

“IGNITE YOUR FUTURE”



CSFD FIREFIGHTER HIRING PROCESS SMART BOOK

The mission of the Colorado Springs Fire Department is to provide fire, emergency and prevention services with professionalism, compassion, and excellence.



*Internationally Accredited Agency
2018-2023*

<https://coloradosprings.gov/firejobs>



"Thank you for your interest in joining the noble and rewarding profession of firefighting. The Colorado Springs Fire Department enjoys a reputation of providing outstanding service to our community. I applaud you for your interest in joining the public safety community. I have served as a member of the CSFD for over 30 years and I am excited about our future." - Chief Ted Collas

CSFD MISSION STATEMENT

"The mission of the Colorado Springs Fire Department is to provide fire, emergency and prevention services with professionalism, compassion, and excellence".

CSFD VALUES

*Accountability
Courage
Honor
Professionalism
Service*



CSFD STATISTICS

- City Council voted to organize paid fire department on February 12, 1894
- Colorado Springs has a population of approximately 659,000
- CSFD serves an area of approximately 200 square miles and provides coverage 24 hours a day, 365 days a year
- CSFD has over 400 uniformed firefighters across 3 different shifts
- CSFD responded to 70,000 alarms during 2018, 65% of which were medical emergencies
- CSFD resources include:
 - 22 Fire Stations housing;
 - 22 Engine Companies
 - 11 Brush Trucks
 - 6 Truck Companies
 - 2 Heavy Brush Trucks
 - 2 High Angle Rescue Companies
 - 1 Heavy Rescue Team
 - 1 Hazardous Materials Decontamination vehicle
 - 1 Decontamination Trailer
 - 3 Medical Squads
 - 1 Air Supply Truck
 - 1 Hose Tender

FIREFIGHTER DUTIES & SPECIALTIES

- Fire rescue / fire suppression / salvage and overhaul
- Emergency medical services (ALS & BLS)
- Wildland firefighting
- Heavy rescue operations
- High angle rescue operations
- Hazardous materials response / decontamination procedures
- Tactical enforcement unit (TEMS)
- Air 15 program (self-contained breathing apparatus)
- Disaster planning / training
- Maintenance of equipment and facilities
- Continuing education and training

QUALITIES / CHARACTERISTICS OF A FIREFIGHTER

- Committed to excellence
- Professional
- Have integrity and a strong work ethic
- Likes helping people & values others
- Is community minded
- Likes working with tools and equipment
- Is a team player
- Able to work unsupervised
- Quick thinking
- Remains flexible in and can adapt to a changing work environment
- Is physically & mentally fit
- Likes adventure and excitement, but can remain calm in such situations
- Able to adapt to shift work



Colorado Springs Fire Department Sample Shift Calendar

JANUARY						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1 A	2 C	3 A	4 C	5 B	6 C	7 B
8 A	9 B	10 A	11 C	12 A	13 C	14 B
15 C	16 B	17 A	18 B	19 A	20 C	21 A
22 C	23 B	24 C	25 B	26 A	27 B	28 A
29 C	30 A	31 C				

***Each Shift is for a 24hr period, which may include Station Training or Community events.**

RELEVANT PREPARATORY COURSES

- Physical Fitness Training
- Physical education (aerobic and strength training)
- Health / biology / anatomy & physiology
- Basic mathematics
- Basic physics
- English (reading comprehension and writing)
- Computers
- Emergency Medical Technician training and certification available through Pikes Peak Community College
- Fire Science Technology courses available through Pikes Peak Community College
- Candidate Physical Ability Test training available through Pikes Peak Community College
- Interview techniques training available through Pikes Peak Community College
- CSFD Ride Along Program
- Volunteer work with local volunteer fire departments
- Explorer Program and Summer Heat

FIREFIGHTER CANDIDATE MINIMUM STANDARDS

(Subject to change)

The following standards must be met to participate in the firefighter selection process:

- You must be at least 18 years of age by date of hire.
- You must have a high school diploma or GED certificate.
- You must have successfully completed the Candidate Physical Abilities Test (CPAT) no more than 12 months prior to the testing process.
- You must be in appropriate physical condition and meet medical standards as established by the City of Colorado Springs Fire Department.
- You must have, or be able to obtain, a valid Colorado Driver's License
- You must be by the date of hire a US citizen, permanent resident alien, temporary resident alien, applicant for temporary resident status, refugee, or asylee. All applicants that are offered employment must provide documents to establish their identity and employment eligibility for authorization to work in the U.S.
- You must not have been convicted of a felony.
- You must not have been convicted of a crime that would affect your ability to certify with the National Registry of Emergency Medical Technicians (NREMT). Visit the NREMT website at https://www.nremt.org/nremt/about/policy_felony.asp that will preclude EMT certification.



