



City of Ames Firefighter

SALARY	\$20.86 - \$30.01 Hourly \$60,746.94 - \$87,401.93 Annually	LOCATION	50010, IA
JOB TYPE	Full-Time	JOB NUMBER	25-2111-01
DEPARTMENT	Fire	OPENING DATE	02/01/2026
CLOSING DATE	3/2/2026 12:00 PM Central	FLSA	Non-Exempt
BARGAINING UNIT	IAFF	RESIDENCY REQUIREMENT?	Yes
RESIDENCY REQUIREMENT AREAS	https://www.cityofames.org/My-Government/Departments/Fire-Department/Career-Opportunity/Recruitment-Information/Residency-Requirements		

Centrally located in the heart of Iowa, Ames is a vibrant, progressive community with more than 66,000 residents providing an excellent quality of life. Home to Iowa State University, Ames offers year-round recreation opportunities, diverse cultural offerings, a stable economy, safe neighborhoods, and a high-achieving school district.

General Information

The City of Ames has an exciting opportunity for Firefighters!

Firefighters perform work of routine difficulty in fire suppression and prevention activities; maintenance of fire department property and equipment; perform emergency medical technician level services and perform related work as required. Under immediate supervision: performs work of routine difficulty in fire suppression and prevention activities; maintenance of fire department property and equipment; performs emergency medical technician level services; performs related work as required.

** Follow this link to watch the City of Ames Firefighters in action [Firefighter in Action](#)**

Benefits:

The City of Ames provides a comprehensive benefit package: Medical, Dental, Vision, Life and Long Term Disability insurance; Flexible Spending Account (FSA) for both health care and dependent care; Retirement plan options - deferred compensation, and Municipal Fire and Police Retirement System of Iowa (MFPRS); Vacation Pay, Sick Leave, Holiday Pay and Longevity Pay; Leaves of Absence; and Employee Development and Educational Assistance Programs. **Our comprehensive benefits package can be viewed at: [City of Ames Benefits](#)**

Salary Schedule 07/01/2025:

Step A (0-18 months): \$60,746 (\$20.86/hr)

Step B (19 months): \$66,555 (\$22.85/hr)

Step C (37 months): \$79,681 (\$27.36/hr)

Step D (60 months): \$87,401 (\$30.01/hr)

The City of Ames is conducting a recruitment to establish a Civil Service eligibility list for this classification. The list will be valid for up to one year from the date of certification by the Ames Civil Service Commission and may be used to fill one or more vacancies in this classification. In addition, City of Ames Civil Service employees who have previously held Civil Service status in this classification and are interested in voluntarily demoting or laterally transferring into the current vacancy must submit their application by the deadline.

Examples of Essential Job Functions

Prevents, suppresses and investigates fires and other hazardous situations; drives firefighting and other emergency vehicles safely; visually assesses the emergency scene and requests additional assistance when necessary; assesses condition of injured persons and frees, lifts, moves, or prepares them for transport in a safe manner; performs basic emergency medical services; lays hose, uses water streams and ladders, and ventilates to extinguish fires, operates and maintains firefighting equipment and tools; performs rescue activities; prepares for and responds to releases and potential releases of hazardous materials to minimize the extent of exposure or damage; uses and maintains personal protective equipment including SCBA; assists in on-site control including traffic control and calming of distraught persons; obtains and maintains certifications as required by department; attends and participates in ongoing training opportunities and drills; inspects residential and commercial buildings for fire hazards and reports tactical information and violations to officer for follow-up; investigates complaints of fire hazards, dangers or violations and accurately documents findings; communicates clearly and professionally with co-workers, superiors and the public; performs clean-up and salvage activities; maintains a safe and clean working/living environment; lives, works and interacts effectively with co-workers during 24 hour shift; prepares records and reports.

Each employee is expected to continually strive to bring shared values to life through our Excellence Through People organizational culture. ETP values include: committing to continuous improvement; inspiring creativity and innovation; being customer driven; making data-driven decisions; championing employee involvement; striving for excellence; having fiscal stewardship; acting with honesty and integrity; exhibiting leadership; choosing a positive attitude; respect and dignity for one another; promoting safety and wellness; and cultivating teamwork. For leaders, this includes creating a work culture that brings these values to life. For all employees, this includes maintaining a Total City Perspective. The purpose of ETP is to deliver exceptional services to the public at the best price, and for employees to experience an enjoyable and stimulating work environment.

