



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 Core 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.



SAINT PAUL
MINNESOTA





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 and mental health
- Understands the diverse communities of Saint Paul and has a connection to its neighborhoods

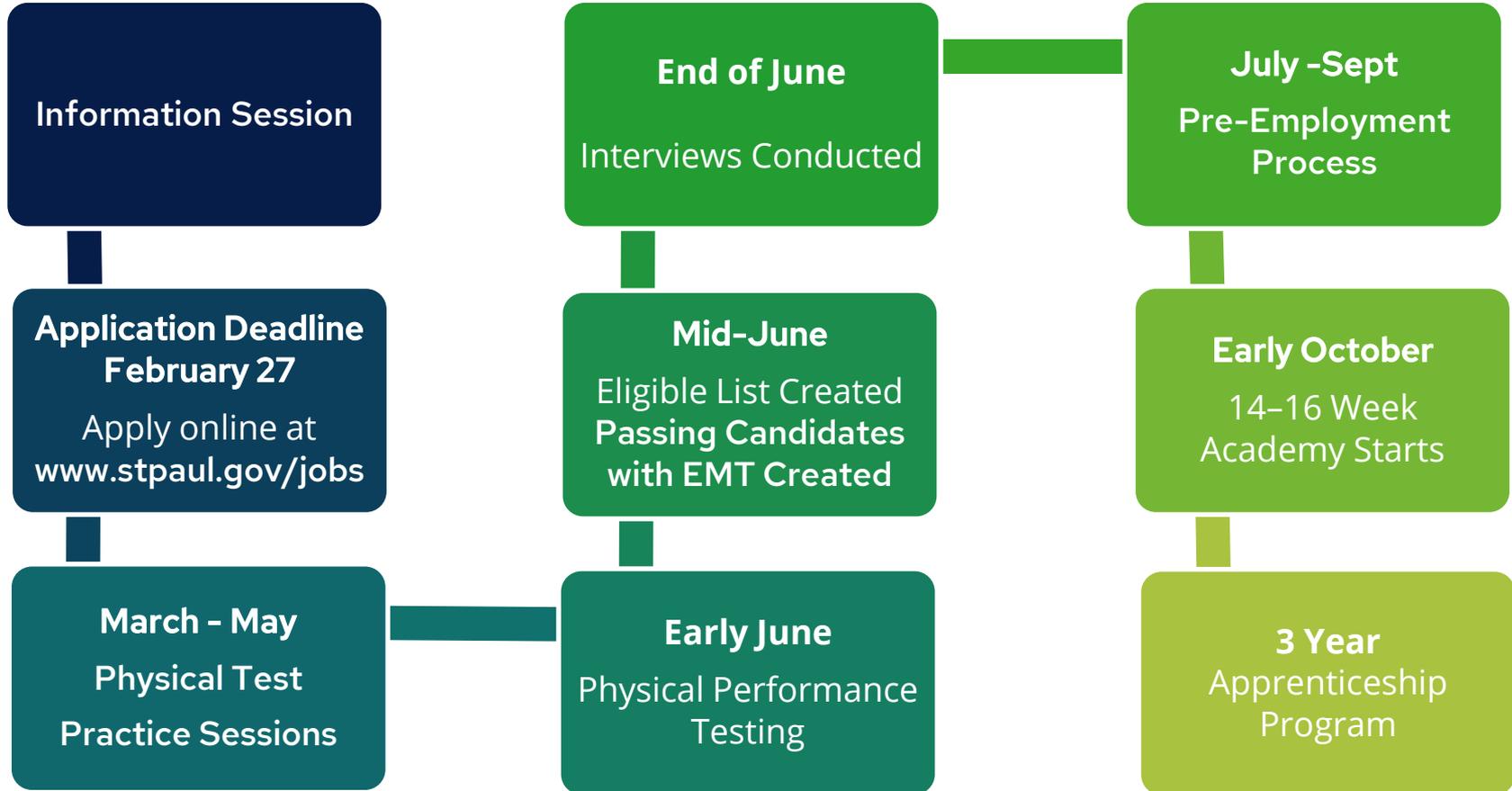


Fire Department Calls for Service

- BLS and ALS Medical Emergencies
- Fire Calls
- Vehicle Extrication
- Water, rope, trench and confined space rescue
- Hazardous Materials Incidents (Hazmat)



Hiring And Selection Process



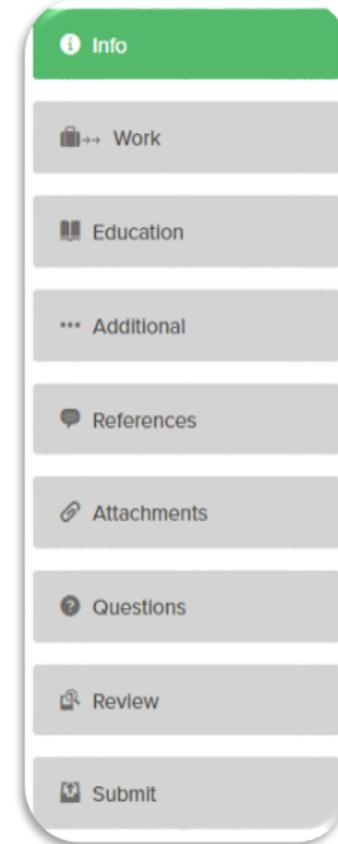


How To Apply

1. Go to www.stpaul.gov/jobs or www.stpaul.gov/firefighter
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 | Park... | Saint Paul | 22-03975 |

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





Minimum Requirements

Now accepting applications through **11:59 p.m.** on **February 27, 2026**

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
- Current National Registry and State of MN Emergency Medical Technician (EMT) or Paramedic Certification

Candidates can apply and test without EMT certification, however, will not be eligible for an interview until certification is obtained.



