



FIREFIGHTER/CEP

NOW HIRING!

The Pinetop Fire District (PFD) invites applications for the position of Firefighter/CEP. This is an excellent opportunity to become a member of a fire service team that is dynamic and progressive. We intend to create a single hiring list for the position of Firefighter/CEP.. Due to an immediate need for a Firefighter/CEP, we are offering a lateral move for those individuals with paramedic certification who successfully complete the selection process; accordingly, those individuals will be eligible to receive a starting wage commensurate with their years of experience.

APPLICATION PROCESS:

Qualified candidates must submit an electronic application, resume, and copies of all required documents and/or related certifications. Applications may be submitted by following the instructions at <http://pinetopfire.com> under the "Employment" tab. To fill out an application and upload documents, go to <https://form.jotform.com/260213718121142> For questions or more information, contact us at jobs@pinetopfire.com

APPLICATION DEADLINE:

Completed application packets must be received by 1600 hours on February 12, 2026; late applications will not be considered.

Applicants who meet the minimum requirements will be notified via email after the closing date and invited to attend the written exam provided by email link on February 15th.

MINIMUM QUALIFICATIONS: (The applicant must prove that all qualifications have been met prior to date of hire)

- *18 years of age or older*
- *High school diploma or G.E.D.*
- *Valid Arizona Driver's License (or ability to obtain prior to employment)*
- *NFPA 1001 Firefighter II or Arizona Fire I & II certificate*
- *Current Arizona or National Registry EMT/Paramedic and ability to obtain AZDHS Certification*
- *Copy of current CPAT card*
- *Ability to obtain medical direction from PFD's Base Hospital upon hire*
- *Ability to obtain Wildland Red Card certification as a Firefighter II*
- *Hazardous Materials First Responder certification*
- *Speak, read, and write the English language*
- *Ability to pass the pre-employment medical/physical examination with a Tier two (2) rating or higher*
- *Ability to pass a pre-employment psychological exam*
- *Meet insurability requirements of the District's insurance carrier*

SALARY AND BENEFITS:

- *FF/CEP: Starting rate of \$19.11-26.45, plus paramedic stipend of \$3.34/hour (equivalent to approximately \$67,116.04-89,062.01/yr.), depending upon years of experience*
- *Arizona Public Safety Personnel Retirement System*
- *Medical, Dental, & Vision Insurance*
- *Tuition Reimbursement*
- *Paid Time Off*
- *10 Paid Holidays*
- *48/96 work schedule*

SELECTION PROCESS WILL INCLUDE:

- *Application packet review*
- *Written Examination*
- *Oral Board Interview*
- *Fire Chief Interview*
- *Background Investigation*
- *Post-offer, Pre-employment Medical Examination*
- *Post-offer, Pre-employment Psychological Examination*
- *Pre-employment Drug Screening*

TESTING PROCESS:

1) Accepted Applicants will receive a testing link from Fire & Police Selection Inc. (FPSI). This link will remain open for 24 hours from 0100 2/17/2026-1259 2/18/2026. Once the applicant opens the test, it must be completed within three hours. The test takes an average of 1.5-2 hours to complete. A few days before the test date, you will receive an email that contains the test link and essential information.

- a. *Comprehensive Examination Battery with Practical Skills Test (CEB-PST) - requires a passing score to move on to the interview process.*
 - i. *100 questions – General Aptitude, Mechanical Aptitude, & Human Relations*
 - ii. *These questions test reading ability, writing ability, mathematical reasoning, map reading, human relations, and reasoning skills.*
- b. *Work Styles Inventory (WSI)*
 - i. *85 questions*
 - ii. *These questions identify traits and characteristics that have been shown to impact performance on the job.*

2) Oral Board Interview.

Oral Boards are scheduled for the week of February 23rd.

Final hiring selections will be made after a Fire Chief interview. Successful applicants will receive a conditional offer of employment, subject to successful completion of a background investigation, drug testing, a medical examination with the District physician achieving a rating at Tier two (2) or above, and psychological examination.