



Firefighter Hiring Process



Saint Paul Fire Department Mission

We protect the people of Saint Paul with public education, fire suppression, rescue, and emergency medical services. We partner with the community to mitigate risks, and respond to all calls for service with skill, dedication, and compassion.



SAINT PAUL
MINNESOTA



Saint Paul Fire Values

Professionalism leads us to continuously improve our knowledge and skills, always striving to be “first in” with excellent service.

Respect guides every interaction, honoring the dignity of all persons.

Integrity demands that we do the right thing, no matter what. We are accountable for our commitments and our actions.

Duty calls us to selfless service in all our communities.

Equity is our call to uphold principles of fairness and justice, building a Saint Paul that works for everyone.



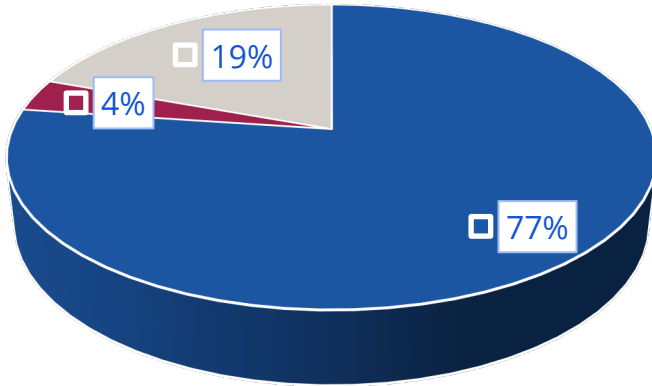
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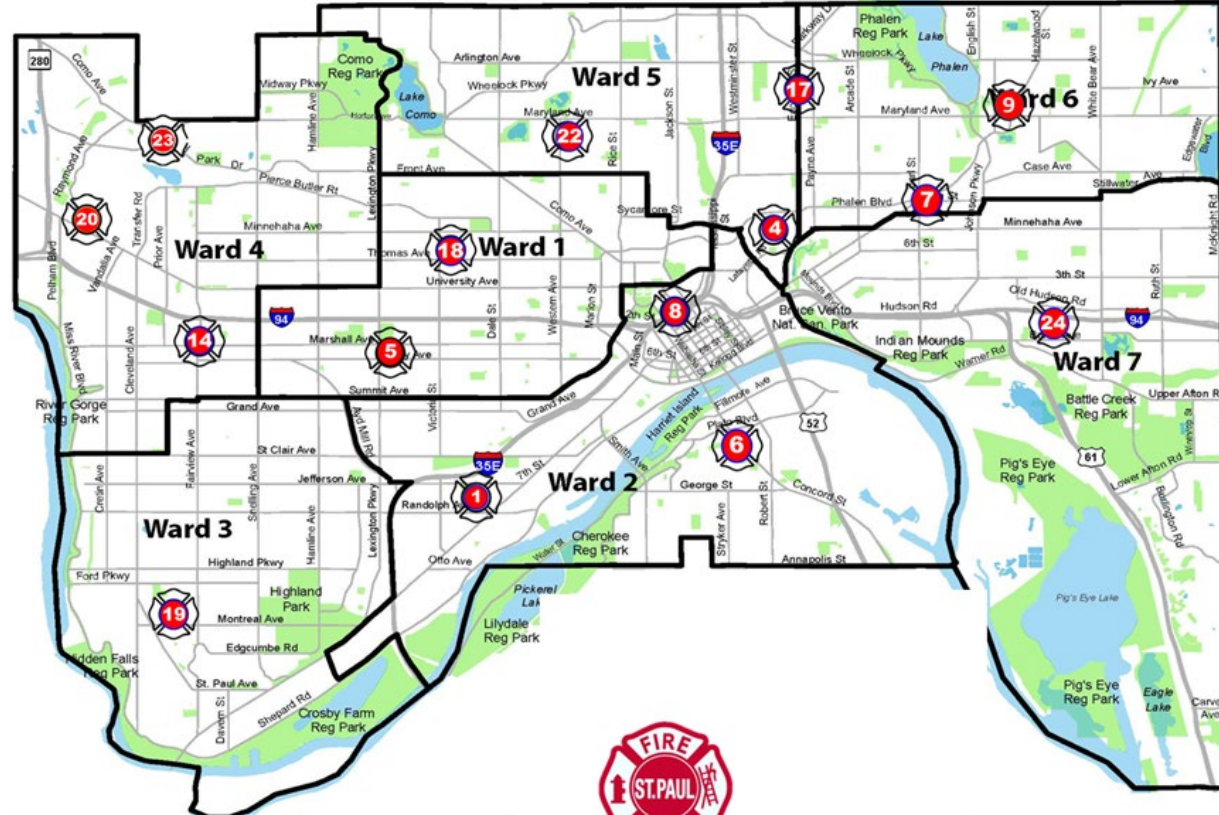