Exam Process

1. Qualifications Rating: an assessment of your completed application and answers to the Supplemental Questionnaire.
2. Physical Performance Test: physical test to evaluate your ability to perform duties of the position.

You must pass each exam with a 75% or higher to pass the assessment process.

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

Final Score = Qualls 50% + PPT 50%

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



Hiring Process After Eligible List Creation

You will be notified if you are invited to the final selection process that will include written responses to job related questions, an interview, a 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 14-16 week fire academy (planning an October 5th start date).



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
- Consider paramedic school
- Identify ways to get to know Saint Paul and its residents
- Eligible list will be active for 6 months to 3 years



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, EMS Chief
 - Paramedic, Rescue Squad, SWAT Medic, Minnesota Air Rescue Team (MART), Water Rescue
 - Committees
- Schedule – work life balance



A, B, C Schedule

| 2026 | S | M | T | W | T | F | S |
|------|----|----|----|----|----|----|----|
| | — | — | — | — | 1 | 2 | 3 |
| JAN | 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 | 30 | 31 |
| | — | — | — | — | — | — | — |
| FEB | 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 |
| | — | — | — | — | — | — | — |
| MAR | 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 |
| | 29 | 30 | 31 | — | — | — | — |
| | — | — | — | 1 | 2 | 3 | 4 |
| APR | 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 | 30 | — | — |
| | — | — | — | — | — | 1 | 2 |
| MAY | 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 | 30 |
| | 31 | — | — | — | — | — | — |
| | — | 1 | 2 | 3 | 4 | 5 | 6 |
| JUN | 7 | 8 | 9 | 10 | 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

| 2026 | S | M | T | W | T | F | S |
|------|----|----|----|----|----|----|----|
| | — | — | — | 1 | 2 | 3 | 4 |
| JUL | 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 | 30 | 31 | — |
| | — | — | — | — | — | — | 1 |
| AUG | 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 |
| | 30 | 31 | — | — | — | — | — |
| | — | — | 1 | 2 | 3 | 4 | 5 |
| SEP | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| | 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| | 27 | 28 | 29 | 30 | — | — | — |
| | — | — | — | — | 1 | 2 | 3 |
| OCT | 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 | 30 | 31 |
| | — | — | — | — | — | — | — |
| NOV | 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 |
| | 29 | 30 | — | — | — | — | — |
| | — | — | 1 | 2 | 3 | 4 | 5 |
| DEC | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| | 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| | 27 | 28 | 29 | 30 | 31 | — | — |

SHIFT A: GREEN ♦ SHIFT B: BLACK ♦ SHIFT C: RED www.iafflocal21.org



Salary And Benefits

Salary

Firefighter/EMT Salary: Base Annual Salary: \$70,200 - \$97,522

Firefighters receive an additional 8.25% EMT premium or 11.4% Paramedic premium, based on your certification level, added to the base salary after academy graduation.

Benefits

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



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)

| 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 |



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

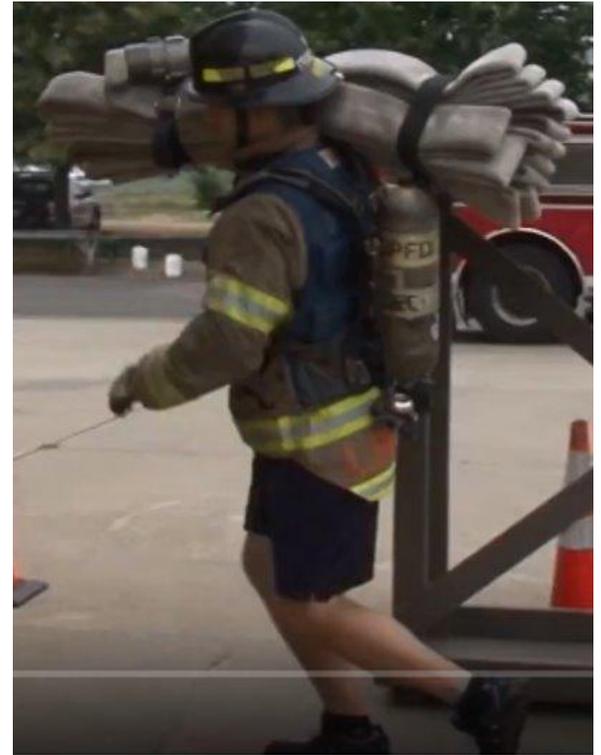




Station 1: Climbing Stairs Under Load

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



Questions?



SAINT PAUL
MINNESOTA

STPAUL.GOV

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



**SAINT PAUL
MINNESOTA**

STPAUL.GOV