****HIRING PROCESS****



PLEASE READ THE FOLLOWING INSTRUCTIONS VERY CAREFULLY!

Failure to read and provide ACCURATE personal information could cause you to miss vital employment information.

No exceptions will be made for failing to follow these instructions.

***This hiring process is a competitive process that requires applicants to pay close attention to the specific instructions outlined in this booklet. Applicants are encouraged to contact CSFD recruitment staff with questions as needed.**

*** CSFD has contracted with The National Testing Network (NTN) to only, administer the FireTEAM test.**

***DO NOT UPLOAD your EMT Card, CPAT or CPR Card to the National Testing Network (NTN).**

***ALL required documents MUST be uploaded to the CSFD website (www.coloradosprings.gov/firejobs) under the following headings:**

- 1. Become a Firefighter**
- 2. Applications and Testing**
- 3. Use Up load Links under each requirement!**



TESTING & EXAMINATION REQUIREMENTS

(Subject to change)

Application and Testing Process

All future applicants are encouraged to start preparing now for our next hiring process, by ensuring they have the following certifications and documents ready for processing.

1. National Testing Network (NTN) FireTEAM
2. Candidate Physical Ability Test (CPAT) recognized by the International Association of Firefighters (IAFF) / International Associations of Fire Chiefs (IAFC)
3. Colorado EMT/Paramedic-Basic or National Registry EMT-Basic/Paramedic Card and a Valid CPR Card
4. Veteran's Preference Points (if eligible)

***All certifications must be valid through our posted deadline, which will be posted early each year, usually in January, for our next potential Academy.**

1. FireTEAM Test *

The Colorado Springs Fire Department requires a valid FireTEAM score as a part of the minimum qualifications to apply for entry-level firefighter and entry level firefighter paramedic. This FireTEAM test may only be taken through **National Testing Network (NTN)** or approved testing facility. The Department will **NOT** accept scores from any other Departments or testing processes. The FireTEAM test involves high-quality simulation tests in a standardized and fair testing environment. Upon completion of the examination, a candidate's score is maintained by NTN per their policies and procedures.

Go to the National Testing Network website for testing or to take a practice test:

<https://nationaltestingnetwork.com/publicsafetyjobs/search.cfm>

<https://ergopracticetests.com/?FTB/>



The FireTEAM is a video-based testing system that assesses these critical skills necessary to be a firefighter. CSFD currently applies the following weights to the FireTeam test sections:

Human Relations/Teamwork, weighed 70%

Mechanical Aptitude, weighed 30%

Reading Ability, 70% Pass or Fail

Basic Math Skills, 70% Pass or Fail

Candidates must have a valid FireTEAM test score with the NTN by August 31, XXXX at 11:59 p.m.

***Your FireTeam test score is valid for 12 months**



2. *Candidate Physical Ability Test (CPAT)

The Colorado Springs Fire Department requires a valid Candidate Physical Abilities Test (CPAT) as part of the minimum qualifications to apply for entry-level firefighter and entry level firefighter paramedic. The CPAT is a test that contains the following components:

- A) Stair climb
- B) Hose drag
- C) Equipment carry
- D) Ladder raise and extension
- E) Forcible entry
- F) Search
- G) Rescue
- H) Ceiling breach and pull

CPAT certificates are considered valid if the test was completed through an **International Association of Firefighters (IAFF) or International Associations of Fire Chiefs (IAFC) accredited facility** and must be valid by our posted hiring deadline of **August 31, XXXX at 11:59 p.m.**

***Your CPAT test is valid for 12 months.**



*When submitting your forms, you must submit them in the following format: **last name_first name_form title. (Example: Smith_John_CPAT).**

1. **Upload ALL documents separately**
2. **To submit "CPAT certificates" click on: "Upload".**

