

Interested in becoming a Firefighter with the City of Pocatello?

Benefits of Employment

- Competitive base pay with opportunity to advance
- Paid overtime or comp time
- Paid longevity upon eligibility
- Working-out-of-class pay
- Holiday pay
- Tuition reimbursement
- Protective clothing and devices provided
- Paid clothing allowance for uniform maintenance
- Two medical insurance options
- Dental, vision and life insurance
- Two Health Reimbursement Accounts
- Wellness program with monetary incentives contributed to the employee's Health Reimbursement Account
- Aflac Section 125 Cafeteria Plan which includes premium pre-tax options, flexible spending accounts and supplemental policies
- Sick leave accumulated bi-weekly at a rate of 144 hours per year
- Vacation accumulated on a bi-weekly basis starting at 180 hours per year
- Kelly Days accrual of 72 hours per year
- Retirement benefits through the Public Employee Retirement System of Idaho (PERSI) and supplemental retirement through 457 Deferred Compensation and 401(k) plans

The Hiring Process

The following provides the minimum qualifications and a general description of various components of the selection process for Probationary Firefighter.

Minimum Qualifications at Application

- High school education (or equivalent)
- At least 18 years of age
- Complete and submit a City of Pocatello employment application

Civil Service Exam

You must pass a Civil Service exam with a minimum passing score of 70%. The exam, held bi-annually on odd numbered years, establishes an eligible register in rank order of exam scores. The eligible register is then used to hire new firefighters for a period of two years (unless the list is exhausted prior to that date).

Veteran's Preference Points

You may qualify for additional points on the Civil Service exam if you are eligible for veteran's preference. Points are added to the passing Civil Service exam score.

Emergency Medical Technician Certification Points

You may qualify for additional points if you possess a current Idaho EMS or National EMT certification. Points are added to the passing Civil Service exam score.

Supplemental Application

When a vacancy occurs, the Civil Service Commission will certify the names of the people in the top three (3) ranks on the eligible register. A supplemental application packet will be mailed those individuals. To be eligible for further consideration, the application must be completed and returned by the deadline given in the packet.

Background Check

To be considered for employment as a Firefighter, you must be of good character and industrious nature. The supplemental application packet contains documents for you to sign which allow the City of Pocatello to conduct a background investigation.

Interview

Once the supplemental application is received, you will participate in an oral interview conducted by a panel made up of a cross section of the Pocatello Fire Department and Human Resources staff. The Fire Chief will make the final selection to fill the vacancy.

Conditional Job Offer

If selected to fill a vacancy, you will receive a job offer conditional upon successfully passing the following requirements:

- Medical Examination and Drug Screen
- Physical Fitness Test

Medical Examination and Drug Screen

The medical examination is given at the expense of the City of Pocatello. The candidate must pass the examination and be able to perform the essential functions of the job, with or without reasonable accommodations. The examining physician shall adhere to the medical standards established by the State Retirement Fund and the National Fire Protection Association (NFPA) Standard No. 1582, Standard on Medical Requirements for Firefighters.

Physical Fitness Test

You must successfully pass the physical fitness test that meets both the Occupational Safety and Health Act of 1970 (OSHA) and National Fire Protection Association (NFPA) requirements. The Pocatello Fire Department uses the On•Target Combat Test®.

The Combat Test is performed wearing full turnout gear and Self Contained Breathing Apparatus (SCBA). The candidate should pace him or herself, keeping in mind that sufficient reserve must be maintained to accomplish the subsequent tasks.

Task 1: High Rise Stair Climb Evolution

Carry a high-rise standpipe pack (2-sections of 1.75" hose, nozzle and gated wye) to the equivalent of the fifth floor (60-*** steps in the drill tower). The free hand may be used to assist the climb by pulling on the handrails. The event starts when the firefighter candidate picks up the hose load and ends when the hose load is deposited in the circle marked on the top floor of the drill tower. Going "all out" on the event can put the firefighter candidate into an anaerobic condition from which rapid recovery is difficult. Not unlike the scene of an actual fire, the firefighter needs to pace him or herself to ensure that sufficient reserve is maintained to perform once at the floor of the fire or on subsequent tasks.

Task 2: Hoist Evolution

With the aid of a one-half inch (1/2) to five-eighths (5/8) inch rope, pull with a hand over hand motion a fifty (50) foot of three (3) inch hose (about 50 lbs.) to the top floor of the drill tower (approximately 35 vertical feet). Pull smoothly, to ensure that the load doesn't become tangled on the way up. This evolution is complete when the hose roll clears the window sill and is dropped on the floor. When this evolution is complete, enter the stairway for the return to the ground level. Walk down the stairs, making contact with every step. No skipping of steps is allowed. Walk twenty (20) feet from the drill tower entrance to the next event.

Task 3: Forcible Entry Evolution

Employing the calibrated Keiser Force Machine™, and with a special 9 lb. shot hammer provided, drive the 165 lb. H beam five (5) feet by striking the end of the girder. No pushing is allowed. The end of the device must be struck squarely. This event is completed when the end being driven crosses the five (5) foot line.

Task 4: 1.75 inch Hose advance

After walking a required distance of 140 feet from the forcible entry evolution, pick up the nozzle end of the 1.75 inch hose and drag it to the line marked on the ground (75 feet distance). This event is completed when the candidate and nozzle have both crossed the line. Then walk thirty (30) feet to the next event.

Task 5: Victim Rescue Evolution

Lift or drag a one hundred seventy five (175) lb. simulated victim a distance of one hundred (100) feet. This task is best accomplished by flexing the hips and knees, wrapping your arms around the torso, and interlocking the fingers or clasping the hands. Lift the victim by extending the knee joints while maintaining a straight back. Get down low on the victim and lift and drag with the legs walking backwards. This event (and the test) is completed when both the victim and the participant cross completely over the finish line.

Performance Standard:

An elapsed time of 7:00 minutes or less is required in order to pass the Combat Test®. An elapsed time of more than 7:00 minutes, or withdrawing before the test is completed will disqualify a candidate. Test times for those candidates passing the test will be verified and recorded. Candidates who do not successfully pass the Combat Test® may retest after 30 days. The position will not be held in order to allow for retesting, but will allow the candidate to be added back onto the eligibility list for the next position.

Disqualifiers

The Pocatello Fire Department has set hiring standards for its Firefighters. During the hiring process, information may be revealed that would disqualify an individual from being hired as a Firefighter, such as:

- Felony criminal record
- Certain misdemeanors
- Rejection by the examining physician
- Rejection by the Civil Service Commission for good cause
- Termination from any public or private position to avoid dismissal

Training

All new Firefighters receive training to obtain the skills and certifications required of the position, such as:

- Idaho EMT certification
- Firefighter 1 certification
- Ambulance proficiency
- Firefighter skills

Probationary Period

All new Firefighters must successfully complete a one-year probationary period.

For more information about Firefighter hiring standards, you may contact the Pocatello Fire Department at 208-234-6201.

AN EQUAL OPPORTUNITY EMPLOYER
VETERAN'S PREFERENCE