



City of Cedar Rapids Firefighter

SALARY	\$24.97 Hourly \$68,817.32 Annually	LOCATION	Central Fire- 713 1st Ave SE Cedar Rapids, IA
JOB TYPE	Full-Time	DEPARTMENT	Fire
OPENING DATE	08/26/2026	CLOSING DATE	9/18/2026 11:59 PM Central
FLSA	Non-Exempt	BARGAINING UNIT	FIRE

Are you ready for a career where every day brings an opportunity to serve, protect, and make a difference? The Cedar Rapids Fire Department is seeking dedicated individuals to join our team of professionals responding to fires, medical emergencies, technical rescues, disasters, and other critical incidents while serving one of Iowa's largest and most vibrant communities.

About our Organization

At the City, we are committed to employing individuals who reflect our community's diverse backgrounds, and this position is crucial in the success and strategic direction of a growing and evolving community. We appreciate and leverage the vast experience individuals bring beyond the technical requirements of a job. If you are an individual with similar experience listed here please consider applying. Experience and skills combined with commitment to our core values is key to building a greater community now and for the next generation.

About our Community

Nestled in the heart of Iowa, Cedar Rapids is our vibrant and diverse community known for its rich history, culture, and natural beauty. Our city has a strong sense of community which can be seen at any of our numerous parks, recreational opportunities, and family-friendly events year round. You can also explore our thriving downtown district, filled with shops, restaurants, and entertainment options, or take a stroll along the Cedar River, which runs through the heart of the city. [Cedar Rapids - Why you should live here!](#)

About this Opportunity

Provides direct services, individually and as a member of a team, in the suppression and control of hazardous fires, and other kinds of emergency assistance to the public as circumstances may require, including medical, trench, confined space, rope rescue, water rescue, life safety training; USAR and/or natural or manmade disasters.

Works under immediate supervision, though there is often opportunity for individual initiative and judgement during emergency operations.

The City of Cedar Rapids does not offer sponsorship for employment authorization.

Proposed Firefighter Recruitment Schedule 2026-2027

****All CPAT testing will take place in Dubuque, IA****

- August 26th, 2026- September 18th, 2026- Applications Accepted
- Week of September 28th, 2026- Written Exam
- September 16th & 19th, 2026 - CPAT Orientation
- October 14th & 17th, 2026- CPAT Practice
- November 21st, 2026- CPAT Final Test
- Week of December 7th, 2026- Human Resources & Fire Department Interviews
- Week of December 14th, 2026- Civil Service Interviews & Certification of List
- Week of January 11th, 2027- Fire Department Interviews
- January 18th- February 28th, 2027- MMPI/Contingent Offers/Pre-Employment Physicals
- March 1st, 2027 - Fire Academy First Day

Essential Duties & Responsibilities

Job Duties and Responsibilities

- Responds to fire alarms; lays hose lines, operates nozzles, pumps, hydrants, fire extinguishers, breathing apparatus and other fire fighting equipment to control or extinguish fire; looks for hidden fires; climbs ladders and works from ladders and in high areas;
- Provides emergency medical assistance to injured persons and those overcome by fire and smoke, or in response to non-fire related medical emergency calls such as heart attacks, drowning, poisoning, shock and extrications, in order to medically stabilize and/or sustain major life functions;
- Responds to and rescues individuals from life-threatening situations, including extrications, water rescues, trench, confined space, floods, tornadoes, hazardous materials leaks or spills, rope rescue, cave-ins, and high buildings or other structures, person's stuck or entrapped in manmade or natural environments; to provide technical support services and restore normalcy to area;
- Drives apparatus to emergency site, as assigned; ensures that apparatus is functioning properly, operates pump and other special equipment;
- Participates in salvage operation and post-fire clean-up; protects property from water;
- Participates in drills and training sessions; participates in fire brigade training for community industries. Participates in inspections of commercial and residential properties;
- Participates in pre-fire planning and development of property maps and sketches;
- Cleans, performs preventative maintenance and repairs equipment and apparatus, including trucks, masks, hoses, nozzles, couplings, ladders, pump operations on apparatus, etc.;
- Wears and properly uses safety equipment including personal protective, fall protection equipment, self-contained breathing apparatus and gas detection equipment;
- Performs station maintenance work, including cleaning and minor repairs to quarters, buildings and grounds;
- Conducts fire station tours for the general public, demonstrating equipment and apparatus, and answering questions;
- Reads various work guides;
- Performs all work duties and activities in accordance with City policies, procedures and safety practices; Attends work regularly at the designated place and time;
- Supports continuous process improvement initiatives; Performs related work as required.

Qualifications

Required Knowledge and Abilities:

- Knowledge of fire fighting methods and techniques;
- Knowledge of emergency medical assistance procedures;
- Knowledge of construction of buildings as applied to inspections and pre-planning programs; Knowledge of hazardous substances and their control;
- Knowledge of City geography;
- Knowledge of OSHA permit-required confined space entry protocol, respiratory protection standards, right-to-know laws, CPR and First Aid;
- Knowledge of current NFPA codes in relationship to job title and position;
- Skill in fire suppression;

- Skill in administering emergency medical assistance; Skill in rescue methods and techniques;
- Ability to properly utilize the following equipment and tools: wide variety of fire apparatus, equipment and tools associated with the fire control operation and non-fire emergencies, and for the most part unique to fire control programs, personal protective equipment, gas detectors, fall protection equipment and self-contained breathing apparatus;
- Ability to perform confined space entry, including rescue, using permit-required protocol; Ability to work cooperatively and to maintain effective working relationships to accomplish job responsibilities;
- Ability to quickly learn and put to use new skills and knowledge brought about by rapidly changing information and/or technology;
- Ability to swim (with gear on and PPE)
- Ingenuity and inventiveness in the performance of assigned tasks.