CPAT Test Site Information

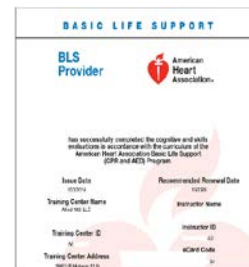
International Association of Fire Fighters, <http://www.iaff.org/hs/well/statelist.htm>
 Pikes Peak Community College, WWW.PPCC.EDU/CPAT or call (719) 502-2000
 PPCC CPAT Schedule, <https://www.ppcc.edu/degrees-certificates/fire-science-technology/cpat>
 Aims Community College (NTN), <https://www.aims.edu/academics/fire-science/cpat/>
 California Professional Firefighters, <http://www.cffjac.org/go/jac/cpat/>
 Emergency Services Education Center, <https://esec.wayne.k12.in.us/>
 Hutchinson Community College, <http://www.hutchcc.edu/>



3. **EMT–Basic certificate or EMT-Paramedic**

- Candidates testing for the position of **Entry Level Firefighter** must have a current National Registry EMT- Basic card, or a Colorado EMT–Basic certification card, and a **valid CPR card**.

- Candidates testing for the position of **Entry Level Firefighter Paramedic** must have a National Registry EMT-Paramedic or a Colorado EMT–Paramedic certification card, and a **valid CPR, PALS, and ACLS card**.



*When submitting your certificates, you must submit them in the following format: **last name_first name_form title. (Example: Smith_John_NREMT_Card or CO_EMT_Card)**. Certificates must be submitted by the posted hiring deadline of **August 31, XXXX at 11:59 p.m.**

1. **Upload ALL documents separately**
2. **To submit “National Registry Card or Colorado EMT Card” click on: “Upload”.**

Colorado Out-of-State EMT Request

All Out-Of-State Applicants will be required to apply for a Colorado EMT once they receive a final offer of employment. Please use this link to get started: cdphe.emtcert@state.co.us

For more information or questions, please call: 303-691-4932

Colorado EMT and Paramedic Information

UCHealth, <https://www.uchealth.org/events/events/education-and-training/ems-training-and-education>

Centura Health's Penrose-St Francis Hospital, <https://www.centura.org/education-and-training/ems-training-and-education>

Penrose-St. Francis EMS Institute, <https://www.centura.org/Education-and-Training/EMS-Training-and-Education/Southern-Colorado-EMS-Education>

***The NREMT or State EMT is valid for 2 years**



4. Veteran's Preference:

To be eligible for Veteran's Preference Points, you must have served on active duty with a branch of the Armed Forces of the United States. Applicants must have been discharged or released from active duty under honorable conditions, have received an **Honorable Discharge, ONLY** and submitted the following documents for 10 or 5 points.

Download: Veterans Preference Points Form

Claiming ten (10) points:

1. Submit the **Member 4** copy of your **DD214**.
2. Submit the Veterans Disabilities Rating Letter that shows your disabilities percentage.
3. Submit the CSFD Veteran's Preference form to the CSFD Human Resources office.

Claiming five (5) points:

1. Submit the **Member 4** copy of your **DD214**.
2. Submit the CSFD Veteran's Preference form to the CSFD Human Resources office.

***All forms must be submitted to the CSFD Human Resources office by no later than AUGUST 31, XXXX prior to 11:59 p.m., using the following format: Last name_First name_form title.**

- **(Example: Smith_John_Veteran's Preference Form).** Forms are successfully submitted once a file shows uploaded.

1. **Upload ALL documents separately**

2. **To submit all "Veterans Preference Points documents" click on: "Upload".**



FIREFIGHTER SELECTION & APPOINTMENTS (Subject to change)

- Applicants' standing is based on his/her performance during the video-based examination and interview.
- Notification of upcoming selection process and minimum qualifications will be posted on the CSFD website and NTN website. The deadline for submitting minimum qualifications is typically **August 31 before the academy year**, but may vary based on business need.
- FireTEAM test scores are submitted to CSFD and placed in to "selection bands."
- Candidates notified of banding placement by CSFD. Top band will be invited to complete CSFD application and to schedule an interview.
- Based on performance during interview, top candidates may receive a **Conditional Offer of employment** and will be required to complete pre-employment/background check process.*
- **A conditional offer does not guarantee a final offer.**
- Final offers of employment will be issued based on results of pre-employment and background check process.
- **Applicants not hired, but wish to apply again for future openings should monitor CSFD's webpage for information or contact our recruiter. Past applicants must resubmit all updated test and certification information as outlined in this guide.**

*** Pre-employment and Background Check processes consist of the following:**

- **Interview**
- **Polygraph examination and background investigation**
- **Medical examination and drug screen**
- **Psychological evaluations**





CSFD TRAINING ACADEMY



Entry-level trainees go through a **17-week Training Academy**. Our Training Academies are designed to meet the National Fire Protection Association (NFPA) standard 1001. Academy graduates receive the following national certifications: Wildland Firefighter Red Card, HazMat Operations, and Firefighter I. Upon successful completion of a one-year probationary period, new firefighters will be certified to the Firefighter II level.

