



Fire Administration
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Aurora, Colorado 80012
(303) 326-8999

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RECRUITING

INTRODUCTION TO AFR

Aurora Fire Rescue is seeking dedicated and professional men and women with public safety experience to provide emergency response within a vibrant and diverse community of over 370,000 in the beautiful city of Aurora, Colorado. The Aurora Fire Department has 16 fire stations serving an area over 154 square miles. Join the over 425 men and women of the Aurora Fire Rescue and become part of an organization that provides you with the opportunity to truly make a difference within the community.

Candidates must be at least 21 years of age by the academy start date. Within four years, the Department provides training for you to become a National Registry Emergency Medical Technician Paramedic (EMT-P).

The Aurora Fire Department offers the opportunity for individuals with prior public safety experience to go through the hiring process through the lateral program. Lateral candidates must have three years paid public service experience within the last four-year period prior at time of application. Salary ranges are dependent upon experience and qualifications.

Please see our website at AuroraGov.org/Fire for further information on the many benefits of becoming an Aurora fire fighter.

FREQUENTLY ASKED QUESTIONS

How many times will the lateral candidate travel to Colorado for the testing process?

Once. Candidates make one trip to Aurora, Colorado lasting five to seven days. All testing will be completed during the time the candidate is in Colorado.

The week will consist of:

- Job Suitability Assessment/Interview with psychologist
- Polygraph Examination
- Background/Committee Interview
- NFPA 1521 Medical Requirements/Medical/Physical/Blood Work
- Fire Chief's Interview

Is there a physical fitness test requirement?

The candidate is required to have a current CPAT card valid within one year of the start date of the academy. AFR does not host the CPAT test. It is up to the candidate to obtain the certification on their own.

CPAT Testing Sites

Rocky Mountain Fire Academy

(Every Tuesday & One Saturday per Month)

720.865.3955

lorene.garcia@denvergov.org

Pikes Peak Community College

719.229.9322

Jamie.Gutschick@ppcc.edu

Aims Community College

970.339.6246

cpat@aims.edu

Is there a difference between the lateral academy vs. the entry level academy?

Possibly. Lateral candidates may be eligible for the Fast Track academy which is 10 weeks. For candidates that do not qualify for the Fast Track academy, there is no separation or difference between the two – all are put through the same full-time academy simultaneously which is 20 weeks.

What are the requirements for the Fast Track Academy?

To qualify, candidates must possess:

- Firefighter I Certification
- Firefighter II Certification
- Hazmat First Responder Awareness Level Certification
- Hazmat First Responder Operations Level Certification

What is the pay scale?

The academy is paid full-time, with equal pay between lateral and entry. All will start at \$51,000 (2020) Grade IV FF. After successful completion of the 20-week academy, lateral pay may increase depending upon years of prior service and EMS certification.

What is the AFR work schedule?

AFR members work the Kelly Schedule, which is 48-hour per week. The rotation is 24 hours on then 48 hours off with a Kelly Day (leave day) every 21 days resulting in 5 consecutive days off.

What is the assignment after the completion of Academy?

After academy, each probationary firefighter has approximately 3 months assigned to an engine company and 3 months assigned to a ladder company. Firefighters do not have a permanent station assignment until completion of probation. After probation, members bid for positions based on rank, specialty teams certifications, and seniority.

When am I eligible to promote?

Once the probationary year is successfully completed you can work towards the Acting Engineer Certification. After 3 years on AFR, you can test for Engineer. After 5 years on AFR, you can test for Lieutenant. After 7 years on AFR and at least 2 years as a Lieutenant, you can test for Captain.

Is there a maximum age limit?

No, there is no maximum age limit. You must be 21 years of age by the academy start date.

Who do I contact with questions about Fire and Police Pension Association of Colorado (FPPA)?

Cindy Cross

(303)739-7803

ccross@auroragov.org

Ben Colussy

(303) 770-3772

bcolussy@ffpaco.org

EMS CERTIFICATION FREQUENTLY ASKED QUESTIONS

What is the certification process for EMT (Basic and Paramedic)?

Scenario 1: Candidate is Colorado Certified EMT (Basic or Paramedic)

- Candidate must provide a copy of:
 - Colorado EMT certification.
 - Any ancillary EMS certifications (CPR, IV, EKG, etc).
 - Annotated copy of any Continuing Education hours obtained during the last certification cycle.

Scenario 2: Candidate is EMT (Basic or Paramedic) Certified in another State and Does not Possess a National Registry (NR) Certification

Candidate must possess a Colorado EMT certification in order to function in Colorado.

Candidate must obtain a NR certification in order to be issued an EMS certification from the state of Colorado. Colorado does not recognize EMT certifications from any other state.

To obtain a NR EMT cert:

- Candidate must document NR refresher equivalency and meet the CE requirements as well as provide documentation of completing a NR practical exam to sit for the National Registry exam. (See NREMT.org for details and testing information.)
- Once the candidate has successfully completed the NR exam, the candidate will submit the certificate and an application with the Colorado Department of Public Health and Environment's (CDPHE) EMS Division.

- Part of the certification process includes finger printing and background check. This can take anywhere from a few weeks to several months. Once EMS certification is awarded by CDPHE, candidate may begin functioning as an EMS provider with AFR.

Scenario 3: Candidate is an NR EMT but Does not Have a Colorado EMT Certificate

Candidate must possess a Colorado EMT certification in order to function in Colorado.

Candidate will submit a certification application with the Colorado Department of Public Health and Environment's (CDPHE) EMS Division. Part of the certification process includes finger printing and background check. This can take anywhere from a few weeks to several months.

Once EMS certification is awarded by CDPHE, candidate may begin functioning as an EMS provider with AFR.

Scenario 4 – Candidate does not possess any EMS certification

AFR will provide access to necessary primary education and assist in the initial certification process. No action required by candidate.

What is Aurora Fire Rescue's EMS Training Progression?

If you are recruited without any emergency medical training, AFR will send you to emergency medical technician (EMT- Basic) school. EMT-B is the first, and most important, step in becoming an exceptional emergency care provider and fire fighter. EMT-B school is paid for by AFR and you will receive pay and leave while attending.

After you've gained experience as an EMT, AFR will send you to paramedic school (usually within 4 years). Paramedic school (including books and fees) is paid for by AFR and you will receive pay and leave while attending.

Paramedic school is a challenging program that includes classroom instruction, clinical instruction, and certification.

The classroom phase involves a variety of books, lectures, practical skills instruction, and exams. Clinical instruction takes place in a hospital and in the field where technicians, nurses, and doctors help paramedic students begin applying the skills and knowledge learned in the classroom. Once paramedic school is complete, students must pass a written and practical test to become certified.

Upon returning to AFR, new paramedics must pass the Field Instruction Program. During the Field Instruction Program, students perform the role of paramedic as they are assessed by a dedicated instructor. This program integrates new paramedics into AFR Operations.

When can I be compensated as a firefighter/paramedic?

When you enter the Paramedic Field Instruction (FI) Program, you will receive Acting Rescue Tech pay. This is a category of hourly compensation commensurate with the hourly rate specified in the contract. You will only receive Acting pay for productive work hours; you will not receive Acting pay for any paid leave.

When can I begin the Paramedic FI program?

Paramedic firefighters may request to enter the Paramedic FI program as soon as they finish the EMT-B FI program. The request will be considered by the firefighter's officer and battalion chief and will be granted based on that individual firefighter's performance and abilities. Firefighters who are not certified EMS providers in Colorado – even if they are certified in another state – cannot function as EMS providers in Colorado without a Colorado certification.