

FIREFIGHTER (LATERAL)

(Ages 18 and over)

Recruitment #2604-2412Y-LAT

List Type	Original
Requesting Department	MILWAUKEE FIRE DEPARTMENT
Open Date	04/17/2026 8:00:00 AM
Filing Deadline	05/15/2026 11:59:00 PM
HR Analyst	Edwin Schacherer

PURPOSE

Firefighters respond to a wide range of emergencies, performing rescue, Emergency Medical Services (EMS), and firefighting duties. Firefighters also operate equipment, maintain equipment and facilities, engage in fire prevention education, pre-fire planning inspections, and carry out other specialized assignments.

ESSENTIAL FUNCTIONS

- Respond to emergencies including fire, medical, and other forms of disaster under hazardous conditions.
- Lift, carry, and operate heavy tools and equipment, including hoses, ladders, power saws, pumps, and fans.
- Perform search and rescue operations.
- Perform maintenance of department apparatus, equipment, buildings and grounds.
- Perform general housekeeping duties.
- Participate in on-going training and professional development activities, in-person and virtually.
- Assist in conducting pre-fire planning inspections.
- Participate in a variety of community service and public relations functions.
- Perform other related functions as assigned, which could include serving on special teams such as hazardous materials, dive rescue, and heavy urban rescue.

Reasonable accommodations requested by qualified individuals with disabilities will be made in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.

CONDITIONS OF EMPLOYMENT

- Firefighters work one 24-hour shift every three days.
- Must successfully complete a 12-month probationary period measured from date of graduation from the required academy training.
- Maintain valid Wisconsin Driver's License without restriction.
- Maintain valid Wisconsin Paramedic License without restriction(s) for no less than 10-years following completion of the training academy, and no less than Wisconsin EMT licensure thereafter.
- Must attain full practice status as a Milwaukee County paramedic during probation following completion of the training academy.
- Maintain Licensure as a Wisconsin EMT; must obtain National Registry certification if not already licensed in Wisconsin

MINIMUM REQUIREMENTS

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- At least 18 years of age by May 15th, 2026.
- Must have at least (2) years' experience at current professional Fire Department outside of the City of Milwaukee recognized as an International Association of Firefighters (IAFF) affiliate as time of application with no interruption to service, up through appointment. Years of service shall be defined as years of professional firefighting experience in a single agency represented by an IAFF affiliate at time of hire (years served in the last department at time of transfer), rounded up to the next full year.
- Must be a Wisconsin Licensed Paramedic or a Nationally Registered Paramedic with the ability to become a Wisconsin Licensed Paramedic prior to appointment.
- Must hold Wisconsin **Firefighter I** and **Firefighter II** Certificate prior to appointment. Applicants certified from outside of Wisconsin must initiate reciprocity at time of application and complete prior to background investigation.
- High School Diploma or Wisconsin GED or a GED from a different state that meets Wisconsin GED standards. A Home Education Diploma will be accepted provided the applicant can provide copies of form PI-1206 filed with the Department of Public Instruction for applicants who have completed a home school program in Wisconsin, or documentation that the education program has met the requirements of the Department of Education from the state where the home school program was completed.
- Valid Wisconsin driver's license, or a valid driver's license from the state in which the applicant resides, at the time of background investigation. Must obtain a Wisconsin driver's license within 6 months of appointment.
- Familiarity with web browsers such as Chrome, Edge and Firefox as well as phone or web-based email and word processing systems such as MS Word and Outlook.
- **Residency must be established** within 15 miles of the City limits of the City of Milwaukee following hire to the position as per **FPC Rule XIV - Residency** (currently 6 months after hire date).

DISQUALIFIERS – Your application will be rejected if any of the following are true

- Applicant has failed a Milwaukee Fire Department background investigation within the last two years.
- Applicant has been terminated or discharged or resigned with charges pending from a qualifying Fire Department within the last two years.
- Applicant has a conviction that would render them unable to maintain an EMT license. http://docs.legis.wisconsin.gov/cod_e/admin_code/dhs/110/110/II/06

CURRENT SALARY

The annual salary range is \$70,816.96 to \$93,171.20, with additional raises annually and excellent benefits. Appointment is at a wage rate in the 4AN salary range equivalent to the transfer candidate's years of service.

SELECTION PROCESS

Selection Process

The examination process may include written tests, structured oral interview, a valid CPAT certificate issued within one year of a to-be-determined hire date and a background investigation. All phases of the examination must be successfully completed in order to continue in the selection process. Failure in any segment of the examination disqualifies a candidate from continuing in the selection process. Candidates must successfully complete the examination components to be notified of the other testing components.

