

Cincinnati Fire Department



Recruiting

firerecruiting@cincinnati-oh.gov

The CFD Who Are We?

- ▶ Founded in 1853 the Cincinnati Fire Department (CFD) was the 1st fully paid professional fire department in the nation.
- ▶ Today the Fire Department has grown to over 800 members and continues to be one of the most respected departments in the nation.



Is this the job for you?



FIRE



EMS



EXTRICATION

911 Calls



HAZMAT

Recruiting....

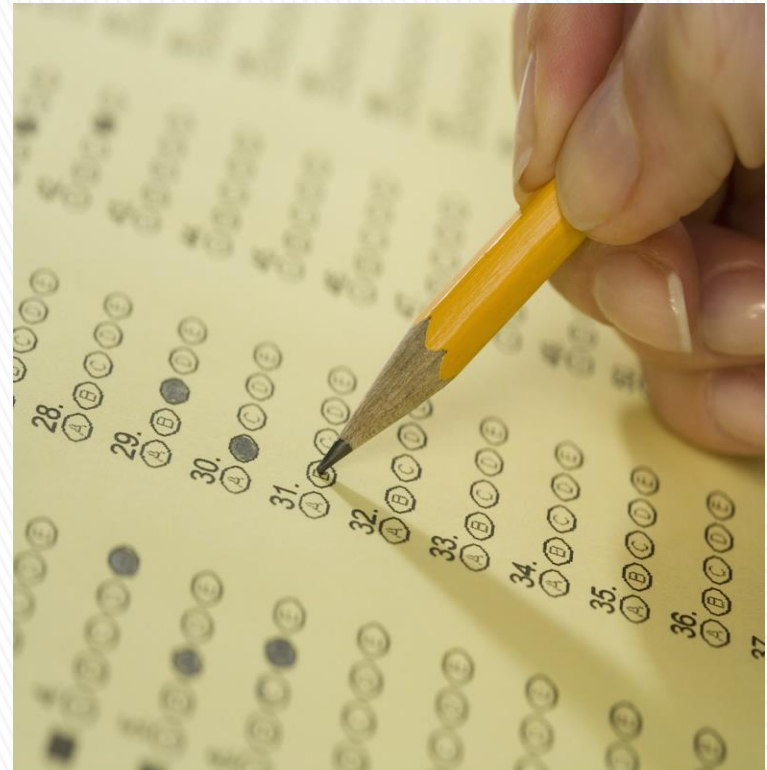
The recruitment process has several phases:

- Written test (60% of total score)
- Physical agility test
- Oral board (Interview 40% of total score)
- Background check/polygraph test
- Drug testing and physical, if offered employment.



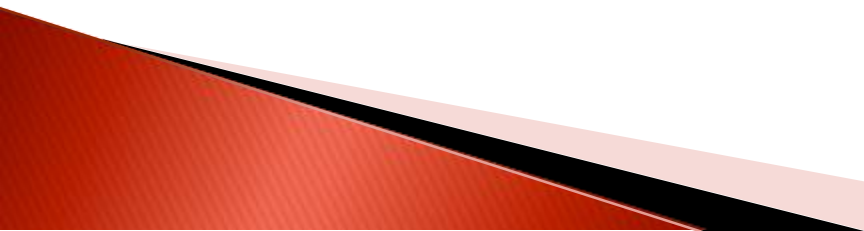
Written Test

- ▶ The city will announce the beginning of the new recruitment process and written test date. This is the first step of recruitment.
 - Sign-up early and make sure you use an email address you check daily.
- ▶ The written test is intended to evaluate:
 - Reading comprehension
 - Basic math
 - Ability to deal with diverse situations
 - Ability to follow orders and reason through situations.



Multiple-choice exam

The written portion of the test should take approximately two hours. Once the exam begins no one may leave or enter the test room. You must bring your entry card and driver's license or picture I.D. as positive identification. Any and all ties will be broken by the time stamp on your entry card. It would be advantageous for you too sign up for the test as soon as possible



Physical Agility Test (PAT)



- ▶ The physical agility test is made to simulate the day-to-day physical requirements it may take to do this job.
- ▶ There are practice sessions that take place prior to the PAT to familiarize individuals with the different events.
- ▶ The Firefighter Physical Test consists of five (5) events that require you to perform simulations of activities that are part of the firefighter's job. These events require cardiovascular fitness, muscle strength, muscular endurance and flexibility. Each event will be timed. During all events except the self-rescue you will wear a weighted vest which approximates the weight of the clothing, equipment and breathing apparatus that a firefighter normally wears during these types of activities. The events are described below. They will be performed in the order listed.
- ▶ (This is a timed event) except the self-rescue.
- ▶
- ▶
- ▶
- ▶

Applicants that pass the written test will be scheduled for the physical agility test. The physical agility test consist of separate events. It is in your best interest to begin preparing yourself for the physical agility test as early as possible. Several practice sessions will be scheduled to allow candidates to familiarize themselves with the events prior to taking the actual test.

The Firefighter physical agility test events require you to perform simulations of activities that are part of the firefighter's job. Each event will be timed. During all events you will wear a weighted vest except the self rescue, which approximates the weight of the clothing, equipment and breathing apparatus that a firefighter normally wears during these types of activities.

Self-Rescue from the Floor Collapse: This event simulates a floor collapse and pulling yourself up through the hole in the floor.

