well as a successful completion of the firefighter training academy.

Website: www.vwfirefightersociety.com

Facebook: Valley Women's Firefighter Society

Instagram: [vw_firefightersociety](https://www.instagram.com/vw_firefightersociety)

Apparatus

Used in Fire Fighting and Emergency Medical Services



Ladder



Ladder Tender



Engine



Squad



Water Tender



Command



Firebird



Foam ARFF



Battalion



Rescue



Brush Truck



HAZMAT



Red Shirt



Crisis Response



Tools & Equipment

Used by Firefighters



Nozzle



Spreader



Cutter

Personal Protective Equipment



SCBA



Humat



Flat Head Axe



Hose



Hydrant Wrench



Extrication Equipment



Extension Ladder

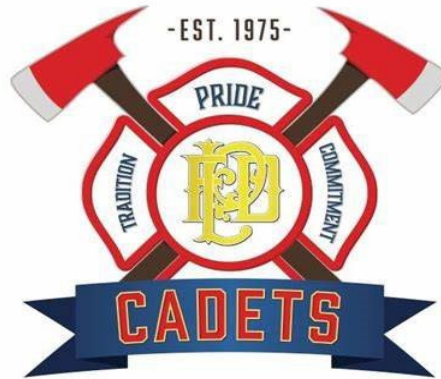


Pick Head Axe



Smoke Fan

Phoenix Fire Cadet Program



The Phoenix Fire Department Cadet Program introduces prospective individuals to the Phoenix Fire Department by hands on training in Fire and EMS skills. Bi-weekly meetings are held every second and fourth Monday at the Phoenix Fire Regional Training Academy.

The Cadet Program offers volunteer opportunities within various divisions of the Phoenix Fire Department and the privilege to ride along at Phoenix Fire Stations. The minimum age to apply to the program is 18 years old along with the completion and graduation of high school.



Current eligibility requirements:

- Must be a minimum of 18 years of age
- Complete a Cadet Program application
- Go through a selection board interview
- Background check
- Valid Arizona driver's license

****Note: Application must be signed before submitting**

Phoenix Fire Department Training Academy

Attention: Cadet Program
2425 W. Lower Buckeye Rd.
Phoenix, AZ 85009

E-mail: pfd.cadets@phoenix.gov

Applications can be mailed or delivered

Community Assistance Program

Crisis Response Van



Behavioral Health Specialist (BHS)

- Provide immediate crisis intervention, victim assistance and emotional support
- Provide resources and referrals to customers
- Bridge the communication between customers, fire and police departments
- Operate city vehicle
- Facilitate radio communications

Minimum Requirements Behavioral Health Specialist (BHS)

- Be at least 21 years of age or 18 years of age with EMT Certification
- Possess a valid Arizona driver's license
- Pass annual driving record and background check
- Complete all required training
- Volunteer a minimum of 48 hours per quarter

Emergency Medical Technician (EMT)

- EMT Certification welcome, not required or provided.
- Provide basic EMT assessment / assistance to customer as needed.
- Maintain van equipment and supplies
- EMTs will be trained as BHS

Required Training

- Orientation Course – Weeknight 5:30-9:00 PM
- Regional Training – Saturday 8:30 AM - 6:00 PM
- Phx. CR Training – 2 Weeknights 6:00-10:00 PM
- Observation Rides – Minimum 36 hours
- Practical Rides – Minimum 36 Hours
- On-Line Training Courses

Contact Us:

Phoenix Fire Department Crisis Response Program Admin Office:
1660 W. Dobbins Road
Phoenix, AZ 85041

Mailing Address Attn: CR Program
150 S. 12th St.
Phoenix, AZ 85034

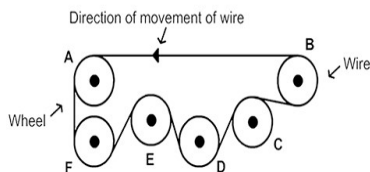
Office: (602) 261-8849

Email: CRStaff.PFD@phoenix.gov

<https://www.phoenix.gov/fire/directory/community-assistance-program>



Preparation for the Written Exam

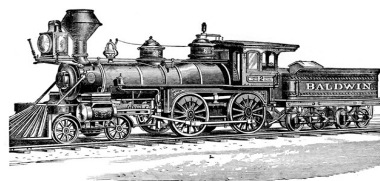


Which wheels are turning counterclockwise?

