



EAGLE FIRE DEPARTMENT

Eagle Fire Department Hiring/Recruitment
Frequently Asked Questions and Answers

Application

1. When is the application period?

Applications will open October 1, 2025, and close November 30, 2025.

2. Is there a benefit to applying on the first day vs the last day of the application period?

No. All applications are reviewed after the application period closes on November 30, 2025, so there is no advantage to submitting early. Please note: No applications will be accepted after the deadline for any reason.

EMT/AEMT/NREMT/Paramedic Certification

3. When do I need my EMT/AEMT/NREMT/ Paramedic Certification?

Applicants must have their certification at time of application submission. Certifications must be attached to the application on the Public Safety Answers testing platform. Applications submitted without the required certification will be disqualified.

4. What if I have an EMT/AEMT/NREMT/Paramedic Certification from another state?

Out of state certifications are acceptable for the application. When an out-of-state candidate is hired, there is a process to gain reciprocity at the candidate's own expense. The department will not pay to assist in gaining reciprocity. As long as the EMT certification is valid and in good standing (not expired) it can be used to apply.

5. Is a National EMT Certification (NREMT) valid for applying?

Yes, candidates can apply with a NREMT as long as it is in good standing.

6. Can Eagle Fire recommend an EMT Certification program?

Candidates will have to do their own research on EMT Certification courses to see which one best fits their schedule and lifestyle.



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Idaho Driver's License

7. Do I need to have a valid Idaho State license to apply?

No, any valid, state-issued license is acceptable for application.

Qualifications / Requirements

8. What are the qualifications to apply?

There are five basic requirements for Eagle Fire:

- Must be a minimum of 18 years old
- High school diploma or GED
- Possess a valid driver's license
- Possess a current National Registry or state-issued EMT Basic, Advanced or Paramedic Certification by submission of application.
- Be able to meet physically demanding standards

9. Is Eagle Fire Department accepting applications for a lateral Firefighters?

At this time, we do not have an open lateral Firefighter recruitment, however, applicants with firefighter experience are encouraged to apply. All applicants are required to go through our entry-level hiring process, followed by the Entry-Level Recruit Academy.

10. Does Eagle Fire Department have lateral positions open/available?

No, currently we do not have lateral positions available. All applicants for Eagle Fire must go through regular testing process and Recruit Academy.

11. I have certificates from previous classes, does that help me in applying?

All applicants go through the same testing and hiring process (written exam, oral interview, physical fitness test and recruit academy). However, any certificates will be reviewed and considered throughout the selection process.

12. Is there an age limit to applying?

No age limit in the hiring process. Minimum age is 18.



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13. Is there a mile limit or restriction for how far I can live outside of the Eagle Fire Protection District?

There is no distance restriction to where a candidate lives.

14. Does Eagle Fire Department give equal opportunity to all applicants?

Yes, Eagle Fire is an equal opportunity employer.

15. Will colorblindness disqualify me?/ Is there a vision requirement/limitation?

Colorblindness will not disqualify a candidate from the application process. An eye exam will be administered by our department physician during a candidate's medical physical exam.

16. Will a felony conviction disqualify me from the application process?

Applicants with any felonies, felony driving convictions and/or felony drug convictions over the age of 18 will be disqualified.

17. Will visible tattoos disqualify me?

No. However, per Eagle Fire Department Policy 1025; At no time will tattoos on the arms below the wrist be visible while on-duty unless approval has been given by the Fire Chief. Any tattoo, brand, or mutilation on the head, neck, scalp, face, or hand must be covered by way of a uniform, business attire, or neutral-colored skin patch while on-duty. Tattoos, brands, or mutilations that are inappropriate, as determined at the sole discretion of the Fire Chief, must also be covered. Inappropriate marks may include but are not limited to marks that exhibit or advocate discrimination; marks that promote or express gang, supremacist, or extremist group affiliation; and marks that depict or promote drug use, sexually explicit acts, or other obscene material.