Grasp wood hoist with both hands, arms and legs fully extended. (Ladder available to assist applicant in reaching hoist.)

Pull body up and climb up on top of the platform through the hole. You may not touch the sides to help you pull yourself through the hole in the floor. (2 ATTEMPTS PERMITTED)

1-minute rest period between attempts.

Stair Climb: For this event, you will be required to climb seven flights of steps carrying a section of hose while wearing an approximate 40-pound weighted vest completing the stations on the 3rd floor, 5th floor and the 7th floor. Once at the top of the stairs after completing the pike pole pull, exit onto the Fire escape to come back down the stairs. When performing the stair climb, you must not skip steps.

This event involves climbing stairs with a section of hose with vest climbing to the 3rd floor pulling a section of hose 3 stories and lowering it, then continue to the 5th floor and perform to dummy drag. This station simulates the actions necessary to drag an unconscious victim to safety. You will be required to drag a 150 to 175lb dummy approximately 15 feet, to an established line, pull the dummy across the line, turn and drag the dummy approximately 15 feet to the original position for a total of 30 feet an activity that Firefighters may perform when getting to a fire at an incident scene, you will continue to the 7th floor scene pike pole drill. Your will pull a 50lb weight with a pike pole 10



Oral Boards

- ▶ The oral boards are the closest thing to an interview that will occur during the recruitment process.
 - ▶ Oral boards are typically conducted with 2–4 people from the city interviewing one candidate at a time.
 - ▶ Questions asked during this interview are intended to give the department an idea of your character, personal morals and values, and ability to function as a unit of the Cincinnati Fire Department.
 - ▶ PROFESSIONALISM IS A MUST.

You will be presented with written descriptions of problem situations. These situations will be designed to allow for the assessment of five abilities identified through the job and ability analyses, as critical to job performance.

1. Verbal Comprehension
2. Verbal Expression
3. Reasoning
4. Fluency Of Ideas
5. Originality

Background Investigation & Polygraph.

- ▶ At the beginning of the recruitment process you will be asked to fill out and return a Personal History Questionnaire (PHQ).
 - This document must be FACTUAL & HONEST, it will require details about work and residence history as well as in-depth personal information.
 - In addition to reviewing the PHQ the department will conduct polygraph testing.
 - There should be no discrepancies between the PHQ and what is said during the polygraph.

This investigation is done by the Fire Recruiting Unit and Police Polygraph Unit. This investigation includes a polygraph administered by CPD.

Eligibility List

- ▶ After a successful completion of all the written and physical agility test, oral boards, PHQ review and polygraph test you will be placed on an eligible list.
 - This list may contain 100s of names, rank is based on all parts of the recruitment process combined.

You've Been Selected!!!!

- ▶ It is extremely important to keep the department informed of your current phone number and email address during the recruiting process.
 - This could determine rather or not you get the call to offer you employment.
 - If you accept the offer you will have a drug screen and physical which can revoke the offer if unsatisfactory.



Requirements

- ▶ The requirements to become a Cincinnati Fire Recruit include:
 - Residency– Applicant must reside in Hamilton County or a bordering county in Ohio (Butler, Warren, Clermont), Indiana (Franklin, Dearborn) or Kentucky (Boone, Kenton, Campbell)
 - Age– Applicants must be at least 18 by appointment date (age 17 to apply) and may have not reached their 41st birthday By the date of appointment.
 - Education– Must possess a high school diploma or equivalent. (GED) by assigned date.
 - Citizenship– Must be a United States citizen or applying for U.S Citizenship by closing day of sign-up.
 - Other–Must have valid driver's license by appointment date. Must not be dependent on drugs or alcohol.

Drill School



Recruit drill school last 32 weeks!! You will earn certifications necessary to become a Cincinnati Firefighter/EMT/Fire Inspector.

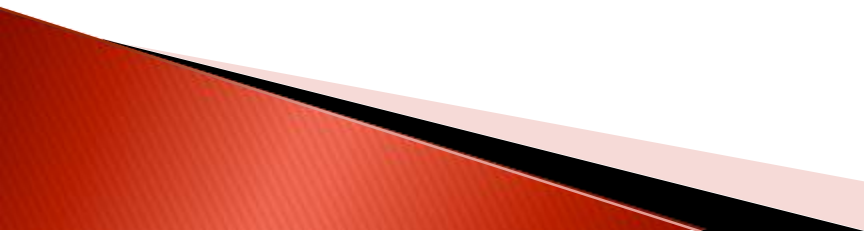


Must be in
excellent
physical
condition.



You will have 32 weeks of paid training. Your training will consist of EMT Certification, Haz-Mat, State Fire Inspector, and Firefighter I & II certification

Each recruit is assigned to the Cincinnati Fire College Training and Human Resources Bureau for training as a firefighter. Each recruit must successfully complete all phases of the training necessary to qualify as a firefighter. Once qualified and classified as Firefighter, he/she is assigned to a fire company and will respond to all emergency alarms, assist in the saving of lives and property and in extinguishing fires.



Graduation



Can you see yourself sitting here?

**NOW... WE TALK
MONEY**

FF-Recruit \$42,731

FF-Probationary Recruit \$56,405

FF-1 \$64,030

FF-2 \$66,867

FF-3 \$68,194

FF-4 \$71,297