Saint Paul Fire Department

2022 Incident Response



- EMS Response
- Fires Extinguished
- Fire Apparatus Response





The Ideal Candidate



- Demonstrates initiative, accountability, and respect
- Displays and practices integrity
- Communicates well with others and demonstrates empathy and compassion
- Demonstrates self-control during intense and chaotic situations
- Supports the safety of one another in a team
- Solves problems and makes decisions both as an individual and as a team
- Maintains physical fitness
- Understands the diverse communities of Saint Paul and has a connection to its neighborhoods



Fire Department Calls for Service

- Medical Emergencies
- Fire Calls
- Vehicle Extrication
- Water, rope, trench and confined space search and rescue
- Hazardous Materials Incidents (Hazmat)
- Station Tours
- Public Education and Events





Why Become A Firefighter?

- Serve the community and its residents
- Great benefits
- Lifelong career development and promotional opportunities
 - Fire Equipment Operator, Fire Captain, Fire Investigator, EMS Coordinator, Fire Training Assistant, Fire District Chief
 - Rescue Squad, SWAT Medic, Minnesota Air Recue Team (MART), Water Rescue
- Schedule – work 10 days a month

2023	S	M	T	W	T	F	S	
JAN	1	2	3	4	5	6	7	
	8	9	10	11	12	13	14	
	15	16	17	18	19	20	21	
	22	23	24	25	26	27	28	
FEB	29	30	31	—	—	—	—	
	—	—	—	1	2	3	4	
	5	6	7	8	9	10	11	
	12	13	14	15	16	17	18	
MAR	19	20	21	22	23	24	25	
	26	27	28	—	—	—	—	
	—	—	—	1	2	3	4	
	5	6	7	8	9	10	11	
APR	12	13	14	15	16	17	18	
	19	20	21	22	23	24	25	
	26	27	28	29	30	31	—	
	—	—	—	—	—	—	—	
MAY	2	3	4	5	6	7	8	
	9	10	11	12	13	14	15	
	16	17	18	19	20	21	22	
	23	24	25	26	27	28	29	
JUN	30	—	—	—	—	—	—	
	—	1	2	3	4	5	6	
	7	8	9	10	11	12	13	
	14	15	16	17	18	19	20	
JUN	21	22	23	24	25	26	27	
	28	29	30	31	—	—	—	
	—	—	—	—	1	2	3	
	4	5	6	7	8	9	10	
JUN	11	12	13	14	15	16	17	
	18	19	20	21	22	23	24	
	25	26	27	28	29	30	—	
	—	—	—	—	—	—	—	

SHIFT A: GREEN ♦ SHIFT B: BLACK ♦ SHIFT C: RED

www.iafflocal21.org



Salary And Benefits

Salary

- Firefighter Trainee Salary during the Academy: \$1,851.20/bi-weekly
- Firefighter/EMT Salary: Base Annual Salary: \$62,986 - \$87,505

Additional 8.25% EMT premium and 11.4% Paramedic premium added to the base salary = \$65,584 - \$97,481

Benefits

- Medical and Hospitalization Insurance
- Basic Life Insurance
- Paid Holidays, Sick, and Vacation
- Great Pension Plan





