



Probationary Firefighter Hiring Notice

The City of Farmington and the Farmington Fire Department are an EQUAL OPPORTUNITY EMPLOYER.

In the recruitment and selection process, equal employment opportunity is guaranteed to all persons without regard to race, creed, color, sex, national origin, age, religion, mental or physical handicap, labor affiliation, sexual orientation, or any other factors not related to merit and fitness for the position.

Eligibility Criteria

All applicants for the position of Probationary Firefighter must meet the following criteria:

- Be a citizen of the United States of America.
- Be 18 years of age at the time of application.
- Be free of a felony record (having entered a plea of guilty or been convicted of an offense punishable by imprisonment in a federal or state penitentiary).
(A pardon or expungement does not release an individual from having a felony record for this regulation.)
- Be free from conviction of a misdemeanor crime of domestic violence or sexual activity.
- Be of good character as determined by a thorough background investigation.
- Be a high school graduate or have passed the General Education Development (GED) Test indicating high school graduation level.
- Be examined by a licensed physician and meet physical requirements.
- Be interviewed personally, prior to employment, by the Fire Chief and/or his representatives to assess motivation, appearance, demeanor, attitude, and communication ability.
- Possess a valid driver's license.

The Hiring Process

The hiring process is a five-step process:

Step 1 - Submit an Application

- Complete the online application on the [City of Farmington Website](#) under the employment tab.
Applications are due April 25th.
- Applications are also available at Farmington City Hall, 354 W. Main St.
- Applications can be emailed to williamhellard@cityoffarmington-ar.gov or dropped off at City Hall.

Step 2 - Written Examination

- After completing your application, you will be scheduled to take a written examination.

- The next examination is set for 9:00 AM on May 10th at Farmington High School (12327 N Hwy 170, Farmington, AR 72730).
(*Examination room doors close at 9:00 AM sharp.*)

Step 3 - Physical Agility Test

- If you pass the written exam, you will complete a physical agility test to assess your ability to perform firefighter functions.
- This test will be held on the same day as the written exam if you pass.
- Proof of a current, passing CPAT Exam will be accepted in place of the physical agility exam.
- Facilities will be provided to change clothes prior to the exam. Bring appropriate clothing.

Step 4 - Oral Interview

- After successfully completing the physical agility test, you will be scheduled for an interview with a panel from the Farmington Fire Department.
- The interview will assess your background, reputation, character, motivation, appearance, demeanor, attitude, communication skills, and suitability for the rigors of being a firefighter.
- Interviews are tentatively scheduled for May 13th.

Step 5 - Final Decision

- After completing the interview, a ranked list will be forwarded to the Fire Chief for hiring purposes.
- Any remaining candidates not hired are encouraged to reapply during the next testing period.

Additional Information

- All new hires must successfully obtain IFSA FF 1 and 2 and NREMT during their first year as a condition of employment.
- Starting salary:
 - \$45,459.42 without certifications
 - \$47,732.39 if the candidate has IFSTA FF1 & 2 and EMT certifications.
- Health benefits and LOPFI retirement are available.
- FFD firefighters work a 48/96 schedule.

For questions, contact the Farmington Fire Department.