



*Fire Administration  
15151 E. Alameda Pkwy, #4100  
Aurora, Colorado 80012  
(303) 326-8999*

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# RECRUITING

## Introduction to AFR

Aurora Fire Rescue is seeking dedicated and professional men and women with public safety experience to provide emergency response within a vibrant and diverse community of over 380,000 in the beautiful city of Aurora, Colorado. The Aurora Fire Department has 17 fire stations serving an area over 154 square miles. Join the over 440 men and women of the Aurora Fire Rescue and become part of an organization that provides you with the opportunity to truly make a difference within the community.

Candidates must be at least 18 years of age by the academy start date. The Department provides training for you to become an Emergency Medical Technician Paramedic (EMT-P).

Aurora Fire Rescue offers the opportunity for individuals with prior public safety experience to go through the hiring process through the lateral program. Lateral candidates must have three years paid public safety experience within the last four-year period prior at time of application. Salary ranges are dependent upon experience and qualifications.

Please see our website at [AuroraGov.org/Fire](https://AuroraGov.org/Fire) for further information on the many benefits of becoming an Aurora fire fighter.

## FREQUENTLY ASKED QUESTIONS

**How many times will an entry candidate travel to Colorado for the testing process?**

Applicants that make it all the way through the process will be asked to make two trips.

Here is a breakdown of the **entry level** hiring process:

- Application
- Written Exam (virtual or in-person via National Testing Network)
- Email a Personal History Statement Document
- 1<sup>st</sup> Trip to Aurora
  - Job Suitability Assessment (in-person)
  - Fingerprints (in-person)
- Background Interview (phone or virtual)
- Interview with Panel (virtual)
- 2<sup>nd</sup> Trip to Aurora (Conditional Job Offer testing)
  - Medical/Drug Screening (in-person)
  - Post-offer Psychological Assessment (in-person)

### How many times will a **lateral candidate** travel to Colorado for the testing process?

Typically, only one visit is required to Aurora, Colorado for laterals, for the Medical/Physical exam. However, lateral applicants who qualify and are invited to try out for the Fast Track Academy (see requirements below) will be asked to make two trips. Here is a breakdown of the lateral hiring process:

- Email a Personal History Statement Document
- Job Suitability Assessment (offered in-person or virtually)
- Trip to Colorado: Fast Track Skills Assessment (in-person, for those invited)
- Background Interview (offered in-person or virtually)
- Interview with Panel (virtual)
- Trip to Colorado: Medical/Physical/Blood Work (in-person)
- Post-offer Psychological Assessment (virtual)
- Fire Chief's Interview (virtual)

### Is there a physical fitness test requirement?

The candidate is required to have a current CPAT card valid within one-year of the start date of academy. AFR does not host the CPAT test. It is up to the candidate to obtain the certification on their own.

### *CPAT Testing Sites*

#### *Rocky Mountain Fire Academy*

(Every Tuesday & One Saturday per Month)  
720.865.3955  
[lorene.garcia@denvergov.org](mailto:lorene.garcia@denvergov.org)

#### *Pikes Peak Community College*

719.502.3561  
[Jamie.Gutschick@ppcc.edu](mailto:Jamie.Gutschick@ppcc.edu)

#### *Aims Community College*

970.339.6246  
[cpat@aims.edu](mailto:cpat@aims.edu)

### Is there a difference between the Fast Track Academy vs. the Traditional Academy?

Yes. Experienced lateral candidates may be eligible for the Fast Track Academy which lasts 8 weeks. Lateral hires who are not eligible for the Fast Track Academy, plus all entry hires, will attend the Traditional Academy which lasts 22 weeks.

### What are the requirements for the Fast Track Academy?

To be considered, candidates must possess:

- Firefighter I Certification
- Firefighter II Certification
- Hazmat First Responder Operations Level Certification
- Current National or Colorado EMT/Paramedic Certification

Experienced applicants who meet the above criteria will be invited to attend a skills evaluation (in-person) and be successful to qualify for the Fast Track Academy.

### What is the pay scale?

The academy is paid full-time, with equal pay between lateral hires and entry hires. All will start at \$55,335 (2022) Grade IV FF. After successful completion of the 22-week academy, lateral pay may increase up to \$90,000.00 depending upon years of prior service and EMS certification.

### What is the AFR work schedule?

AFR members work the Kelly Schedule, which is 48-hour per week. The rotation is 24 hours on, then 48 hours off with a Kelly Day (leave day) every 21 days resulting in 5 consecutive days off.