Minimum Requirements

Now accepting applications through **11:59 p.m.** on **June 30, 2023**

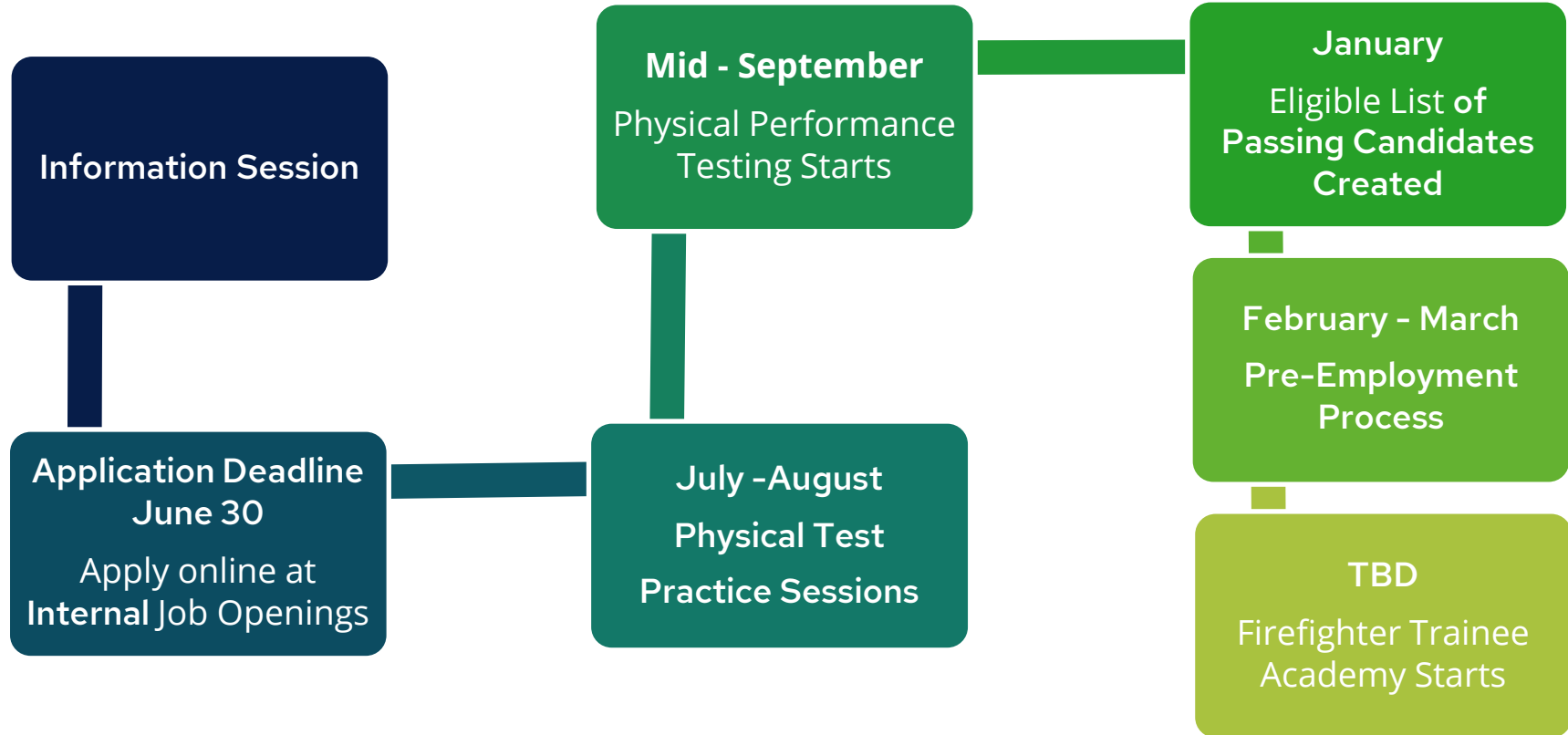
Requirements

- Must be at least 18 years of age
- Must have High School diploma or GED
- Must possess and maintain a valid MN Class D Driver's License, or equivalent out-of-state driver's license
- Must show proof of current National Registry and State of MN Emergency Medical Technician (EMT) Certification or Paramedic Certification to be placed on the eligible list

****Candidates can apply and test without EMT certification but will need the certification in order to be considered for employment****



Hiring And Selection Process





Qualifications Rating

As part of the application process, you will be asked a series of questions related to your education and experience. These questions will be evaluated and scored.

Additionally, some of the questions will be used by the department to determine who to interview and move forward in the hiring process after the eligible list is created.





Physical Performance Test

- Physical Performance Test Tasks:
 - Climbing Stairs Under Load
 - Dragging a Charged Hoseline
 - Victim Rescue
 - Equipment Carry
 - Forcible Entry Simulator
- Candidates must complete the 5 exercises in a maximum of **7:00 MINUTES**
- Physical Test Orientation and 2 Practice Sessions (these will serve as opportunities to run through the entire course)



Equipment

Candidates must complete this exam while wearing the following equipment

20 lbs.

Weighted vest

18.25 lbs.

Empty SCBA
air tank

Gloves

8 lbs.

Turnout coat

2.5 lbs.

Helmet





Station 1: Climbing Stairs Under Load

Candidate shoulders a standard high-rise pack of 100' - 1 $\frac{3}{4}$ " hose weighing approximately 58 lbs up 5 flights of stairs.

NOTE: Candidate must touch each of the 64 steps on the way down.





Station 2: Dragging A Charged Hoseline

Candidate picks up the nozzle of a charged $1\frac{3}{4}$ " hose line from hydrant, places it over the shoulder, and drags it a distance of 75' ft.

NOTE: Running is not allowed.





Station 3: Victim Rescue

Candidate lifts (from under the arms and from behind) a 175 lb. rescue mannequin and drags it 100' ft. while walking backwards.