Other Job Functions: Provides educational programs for the public and conducts fire station tours; provides public outreach; participates in training of new firefighters.

Qualifications

Education and Experience:

-Successful completion of High School graduation, G.E.D. or HiSet required.

-60 semester credit hours of higher education in fire or EMS related discipline (or equivalent) are preferred, but not required.

Licenses and Certificates:

-Valid driver's license required.

-The ability to obtain an Iowa driver's license class C, within three months of appointment and maintain for the duration of employment is required.

-Must obtain Firefighter I certification within one year of employment.

-Must currently hold, or obtain a valid State of Iowa Emergency Medical Technician (or higher) certification within 18 months of employment, and maintain this certification throughout the duration of employment in this position.

-Emergency Medical Technician or higher, Firefighter I, and HAZMAT Awareness certifications are also preferred, but not required, prior to hire.

Knowledge Skills and Abilities Necessary to Perform Essential Functions: Knowledge of modern principles and practices of fire prevention, suppression, lifesaving, rescue, and public education; knowledge of the proper use and maintenance of firefighting equipment and supplies; knowledge of departmental rules, regulations and laws pertaining to fire prevention and safety; knowledge of city geography, fire hazards and firefighting resources such as personnel, equipment, water supply, and communications; knowledge of incident command system; working knowledge of math, physics and chemistry.

Skill in communicating in person, or by using e-mail, a telephone or two-way radio; skill in the operation of a variety of fire apparatus, tools and equipment; skill in the preparation of records and reports; skill in the use and maintenance of hand and power tools.

Ability to understand and follow verbal and written instructions; ability to perform functions independently or as a member of a team; ability to establish and maintain effective working relationships with co-workers, superior officers, and the public; ability to present a positive attitude; ability to effectively communicate and deal courteously with customers and coworkers; ability to perform heavy physical labor under arduous conditions; ability to operate motor vehicles; ability to deal with victims of fires or hazardous materials accidents, and other distraught persons in a professional and sensitive manner.

Residency Requirement:

All employees covered by this contract shall reside within an area bordered by County Road S-27 on the east, Story County and Boone County line on the north and south, and State Highway 17 on the west. Communities intersected by the borderlines shall be considered within the area.

Supplemental Information

Required Physical Activities: Climbing; bending; balancing; stooping; kneeling; crouching; crawling; reaching; standing; walking; pushing; pulling; lifting; grasping; feeling; talking; hearing; carrying; finger dexterity; and twisting.

Physical Characteristics of Work: Very Heavy Work requiring exertion in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

Vision Requirements: Color vision; peripheral vision; depth perception; ability to see distances within arms reach conjointly with distances greater than twenty feet in reduced visibility. Visual inspection involving small defects, small parts; operation of machines (including inspection).

Environmental Conditions: The work is performed inside or outside and includes being exposed to cold, heat, liquids, mud, slippery surfaces, moving machinery and tools, exposure to infectious agents, hazardous substances, noise, poor visibility, sharp objects, vibration, confined spaces, cramped body positions, heights, smoke, dust, mechanical hazards, electrical hazards, atmospheric conditions that affect the respiratory system, oils, grease, radiation, noxious odors, use of Self Contained Breathing Apparatus, and weather elements (including sun, rain, snow, and ice).

Equipment Essential to the Job: Firefighting and other vehicles, uniform codes, firefighting and hazardous materials journals and textbooks, SDS and DOT reference guides, fire pre-plans, fire department rules and regulations, water distribution maps, blueprints, equipment manuals, incident reports, fire union contract, fire equipment and appliances, protective clothing and equipment, intercom, mobile radio, telephone, calculator.

Other Equipment Used on the Job: Computer, Global Positioning Systems (GPS) and mobile devices.

Selection Process:

The selection process will consist of an evaluation of education and experience, a physical ability test, a written exam, a phone interview, an oral board interview, a ride-along, and a Chief's interview, and completion of a physical and criminal background check, which includes a sex offender registry check.