Documents Required:

Candidates must provide a copy of the following **valid** documents at the time of application:

- Wisconsin Paramedic License or Valid Paramedic License from home state along with reciprocity application

- NR-EMT Certification
- [Firefighter I certification](#) or home state equivalent (must apply for [reciprocity](#))
- [Firefighter II certification](#) or home state equivalent (must apply for [reciprocity](#))

Eligible list

Candidates who successfully complete all phases of the examination will be placed on an eligible list for consideration for employment. Eligible lists are good for 2 years unless abolished or extended by the Board of Fire and Police Commissioners.

Pre-Employment

Candidates offered employment must successfully complete a background investigation, medical examination, psychological evaluation, and drug test as a condition of employment.

Appointments

Final appointment to the position of Firefighter is contingent upon passing all pre-employment components, the number of vacancies, **State of Wisconsin Paramedic licensure**, a valid CPAT issued within one year of a to-be-determined hire date, and approval by the Fire and Police Commission.

Testing Timeline

Testing information will be provided to candidates after initial application review. Candidates will be provided instruction on testing steps and directed to schedule testing via emailed notices.

Qualified candidates will receive email notification that they are invited to attend and will be notified of the specific test date, time, format and location of each testing component.

ADDITIONAL INFORMATION

Preference Points

Preference points may be added to the final passing score in accordance with State Statutes and Fire and Police Commission Rules. Qualified military veterans, bona fide City of Milwaukee residents and those that have completed a [Regionally Accredited](#) Associate's degree in Fire Technology/Fire Protection Engineering, Fire Medic, Paramedicine or accredited Bachelor's degree in Fire Science are eligible to receive preference points.

The preference points may be claimed via the online application, and the necessary supporting documentation may be uploaded to the online application, mailed to the Fire and Police Commission at Room 705, City Hall, 200 E. Wells Street, Milwaukee, WI 53202-3554, or emailed to fpcjobs@milwaukee.gov.

Supporting documentation must be received or postmarked by May 15th, 2026.

Veterans Preference Points

Documentation Required:

- o An undeleted copy of your DD-214. Undeleted means that the copy you submit must include the bottom portion that indicates the type of discharge you received. Note: If you have not yet been released from active duty, you may present individual orders or a letter from your commanding officer attesting to honorable service and the dates thereof, in lieu of the DD-214.

Residency Preference Points (Bona fide resident of the City of Milwaukee at the time of application):

Proof of residency requires two (2) documents:

- o Both document(s) submitted must include all of the following:
 - o First and last name.
 - o Complete numbered street address City, state and zip code. **(post office boxes will not be accepted)**.
 - o At least one (1) of the document(s) you submit **must be dated between April 17th and May 15th, 2026** to verify that you lived at this address during the application period

A list of acceptable documents follows:

- o Unexpired State of Wisconsin driver's license, Wisconsin State identification card, or any other unexpired official identification card or license issued by a Wisconsin governmental body or unit, or by an employer in the normal course of business (no business cards). Examples include hunting or fishing license, or a professional license.
- o Employment pay check stub.
- o A bill statement: Examples include bills from a cell phone, auto loan, utility, auto insurance, or other bill statement from a known and reputable business.
- o Bank statement.
- o College record, fee/tuition card or receipt.
- o High school or college transcript.

Education Preference Points

Acceptable proof of education is:

- o Unofficial/Official Transcript showing proof of graduation from a [Regionally Accredited](#) program with an Associate's or Bachelor's degree in Fire Science, Fire Technology, Fire Protection Engineering, Fire Medic, or Paramedicine.

Application Process

The application process must be completed online. The online application will be available on **April 17th, 2026** and accepted through **May 15th, 2026**. The online application form and further information may be obtained from www.milwaukee.gov/jobs or by calling (414) 286-5000. Online applications may not be submitted after **May 15th, 2026** unless the deadline is extended. If you have questions please contact **Human Resources Representative Edwin Schacherer** at eschac@milwaukee.gov, 414-286-5068. The FPC is not responsible for applications not received.

Please note that all correspondence regarding the selection process will be sent via email. Qualified applicants will be notified of the date, time and place of the examination components.

Orientation sessions will be provided for interested candidates both virtually and in person which will an overview of the testing process through to the eligible list being established as well as providing information about the Milwaukee Fire Department and the Community it serves.

A Firefighter (Lateral) FAQ is located here:

<https://city.milwaukee.gov/ImageLibrary/Groups/cityFPC/FF-Lateral-FAQ-Final.pdf>

Unless required by law, the Fire and Police Commission will not provide alternative test administrations. Applicants are responsible for attending all phases of the job selection process at the time and place designated by the Fire and Police Commission. Any applicant who will be unavailable for one or more portions of this selection process due to military service or training and wishes to request an accommodation must submit such a request in writing to Fire and Police Commission Human Resources Representative Edwin Schacherer at eschac@milwaukee.gov no later than close of the application period, Friday, May 15th, 2026.