All	A, B, D, F
C & E	F & D

Wheel A, B, D & F are turning counterclockwise.

The wheels in contact with the wire will turn depending on which direction around the wheel the wire goes. Follow the wire as it passes around the wheels. Try to mentally turn the wheels while following the direction of the wire



The railroad was not the first institution to impose regularity on society, or to draw attention to the importance of precise timekeeping. For as long as merchants have set out their wares at daybreak and communal festivities have been celebrated, people have been in rough agreement with their neighbors as to the time of day. The value of this tradition is today more apparent than ever. Were it not for the public acceptance of a single yardstick of time, social life would be unbearably chaotic: the massive daily transfer of goods, services and information would proceed in fits and starts; the very fabric of modern society would begin to unravel.

The phrase this tradition refers to:

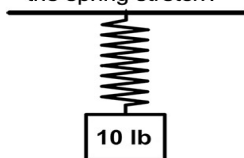
- A. The practice of starting the business day at dawn
- B. Friendly relations between neighbors
- C. The railroad's reliance on time schedules
- D. Peoples agreement on the measurement of time

Correct Answer: D

8 Tips for reading comprehension

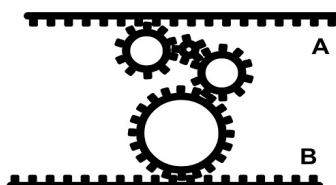
1. Recognize the main idea
2. What are the supporting details
3. What is the sequence of events
4. Predicting
5. Cause and Effect
6. Compare and contrast
7. Recall – who what where when
8. Explain – how and why

A spring bearing a 10-pound weight has stretched 0.5 inches. If you were to increase the weight to 15 pounds, how many inches would the spring stretch?



0.75 inches	1.0 inches
1.25 inches	0.5 inches

We know that the spring stretches 0.5 inches under a pull of 10 lbs. We also know that springs behave linearly. Therefore, adding another 5lbs, which is half of the 10 lb. pull, the spring will stretch another .25 inches, which is half the distance it stretched under a pull of 10lbs. Simply add $0.5 + 0.25 = 0.75$.



If bar A moves right at a speed of X, how does bar B move?

Left, slower than X	Right, same speed
Left, same speed	Right, slower than x

The two bars will move at the same speed because the number and size of the teeth on the bars are the same. Bar A moves right so the first gear will move clockwise. The second gear will move counterclockwise. Third gear clockwise and forth gear counterclockwise.

Because the fourth gear will move counterclockwise it will make the bar move right. In this case, a 20 teeth gear turning at 10 RPM will make the bar move at the same speed as a two teeth gear turning at 20 RPM.

In general, about gears:

When a gear turns the adjacent gear will move in the opposite direction. Gears with an equal number of teeth will turn at the same speed. If they have an unequal number of teeth, then the gear with the fewer teeth will turn faster. However, the size of the gears in this question is irrelevant. The lower bar will move at the same speed as the top bar no matter the combination of gears you put in between.

30/35 can be reduced to:

$\frac{5}{6}$	$\frac{6}{7}$
$\frac{13}{15}$	$\frac{3}{4}$

To reduce the fraction, you must divide the numerator and denominator by the same number

$$30/5 = 6$$

$$35/5 = 7$$

6/7 the fraction cannot be reduced further

For more written preparation assistance join us at one of our workshops

Preparation Tips for the Oral Interview

It is critical to prepare for the oral interview, as it is the foundation for selecting recruits. Many techniques for interview preparation have been devised. The following are some of the techniques which have been used by successful candidates:

- Take a speech class to gain skills, become comfortable speaking and projecting a message.
- Join Toastmasters, or an organization which provides its members the opportunity to improve public speaking skills.
- Collect sample questions used in past interviews, along with detailed answers.
- Set up mock interview boards and have them ask you questions.
- Video tape the mock interviews for in depth review and study.
- Be self-aware and develop speaking skills
- Be able to list and describe the attributes you have which will help you become a good firefighter.
- Tape record yourself answering some questions, try to take out the ums, and, ands