Depending on the number of qualified candidates, the City may forego phone interviews.

Candidates must successfully pass each component to be invited to participate in subsequent components of the selection process. All candidates will be notified by email of their application status.

The Civil Service Score will be determined by the oral board interview.

Preference may be given to applicants possessing qualifications above the minimum.

NOTE: Applicants with disabilities may submit requests for ADA testing or interview accommodations to the Human Resources Department prior to the test or interview.

The City of Ames provides Veteran's Preference Points for Civil Service positions. A copy of your DD214 and, if applicable, proof of disability, must be attached with your application (or faxed to 515-239-5297) prior to the close date of the posting in order to receive Veteran's Preference Points.

The City of Ames is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, age, religion, sex, sexual orientation, gender identity, genetic information, ancestry, national origin, marital status, disability, or protected veteran status and will not be discriminated

against. Inquiries can be directed to the Human Resources Department at 515-239-5199.

The Physical Ability Test:

The Physical Ability Test will be offered on the following dates:

Tuesday, March 10, Wednesday, March 11, with Thursday, March 12 and Friday March 13 reserved as a weather days.

Candidates must successfully pass the Physical Ability Test to move forward in the selection process. Candidates are limited to one Physical Ability Test attempt per day that the test is offered. Candidates who do not pass the physical ability test on their first or second attempt may elect to take the test again on a subsequent day as long as it is a day that the test is being offered. Please note the dates above and plan accordingly.

Candidates who successfully pass the physical ability test will be invited to take the **written exam that same day**, later in the afternoon. Please plan on a full day.

Due to the anticipated number of candidates, no alternative testing dates will be made available, and the City will not reimburse candidate travel expenses.

The Fire Department will host an open house before the physical ability testing dates on the evening of Monday, March 9 to allow candidates the opportunity to come into the station and ask questions, practice each of the physical ability test stations, and meet the crews.

E-Verify Process:

The City of Ames participates in E-Verify and will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each applicant's Form I-9 to confirm work authorization. All candidates who are offered a position with the City of Ames must complete Section 1 of Form I-9 along with the required proof of their right to work in the United States and proof of their identity on their first day of employment. Please be prepared to provide required documents on your first day of employment. For additional information regarding acceptable documents for this purpose, please contact Human Resources at 515-239-5199 or go to the US Citizenship and Immigration Services web page at:

<http://www.uscis.gov>.

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City of Ames

515 Clark Ave

Ames, Iowa, 50010

Phone

515-239-5199

Website

<http://www.cityofames.org/jobs>

Firefighter Supplemental Questionnaire

*QUESTION 1

Have you successfully completed high school graduation, G.E.D. or HiSet?

- ☐ Yes
☐ No

*QUESTION 2

Do you have a valid driver's license?

- ☐ Yes
☐ No

*QUESTION 3

Do you currently have, or do you have the ability to obtain an Iowa driver's license class C, within three months of appointment and maintain for the duration of employment?

- ☐ Yes
☐ No

*QUESTION 4

This position has the following Residency Requirement. Is this acceptable to you?

All employees covered by this contract shall reside within an area bordered by County Road S-27 on the east, Story County and Boone County line on the north and south, and State Highway 17 on the west. Communities intersected by the borderlines shall be considered within the area.

- ☐ Yes
☐ No

*QUESTION 5

For questions 4-7, the mentioned items are not required for an applicant to provide, however i understand that each of the following items are preferred. I also understand that the city may give preference to applicants who possess qualifications above the minimum.

- ☐ Yes
☐ No

*QUESTION 6

Though not required for this position, have you attached verification of 60 credit hours of higher education or higher in a "Fire" or "EMS-Related" discipline?

- ☐ Yes

☐ No

***QUESTION 7**

Though not required for this position, have you attached verification of Firefighter I certification?

☐ Yes

☐ No

***QUESTION 8**

Though not required for this position, have you attached verification of an Emergency Medical Technician certificate or higher (e.g., EMT or Paramedic)?

☐ Yes

☐ No

***QUESTION 9**

Though not required for this position, have you attached verification of Hazmat Awareness Certificate or higher (i.e., Hazmat Operations or Hazmat Technician)?

☐ Yes

☐ No

*** Required Question**