



Fire District 3 Hiring FAQs

District 3 Hiring – Frequently Asked Questions (FAQs)

General Hiring Information

What positions are you currently hiring for?

We hire for positions such as Firefighter, EMT, Paramedic, Deputy Fire Marshal, administrative and finance positions and other related roles as openings occur.

Current job postings are listed on our careers page.

How do I apply?

We require an official application for career and volunteer opportunities. All applications must be submitted online through our official hiring portal.

Instructions and required documents are outlined in each job posting. It is critical to read the entire announcement for all posted positions and follow the directions listed to apply.

While we don't accept applications for positions that we are not actively seeking to fill, we encourage interested applicants to go to our ['Sign up for Future Job Announcements'](#) link.

Is there an application deadline?

Yes. Each recruitment has a specific closing date. Late or incomplete applications are typically not accepted.

Minimum Qualifications

What are the minimum requirements to apply?

Minimum qualifications generally include meeting age requirements, holding a valid driver's license, having a high school diploma or equivalent, and meeting physical and medical standards. Specific certifications are required for our sworn positions.

Applicants are encouraged to do their own educational and training audit during the application process to confirm they meet the minimum qualifications of the position they are interested in applying for.

Do I need prior fire service experience?

Not always. Some positions are entry-level and provide training, while others require prior fire and/or EMS experience.

Are EMT or Paramedic certifications required?

The District requires EMT or Paramedic certification at the time of hire for sworn positions. Other non-represented, administrative positions do not require EMS certification or experience.



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Testing and Selection Process

What does the hiring process include?

Depending on the position, the process may include an application review, written exam, physical ability test (District PAT), practical skills testing, interviews, background investigation, medical evaluation, psychological assessment, and drug screening. More information on our testing and selection process can be found on our [Fire District 3 Selection and Hiring](#) page.

What is the PAT, and is it required?

The Physical Ability Test (PAT) measures job-related physical tasks. District 3 hosts their own PAT on site to assess candidates physical readiness to perform the position applied for in entry level or sworn entrance positions.

How long does the hiring process take?

Timelines vary, but the process typically takes several weeks from application to formal job offer. Communication with the candidate throughout this process is a priority for us, staying in touch during each step of the selection and background process.

Training and Probation

Is a fire academy provided?

Yes. New hires are typically required to attend and successfully complete a fire academy, hosted by the District.

Is there a probationary period?

Yes. New employees serve a 12-month probationary period during which development is focused on and performance is evaluated.

Employment Details

What schedule do firefighters work?

Our crews work a 48-96 work schedule. 48 hours on shift and 96 hours off shift.

What pay and benefits are offered?

Compensation typically includes competitive wages, medical/dental/vision insurance, retirement benefits, paid leave, and opportunities for overtime. Specific details are listed in our current [Labor Agreement](#), or you can find them in our [District 3 Benefit & Wellness](#) page for all represented and non-represented positions.

Do you offer lateral or experienced firefighter hiring?

We will specify in our job announcements when a recruitment invites experienced applicants to apply. These hiring processes may offer incentives such alternative pay steps or abbreviated training and development timelines.



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Background and Eligibility

Is a background check required?

Yes. A comprehensive background investigation is part of the hiring process and will include criminal history, driving record, employment history, and references. More information about our background process can be found on our [Fire District 3 Selection and Hiring](#) page

Can I apply if I have a prior conviction?

Every situation is evaluated individually. A conviction does not automatically disqualify an applicant, but certain offenses may impact eligibility.

Are veterans given preference?

Veterans' preference may apply in accordance with state law or department policy.

Additional Questions

Do I have to live within the district?

Residency requirements vary by position. If residency is required it is listed on the position description and job announcement.

How can I prepare for the hiring process?

Applicants are encouraged to maintain physical fitness, review positions descriptions and study materials provided, audit their training and experience information, and gain volunteer or EMS experience if available.

Who can I contact with additional questions?

For questions not answered here, please contact our People Services Administrator using the information listed on the careers page.