Acceptable Experience and Training:

- Prescribed by the Civil Service Commission.

Required Special Qualifications:

- Iowa or National Registry of Emergency Medical Technician certification or
- 4 years of military service (Active, Reserve or National Guard) with honorable discharge or
- 4 years of military service (Active Reserve or National Guard) and remain active in guard or reserve component or
- Completion of two or four year degree from accredited institution and
- Completion of Iowa EMT certificate prior to completion of probational period and
- Completion of Iowa Firefighter 2 Certification prior to completion of probationary period and
- Valid Iowa Driver's license at the time of hire (maintained throughout employment as a sworn fire department employee).

Essential Physical Abilities:

- Requires the following with or without reasonable accommodation:
- Sufficient clarity of speech and hearing which permits the employee to communicate effectively; Sufficient vision which permits the employee to operate equipment and tools;
- Sufficient manual dexterity and personal mobility which permits the employee to operate equipment
- Participate in annual physical fitness assessment.

Supplemental Information

Schedule

At the time of hire, probationary Firefighters will work Monday - Friday 8:00am - 4:30pm while undergoing basic firefighter training. Once the basic school is completed, probationary Firefighters will be assigned to the fire shift schedule that includes 24 hour rotating shifts on 53 hour work week (including weekends and holidays).

Salary

- During 8 week training period, Day rate will be \$33.09/hour
- After training is completed and assigned to shift (53 hour work week). Shift rate will be \$24.97/hour.

Benefits

We offer benefits and beyond for our employees and their families!

The City of Cedar Rapids provides outstanding pay, benefits, time off, including:

- **Medical co-insurance for participating providers of 90% plan / 10% employee**
- **Competitive pay**

- **Municipal Fire & Police Retirement System of Iowa** ([MFPRS](#)) with a 23.9% City contribution and 9.4% employee contribution
- 457 deferred compensation employer match program (City will match up to 0.05% of your annual income each calendar year—learn more [here](#).)
- Flexible Spending (Health Care and Dependent Care Accounts- learn more [here](#))
- An average of 11 paid holidays per year
- Up to \$3,000 per year in educational assistance
- 4 weeks of paid parental leave
- Public Service Loan Forgiveness – (The PSLF program forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments while working full-time for a qualifying employer. [See more info here.](#))
- Annual pay increases
- Fiscal year pay increases as determined by bargaining contract
- Employees are eligible for longevity pay after 5 years of continuous service
- 100% City paid basic life insurance
- Dental, vision, long-term disability, and supplemental life insurance
- View our [Bargaining Benefits Summary](#). ([Download PDF reader](#)).
- Expansive job growth opportunities
- Commitment to professional development
- Private health & wellness coaching partnerships

Equal Opportunity/Affirmative Action Statement

The City of Cedar Rapids is an equal opportunity/affirmative action employer. All job applicants will receive consideration for employment free from discrimination on the basis of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age (40 or older), disability and genetic information (including family medical history).

Applicants with Disabilities

We respect and value people with disabilities and are committed to providing a workplace culture of disability inclusion. People with disabilities are supported during the hiring process and are encouraged to apply for employment with the City of Cedar Rapids. In support of the Americans with Disabilities Act, reasonable accommodations will be provided to those in need of assistance with the application and interview process. To request an accommodation, contact the City's Human Resources department by phone at 319-286-5000 or by email at hr@cedar-rapids.org.

Employer

City of Cedar Rapids

Address

101 1st Street SE

Cedar Rapids, Iowa, 52401

Phone

319-286-5000

Website

<http://www.cedar-rapids.org/>

Firefighter Supplemental Questionnaire

*QUESTION 1

Are you 18 years of age or older?

☐ Yes

☐ No

***QUESTION 2**

Are you a United States citizen?

☐ Yes

☐ No

***QUESTION 3**

Will you be under the age of 65 on the date of the written exam?

☐ Yes

☐ No

***QUESTION 4**

All applicants are required to possess normal color vision and normal hearing in each ear at the time of hire as determined by a City physician. Do you acknowledge this requirement?

☐ Yes

☐ No

***QUESTION 5**

If you are a member or a veteran of the U.S. Military you MUST provide a copy of your DD214 or an NGB form. Have you attached your DD214 or an NGB form?

☐ Yes

☐ No

☐ N/A- Not a member or veteran of the U.S. Military

***QUESTION 6**

Do you currently possess an Iowa or National Registry Emergency Medical Technician certification (or higher level certification)?

☐ Yes

☐ No

☐ No, but I am currently enrolled in an EMT certification program.

***QUESTION 7**

If you have attended college including some college up to graduation, you MUST include your college transcripts. Have you attached your college transcripts?

☐ Yes

☐ No

☐ Does not apply- No college

QUESTION 8

If you feel there is additional information about yourself regarding your skills, experience, accomplishments, etc., that would aid us in evaluating your application, please use the space below to more fully describe your qualifications.

* Required Question