Successful interviewing requires communication skills that aren't typically developed through normal life experiences. Many candidates have found it helpful to:

- Arrive at least 15 minutes early. DO NOT BE LATE!
- Shake the board members hands upon entering the room and when addressing them repeat their names using appropriate title
- Take a seat after being directed to do so
- Make yourself as comfortable as possible.
- Don't forget to smile and be yourself
- Sit up in the chair, do not slouch and listen carefully to the chairperson
- Follow along with question while it is being read
- Ask board member to repeat question if you do not grasp it initially
- When beginning to answer question make eye contact with board member who read the question. Scan each board member while answering question. End your answer by looking at the board member who asked the question
- If the question has two parts, make sure you answer both parts of the question
- If during your answer you get confused or lose your train of thought, stop and either have the board member re-read the question or you may refer back to the question in front of you
- Pause between thought processes, avoid using "and um", "ah", "and stuff like that". These can be distracting to the board
- Minimize stories and use of examples sparingly. Do not use examples that do not apply
- Answer the question as succinctly as possible, do not ramble
- A closing statement is acceptable, however, be brief, do not ramble
- Thank the board members for their time and consideration
- Remain seated until chairperson gives exit instructions
- Leave the questions on the table



Frequently Asked Questions



Written Exam

How and when do I apply?

The Phoenix Fire Department recruits for Firefighter approximately once per year. This varies depending on hiring needs.

The only means of applying is online. To apply, go to the City of Phoenix Employment website and search for Firefighter Recruit.

How can I get the study guide?

During the recruitment period, study guides will be available for download. We do not distribute hard copies. There will also be a link to the study guide in the job announcement.

Can the written exam be taken at another time?

No. All applicants will be administered the written exam on a predetermined exam date.

What should I bring to the written exam?

Your written exam notice, either in hardcopy or saved on your phone. You will also need a photo ID.

Do not bring: the study guide, pens, pencils, calculators, food, drinks, family, friends.

Backpacks are NOT allowed; please do not bring them with you as we will not have a place to store them during the exam.

What is the passing score?

The passing score is determined by the average score achieved by the applicants taking the test.

I don't live in Phoenix. Can I still apply?

Yes. However, upon employment, all Firefighters have twenty-four months after date of employment to move into the designated residency area. The designated residency area is the area within 35 miles of the center of Phoenix (designated as 13th Avenue and Hatcher Road), or the Maricopa Association of Governments' (MAG) planning areas and incorporated areas, and includes towns and cities whose border is wholly or partially within the 35-mile radius or the MAG boundaries.

I was a firefighter somewhere else. Do I have to take the written exam, and/or do I have to attend the fire academy?

Your experience as a firefighter may help in the testing process and during your career, but the Phoenix Fire Department does not accept direct transfers. You will be required to complete the entire hiring and testing process (see pg. 7). This includes the application, written exam, oral board interviews, drug screening and background check. If successful, you will need to complete the 14-week training academy as a firefighter recruit.

What is the minimum and maximum age for applicants?

You must be at least 18 years of age on or before the day of the test. The City of Phoenix does not have a maximum age limit.

Do I have to be a high school graduate or have a GED?

A GED or high school diploma is preferred, however the written exam and materials used at the Phoenix Fire Department Training Academy are at the grade 14 reading level.

I have a relative working for the City of Phoenix, can I still apply?

Yes.

Do I have to be a citizen of the United States?

No. However, if you are a non-citizen, you must have acceptable documentation that you are a legal resident of the United States. The documentation must be presented when a job offer is made.

Will I need a copy of my birth certificate when I turn in my application?

No. You will have to present two (2) forms of identification at the time of hire (usually a driver's license & social security card).

Will I need a copy of my military discharge orders (Form DD214) when I turn in my application?

No. You will have to present a copy at the time of hire.

What if I have a police record?