SPECIALIZED TRAINING

- FIREFIGHTER SURVIVAL AND RESCUE SKILLS
- LIVE FIRE COMPANY DRILLS
- CEVO TRAINING AND CERTIFICATION
-

TRAINING ACADEMY RULES

- SAFETY
- FOLLOWING CHAIN OF COMMAND
- PROFESSIONAL APPEARANCE
- COMPLETION OF ASSIGNED TASKS
- UNIFORM INSPECTIONS
- CALM AND COMPOSED IN EXTREME SITUATIONS
- QUICK AND FLEXIBLE THINKING
- BEING PHYSICALLY AND MENTALLY FIT





2020 FIRE DEPARTMENT SALARIES

<u>TITLE</u>	<u>MONTHLY</u>	<u>ANNUAL</u>
40 Hour/Week		
Fire Trainee	\$4,550	\$54,600
56 Hour/Week		
Firefighter 4th Class	\$5,039	\$60,465
Firefighter 3rd Class	\$5,598	\$67,177
Firefighter 2nd Class	\$6,220	\$74,642
Firefighter 1st Class	\$6,856	\$82,272
Fire Driver Engineer	\$7,431	\$89,171
Fire Paramedic 3rd Class	\$6,339	\$76,063
Fire Paramedic 2nd Class	\$7,043	\$84,518
Fire Paramedic 1st Class	\$7,803	\$93,640

BENEFITS

*Pension Plan
 Basic Life Insurance
 Medical Care Plans
 Dental Plans
 Vision Plans
 Short Term Disability
 Long Term Disability
 Long Term Care Insurance
 Voluntary Term Life Insurance
 Health Care Spending Account*

*Deferred Compensation
 Injury Leave / Worker's Compensation
 Employee Assistance Program (EAP)
 Longevity Pay
 Vacation
 Sick Leave
 Funeral Leave
 Uniforms and Special Equipment
 Educational Assistance*



CSFD FACILITY LOCATIONS

Fire Department Complex
 375 Printers Parkway 80910
 Fire Headquarters
 Fire Training
 Fire Community Education
 Office of the Fire Marshal
 Fire Museum

Station 1	29 S. Weber St.	80903
Station 2	314 E. San Miguel St.	80903
Station 3	922 W. Colorado Ave.	80905
Station 4	2280 Southgate Rd.	80906
Station 5	2830 W. Colorado Ave.	80904
Station 6	2430 N. Union Bd.	80909
Station 7	3901 Palmer Park Bd.	80909
Station 8	3602 Airport Rd.	80910
Station 9	622 W. Garden of the Gods Rd.	80907
Station 10	3730 Meadowland Bd.	80917
Station 11	3810 Jet Wing Dr.	80916
Station 12	445 W. Rockrimmon Bd.	80919
Station 13	1475 Cresta Rd.	80906
Station 14	1875 Dublin Bd.	80918
Station 15	4770 Scarlet Dr.	80920
Station 16	4980 Farthing Way	80906
Station 17	3750 Tutt Bd.	80922
Station 18	6830 Hadler View	80919
Station 19	2490 Research Pkwy.	80920
Station 20	6755 Rangewood Dr.	80918
Station 21	7320 Dublin Blvd.	80923
Station 22	711 Copper Center Pkwy.	80921

CSFD INFORMATION

Inquiries concerning the firefighter selection process may be directed to:

The CSFD Human Resources Office
 (Located in the Fire Department Complex)
 375 Printers Parkway
 Colorado Springs, CO 80910

Contact the
Before-CSFD Deadline contact
 Human Resources Recruiter, (719) 385-7226

After-CSFD deadline contact
 Human Resources Senior Analyst, (719) 385-7244

For further information.
 You may also visit our website at www.coloradosprings.gov/firejobs

~ We are an equal opportunity affirmative action employer ~