

The internationally accredited 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 330,000 in the beautiful city of Aurora, Colorado.

The Aurora Fire Department has 15 fire stations serving an area over 154 square miles. Join the over 300 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 21 years of age by the academy start date. Within four years, the Department provides training for you to become a National Registry Emergency Medical Technician Paramedic (EMT-P).

The Aurora Fire Department 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 service 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 fire.auroragov.org for further information on the many benefits of becoming an Aurora firefighter.

General FAQ's

Q: Will travel for testing be paid for by AFD?

A: No, all expenses will be covered by the candidate.

Q: How many times will the LATERAL candidate travel to Colorado for the testing process?

A: Once, during a 5-7 day time frame the candidate will travel for the testing process. All testing will be completed during the time the candidate is in Colorado. The week will consist of:

- Job Suitability Assessment/Interview with psychologist
- Polygraph Examination
- NFPA 1521 Medical Requirements/Medical/Physical/Blood Work
- Background/Committee Interview/Fire Chief Interview

Q: Is there a physical fitness test requirement?

A: The candidate is required to have a current CPAT card valid within one year of the start date of the academy. **AFD does not host the CPAT test** – it is up to the candidate to obtain the certification on their own.

<http://www.candidatephysicalabilitytest.com/>

Q: Can the candidate stay at the Academy while going through testing process?

A: No, the Fire Academy does not have live-in facilities. Contact Best Western Gateway Suites (800 S. Abilene Aurora Colorado 80012). Contact: Anju Patel, (720)748-4800. Inform her you are going through the Aurora Fire Rescue testing process for discounted rates.

Q: Is there a difference between the lateral academy vs. the entry level academy?

A: No, There is no separation or difference between the two – all are put through the same academy simultaneously – 16 weeks

Q: What is the pay scale?

A: The academy is paid full-time with equal pay between lateral and entry. All will start at \$46,620 (2016) Grade IV FF. After successful completion of the 16-

week academy, Lateral pay may increase depending upon years of prior service and EMS certification:

Certification	No EMT	EMT-Basic	EMT-Paramedic
3-5 years	FFIV	FFIII	FFII
Over 5 years	FFIII	FFII	FFI

Q: What is AFD work schedule?

A: AFD works a modified Kelly. Rotation is 24 hours on, 24 hours off, 24 hours on, 24 hours off, 24 hours on, four (4) days off. No Kelly days.

Q: What is the assignment after the completion of Academy?

A: Post academy, each probationary firefighter has approximately 3 months assigned to an engine and 3 months assigned to a truck. New firefighters usually do not have a permanent station assignment until completion of paramedic school and field instruction (FI). Upon completion, assignments are at the discretion of the Battalion Chief.

Q: When is overtime available?

A: Overtime is available and is an option once on line, but not recommended until off the one year probationary period.

Q: When am I eligible to promote?

A: Once the probationary year is successfully completed you can work towards the Acting Engineer Certification. After 3 years on AFD, you can test for Engineer. After 5 years on AFD, you can test for Lieutenant. After 7 years on AFD and at least 2 years as a Lieutenant, you can test for Captain

Q: Is there a maximum age limit?

A: No, there is no maximum age limit, but you must be 21 by the academy start date.

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

A: Cindy Cross (303)739-7803 ccross@auroragov.org or Ben Colussy (303) 770-3772 bcolussy@ffpaco.org

Pension Plan FAQ's

Q: What is the contribution rate for the Defined Benefit Plan?

A: The required contribution rate is 16% for the Statewide Defined Benefit Plan (SWDB). This is made up of an 8% deduction for the employee and an 8% contribution by the city of Aurora.

Q: Will I be paying into my pension on my overtime or other special pay?

A: No, overtime, bonuses, personal leave buyout or holiday buyout are not considered "Base Salary". Pension is paid only on base salary.

Q: Can a member of the SWDB Plan make voluntary contributions to this plan?

A: No. However, the city participates in a 457 Deferred Compensation plan that you would be eligible to participate in and fund with tax deferred dollars.

Q: Is there a maximum benefit that can be accrued in the SWDB plan?

A: Yes, 100%

Q: Can I purchase Service Credits (years of service) from employment on another department?

A: Yes, the participant must wait until their first anniversary to purchase Service Credits from other public sector employment. Additionally, members must be in the SWDP for 5 years before they can purchase private sector employment.

EMS Certification FAQ's

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

Scenario 1- Candidate is Colorado certified EMT (Basic or Paramedic)

- Provide copy of Colorado EMT certification
- Provide copy of any ancillary EMS certifications (CPR, IV, EKG, etc)
- Provide 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. 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 CE requirements as well as provide documentation of completing a NR practical exam to sit for the National Registry exam – see 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 back ground 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 AFD.

EMS Certification FAQ's cont.

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.

- 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 back ground 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 AFD

Scenario 4 – Candidate does not possess any EMS certification

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

Q: What is a Firefighter/Paramedic?

A: If you come to us without any emergency medical training, AFD will send you to Emergency Medical Technician (EMT- Basic) School during your first year. EMT-B is the first step, and most important step, in becoming an exceptional emergency care provider and firefighter. EMT-B school is paid for by AFD and you will receive pay and leave while attending.

After you've gained experience as an EMT, AFD will send you to Paramedic school (usually within 4 years). AFD will pay tuition, books, and associated fees as well as pay you and give you the needed leave while you attend school. Paramedic school is a challenging program that is broken into 3 phases; classroom instruction, clinical instruction, and the field internship. The classroom phase is just that; classroom work incorporating a variety of books and written tests. Clinical instruction takes place in the hospital, where nurses and doctors help students begin applying the skills and knowledge learned in the classroom. The last step is the field internship where students begin putting it all together under the watchful eyes of a veteran paramedic.

Once the schooling is complete, students must pass a written and practical test before being awarded paramedic certificates. Upon returning to AFD, we place new paramedics into the Field Instruction Program. This program integrates new paramedics into AFD's daily operations.

This is certainly no small thing we are asking. Every step of this process demands the hard work and dedication of every new member of the department and the Emergency Medical Services (EMS) Bureau is dedicated to doing everything possible to assist our newest members achieve success.

All of this schooling and training will give you the tools and confidence to care for our citizens. Additionally, becoming a paramedic will give you the skills you'll need to become a leader in the AFD. The fundamental traits of great leaders; integrity, quick critical thinking skills, grace under pressure and compassion are found in all great paramedics.

Q: When can I be compensated as a firefighter/paramedic?

A: When you enter the Paramedic Field Instruction (FI), you receive Acting Rescue Tech pay, this is a category of hourly compensation commensurate with the hourly rate specified in the contract. You will only receive Acting pay for productive work hours – you will not receive Acting pay for any paid leave.

Q: When can I begin the Paramedic FI program?

A: All probationary firefighters must complete the EMT-B FI once they are recognized as EMS providers by the state of Colorado. Firefighters with Colorado certifications will begin this process immediately upon being assigned to a fire company. Paramedic firefighters may request to enter the Paramedic FI program as soon as they finish the EMT FI program. The request will be considered by the firefighter's officer, battalion chief, and EMS supervisor 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.