Salary

18. What does the annual salary look like for an Eagle Firefighter?

The annual salary for a probationary Firefighter as of January 1, 2026, is: \$81,273 (Probationary period: One year from date of hire)

The annual salary for a non-probationary Firefighter as of January 1, 2026, is: \$91,273



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19. What other benefits do Eagle Firefighters receive?

Please refer to the Eagle firefighters Local 4553 Collective Labor Agreement (CLA) 2025-2027 on our website for additional benefits information.

Recruit Academy / Operations

20. What is the work schedule for Eagle Fire firefighters?

48/96 shift schedule. 48 hours on/96 hours off. Recruits are assigned to A, B, or C Shifts at the end Recruit Academy.

21. Is Eagle Fire Department an all-hazards department (structural/wildland fire, EMS, Technical rescue)?

Yes, Eagle Fire department is an all-hazards department.

22. What is the hiring schedule/timeline?

This hiring cycle will begin Fall 2025 for a Spring 2026 Recruit Academy. However, that is subject to change at any time based on department needs

23. How many positions is Eagle Fire hiring for?

The department is still in the process of assessing staffing needs. While no exact number has been finalized, we anticipate bringing on a limited group of qualified candidates to support our operational requirements

24. Is Recruit Academy paid?

Yes, recruit academy is paid, starting the first day of recruit academy.

25. How long is Recruit Academy? Is it full time?

Recruit Academy is 18-20 weeks long. Recruit Academy is full time, 40 hour per week, Monday through Friday.



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Written Exam

26. Where is the written exam being held, and what are the dates?

The written exam will be conducted virtually via Public Safety Answers. Applications must complete all parts of the application process by November 30, 2025.

27. How high do I need to score in order to make it to the oral interviews? What is the cutoff score for the written exam?

Cutoff scores are not know until after the exam. It changes each year depending on the score grouping.

28. What test is Eagle Fire Department using?

The written exam will be conducted virtually via Public Safety Answers.
PSA Website here: <https://www.publicsafetyanswers.com/eagle>

29. Can I reuse my recent Public Safety Answers score when I apply to Eagle Fire?

If an applicant has taken the PSA exam within the last 6 months of the application window, a pop-up will appear on the applicant's screen informing them their exam score is still valid and automatically move them on to the video interview process.

30. Do I have to complete the written exam and virtual interview in one sitting?

The written exam has to be completed in one sitting, but the virtual interview can be taken on another day or time, if needed.

31. What should candidates expect from this exam?

The exam is designed to assess both cognitive abilities and natural behavioral traits relevant to a career in firefighting. The cognitive portion includes reading comprehension, basic math, and problem-solving skills, all at approximately a 10th-grade level. The behavioral portion looks at how candidates naturally respond in various situations. We encourage candidates to answer honestly and not to overthink their responses.



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Physical Fitness test and Oral Interviews

32. Will I participate in the Physical Fitness Test

The top applicants from the written exam stage will be extended the opportunity to take the physical fitness test. The physical fitness test is pass/fail. Failure to pass the physical fitness test will mean disqualification from the process. Information regarding the physical fitness test can be found on our website.

33. When will the Physical Fitness test and Oral Interviews Take Place?

Selected candidates will be invited to Physical Fitness test and Oral Interviews in the month of January, 2026.

Miscellaneous Information

34. Is Eagle Fire Department offering ride-alongs?

Starting October 1st all ride-alongs will be suspended until further notice during the recruitment process.

35. Who do I address my cover letter/resume to?

"To Whom It May Concern" or "To Eagle Fire Department"

36. How can I receive information for the next recruiting process?

On our website and following Eagle Fire on social media.

37. How many times will I have to travel to Eagle after I apply?

Possibly (2) times:

Once, if a candidate is selected to progress to the physical fitness test and oral interview during the recruitment, the candidate will be required to travel to Eagle.

Second, if a candidate is selected for employment, he/she will be required to travel to Eagle once again 2-3 weeks following the interview/physical fitness evaluations, for uniform/PPE sizing as well as a NFPA 1582/DOT pre-employment medical assessment.

38. Does the Department pay for relocation of out of state candidates?

No. Any candidates that come from out of state are required to find their own housing accommodation. The department does not sponsor or host any recruits during recruit academy.