NOTE: Candidates must initially lift from under the arms, and pull mannequin backwards. Cannot lift by the black straps.





Station 4: Equipment Carry

Candidate picks up a 12" steel exhaust fan (weighing approximately 47.5 lbs.) with one or both hands, and carries it while walking a distance of 150' ft.

NOTE: Fan cannot be carried on the candidate's shoulder.





Station 5: Forcible Entry Simulator

Using an overhead chopping motion with an 8-lb. shot mallet, the candidate drives the steel girder a distance of 5' along a stainless steel track.

NOTE: Hooking or pulling the steel girder is not allowed.





Physical Performance Test





Creating The Eligible List

Physical Test Completion Time	Physical Test Band Score
Less than 3:30	100
3:30 to 4:14	95
4:15 to 4:59	90
5:00 to 5:44	85
5:45 to 7:00	80
Over 7 minutes	Fail

Your final exam score consists of your Physical Performance Test (PPT) score and your Qualifications Assessment score.

Final Score = PPT 50% + Quals 50%

Veteran's Preference Points added to a qualifying veteran's final passing score.



Hiring Process After Eligible List Creation

The final selection process may include an interview, background check, driver's license check, and psychological assessment. Successful completion of the background check is required before an applicant is considered for employment.

Criminal convictions are not an eliminating factor; therefore, we encourage individuals to apply for this position regardless of criminal history.

Pre-Employment Process: Candidates receiving a conditional offer of employment are required to pass a comprehensive medical examination including drug testing, and a psychological assessment before appointment.

New hires go through a 4-month fire academy (start date to be determined)



What If I Do Not Receive A Job Offer?

- Keep your EMT certification active
- Continue physical fitness
- Continue education and experience related to the Firefighter/EMT career path
- Identify ways to get to know Saint Paul and its residents
- Eligible list will be active for 6 months to 3 years



How To Apply

1. Go to www.stpaul.gov/jobs
2. Click on **Apply for a Current Job Opening**
3. Select **Firefighter/EMT**

Leader		Time	Hourly						
Firefighter/EMT	New	Full Time	\$65,584.76 - \$97,481.24 Annually	06/30/23	06/01/23	Fire & EMS	Fire & Safety Services	Saint Paul, MN	23-03972
		Full Time	\$62,587.20 -	06/05/23	05/15/23	Parks and Recreation	Parks	Saint Paul	23-03975

4. Click **APPLY** in the top right-hand corner
5. Log into your account and complete the application
 - If you do not have an account, click [Create an account](#) before proceeding with the application

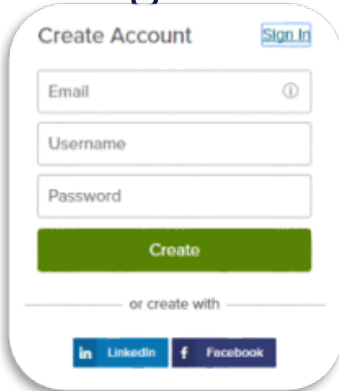
A vertical list of application sections on a mobile device. The sections are: Info (green header), Work (with a briefcase icon), Education (with a book icon), Additional (with a three-dot menu icon), References (with a speech bubble icon), Attachments (with a paperclip icon), Questions (with a question mark icon), Review (with a magnifying glass icon), and Submit (with a checkmark icon).



How to Create an Account

Create an Account

1. Go to www.stpaul.gov/jobs
2. Click on 
3. Click on 
4. Click on 
5. Enter in the following
 1. Email
 2. Username
 3. Password
6. Click 





Create Account [Sign In](#)

Email


Username

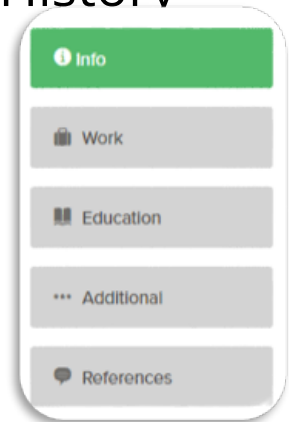
Password


or create with


 LinkedIn  Facebook


Complete Your Profile


1. Click on your username
2. Click on 
3. Complete your profile
 1. Info – Contact information
 2. Work – Employment History
 3. Education
 4. Additional
 5. References




 Info

 Work

 Education

 Additional

 References



FAQ's

- What are the bunk rooms like?
- What do Firefighters do while at the station?
- What does a shift look like and how does it work?
- What is the pool?
- What is the fire academy like?
- What career opportunities are there?



Questions?

Get updates on the hiring process at
www.stpaul.gov/firefighter



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**Thank you for attending.
Best of luck in the hiring process!**



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