### What is the assignment after the completion of Academy?

After academy, each probationary firefighter has approximately 3 months assigned to an engine company and 3 months assigned to a ladder company. Firefighters do not have a permanent station assignment until completion of probation. After probation, members bid for positions based on rank, specialty teams certifications, and seniority.

### When am I eligible to promote?

After 3 years on AFR, you can test for Engineer. After 5 years on AFR, you can test for Lieutenant. After 7 years on AFR and at least 2 years as a Lieutenant, you can test for Captain.

### Is there a maximum age limit?

No, there is no maximum age limit. You must be 18 years of age by the academy start date.

### Who do I contact with questions about Fire and Police Pension Association of Colorado (FPPA)?

#### *Cindy Cross*

(303)739-7803

[ccross@auroragov.org](mailto:ccross@auroragov.org)

#### *Ben Colussy*

(303) 770-3772

[bcolussy@ffpaco.org](mailto:bcolussy@ffpaco.org)

## **EMS CERTIFICATION FREQUENTLY ASKED QUESTIONS**

### **>>>> IT IS NOT A REQUIREMENT TO HAVE AN EMS CERTIFICATION TO APPLY <<<<**

#### What is the certification process for EMT (Basic and Paramedic)?

##### *Scenario 1: Candidate is Colorado Certified EMT (Basic or Paramedic)*

- Candidate must provide a copy of:
  - Colorado EMT certification.
  - Any ancillary EMS certifications (CPR, IV, EKG, etc).
  - Annotated copy of any Continuing Education hours obtained during the last certification cycle.

##### *Scenario 2: Candidate is EMT (Basic or Paramedic) Certified in another State and Does not Possess a National Registry (NR) Certification*

**(This is not a requirement prior to academy start unless you are a Fast Track Academy candidate)**

Candidate must possess a Colorado EMT certification in order to function in Colorado.  
Candidate must obtain a NR certification in order to be issued an EMS certification from the state of Colorado. Colorado does not recognize EMT certifications from any other state.

*To obtain a NR EMT cert:*

- Candidate must document NR refresher equivalency and meet the CE requirements as well as provide documentation of completing a NR practical exam to sit for the National Registry exam. (See [NREMT.org](http://NREMT.org) for details and testing information.)
- Once the candidate has successfully completed the NR exam, the candidate will submit the certificate and an application with the Colorado Department of Public Health and Environment's (CDPHE) EMS Division.
- Part of the certification process includes finger printing and background check. This can take anywhere from a few weeks to several months. Once EMS certification is awarded by CDPHE, candidate may begin functioning as an EMS provider with AFR.

### *Scenario 3: Candidate is an NR EMT but Does not Have a Colorado EMT Certificate*

Candidate must possess a Colorado EMT certification in order to function in Colorado.  
(This is **NOT** required prior to start date)

Candidate will submit a certification application with the Colorado Department of Public Health and Environment's (CDPHE) EMS Division. Part of the certification process includes finger printing and background check. This can take anywhere from a few weeks to several months.

Once EMS certification is awarded by CDPHE, candidate may begin functioning as an EMS provider with AFR.

### *Scenario 4 – Candidate does not possess any EMS certification*

AFR will provide access to necessary primary education and assist in the initial certification process. **No action required by candidate.**

#### **What is Aurora Fire Rescue's EMS Training Progression?**

If you are recruited without any emergency medical training, AFR will send you to emergency medical technician (EMT- Basic) school. EMT-B is the first, and most important, step in becoming an exceptional emergency care provider and fire fighter. EMT-B school is paid for by AFR and you will receive pay and leave while attending.

After you've gained experience as an EMT, AFR will send you to paramedic school (usually within 4 years). Paramedic school (including books and fees) is paid for by AFR and you will receive pay and leave while attending.

Paramedic school is a challenging program that includes classroom instruction, clinical instruction, and certification.

The classroom phase involves a variety of books, lectures, practical skills instruction, and exams. Clinical instruction takes place in a hospital and in the field where technicians, nurses, and doctors help paramedic students begin applying the skills and knowledge learned in the classroom. Once paramedic school is complete, students must pass a written and practical test to become certified.

Upon returning to AFR, new paramedics must pass the Field Instruction Program. During the Field Instruction Program, students perform the role of paramedic as they are assessed by a dedicated instructor. This program integrates new paramedics into AFR Operations.

### When can I begin the Paramedic FI program?

Paramedic firefighters may request to enter the Paramedic FI program as soon as they finish the EMT-B FI program. The request will be considered by the firefighter's officer and battalion chief and will be granted based on that individual firefighter's performance and abilities. Firefighters who are not certified EMS providers in Colorado – even if they are certified in another state – cannot function as EMS providers in Colorado without a Colorado certification.