

FWFD Hiring Process

Effective 6/7/2013



Hiring Process

The Fort Wayne Fire Department hiring process is a long process, not unlike most public safety hiring processes across the country. From the time of application acceptance to appointment to the Fire Academy, the process can be 6-12 months in duration. Applicants must successfully pass each phase to move on in the hiring process. The process is governed by two entities: State of Indiana and the Fire Merit Commission codes and requirements.

The Fort Wayne Fire Department's hiring process:

Application Period

Written Exam

CPAT

Panel Interview

Eligibility List is Established

Background Investigation

Fire Chief Interview (subject to change)

State Agility Testing Including Acrophobia/Claustrophobia test

Conditional Offer of Employment

Psychological Exam

Medical Exam

Pension Board Approval

Merit Commission Approval

Appointment to Academy

While candidates will have several mandatory reporting dates during the hiring process, these dates are spread across the hiring timeline and prior notice is given so candidates can plan and prepare. Candidates involved in the FWFD hiring process are encouraged to maintain their current employment.

At the end of the process, candidates who are hired report to an approximately 17-week long Fire Academy. The Academy follows a 40-hour work week. Candidates are paid at the rate of 90% of a firefighter (\$44,121.74 - 2013 figure—subject to change in accordance with IAFF Local 124 contract) while in the Academy.