All firefighter recruits go through a background screening process before being hired. Criminal history and convictions will be reviewed prior to a final job offer. Sworn public safety positions require closer scrutiny by hiring authorities during the background screening process. Disclosure of all criminal history is required for the background screening process.



Will I need identification at the written exam?

Yes. You will need to present photo identification, or you will not be allowed to take the exam.

How do I prepare for the written exam?

Most of the questions are derived from the Firefighter Recruit Exam Study Guide. Reading comprehension and math will also be included.

When will I receive the results of my written exam?

Written exam results will be emailed four to six weeks after the exam. Your final notice will include your written exam score. Those who receive a passing score will be placed on an eligibility list for Firefighter Recruit by the City of Phoenix Human Resources Department. The Phoenix Fire Department will then use this list to invite candidates for selection interviews.

Do I need to be an Arizona certified EMT at the time of application?

No. You may possess a NREMT National Registry EMT at the time of application. It is the responsibility of the candidate to contact DHS to get their AZ EMT Certification. You are required to have your AZ EMT Certification in order to complete the hiring process. Visit AZDHS.gov for further assistance.

If I have a valid EMT/ Paramedic certification in another state, will I need to be certified through the State of Arizona?

Yes. You must contact the Department of Health Services in the state you obtained your EMT or Paramedic certification to determine if your certification can be transferred. Not all state EMT or Paramedic certifications are eligible to transfer. See AZ Department of Health Services website AZDHS.gov

Hiring

Do I have to pass a medical (physical) exam prior to being hired?

Yes. Candidates must complete and pass a medical examination. This examination includes a cardiovascular fitness component that must be passed with a Tier 2 grading or better. Refer to the Tier 4 Program for more information on the program; also refer to the CPAT Candidate Preparation Guide for more information on cardiovascular fitness and conditioning.

Will I be drug tested prior to being hired?

Yes, and you will be subject to being tested up to 3 additional times a year.

When will the City of Phoenix be testing for the position of firefighter recruit again?

The City of Phoenix usually distributes applications for Firefighter Recruit once a year. Firefighter recruits are hired off the eligibility list. The expiration date of the eligible list may be extended at the discretion of the Human Resources Department.

How many people is the City of Phoenix going to hire?

The number of people hired varies from year to year, depending upon the number of employees retiring, employee turnover, the number of new stations opened as well as the budget.

Is it harder for a woman to get hired?

The Phoenix Fire Department is an equal opportunity employer and does not discriminate against race or gender. Women have to pass the same physical ability exam as men do. Women enjoy respect in the Department because they have demonstrated their abilities in order to be hired. In training they are held to the same standard as men. During the PFD Training Academy, one of the most important things instructors look for is that recruits are giving 100 percent.

To be a paramedic do you have to be a firefighter first?

Yes. You can test to be a paramedic after the 1-year probation.

Personal Information Change

If I have a change of address, phone number or email address, what can I do?

Sign into your applicant profile on the City of Phoenix Employment website and update your profile information.

It is very important that you keep this current, as the City will communicate with you via email, and the system will use the email address you have provided in your account profile.

If I have any questions regarding testing/selection/hiring processes for Firefighter Recruit what can I do?

Send an e-mail to the City of Phoenix Fire Department at recruitment.pfd@phoenix.gov. This e-mail is checked on regular city business days. You should get a response within 24 to 48 hours.

The information you receive from this e-mail is directly from Fire Human Resources.



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@phxfire



@phoenixfiredepartment



youtube.com/phxfd



WEBSITE

<http://www.phoenix.gov/fire>



RECRUITMENT:

recruitment.pfd@phoenix.gov



On the first Wednesday of every month at 6pm, Phoenix Fire Department hosts an in-person Recruitment Information Session located on the grounds of our Training Academy. This is for any individual wanting to obtain more information regarding areas of employment within the City of Phoenix Fire Department. Please use the link above to register and attend. Attendees must register and arrive on time for the two-hour session.

ADMINISTRATION OFFICES:

150 S. 12th Street
Phoenix AZ 85034
(602) 262-6297
(602) 495-5555 Non-emergency
8am-5pm



Notes

[illegible]

