FIRE CADET

Recruitment #2508-2413-001

List Type	Original
Requesting Department	Milwaukee Fire Department
Open Date	8/01/2025 8:00 AM
Filing Deadline	12/5/2025 11:59 PM
HR Analyst	Edwin Schacherer

Go Back

INTRODUCTION

The City of Milwaukee Fire Department is an Equal Opportunity Employer
The Milwaukee Fire and Police Commission invites qualified 17-19-year-olds to apply for this exciting full-time employment opportunity that may lead to a career as a Firefighter with the City of Milwaukee Fire Department. This unique position provides the opportunity to make a difference in our community, while also focusing on the successful candidates' educational, physical fitness, personal and professional development. The City of Milwaukee is dedicated to developing a diverse Fire Department to serve the community's needs.

PURPOSE

Fire Cadets are uniformed civilian employees who work in an apprentice-style program designed to prepare Cadets for a career as Milwaukee Firefighters. Duties include training, education, community relations, as well as fire house duties. The assignments are widely varied so that the Fire Cadet will gain a broad range of operational and administrative experience. Fire Cadets are required to meet established program criteria to complete a prescribed college curriculum in paramedicine and a physical fitness program prior to being considered for appointment to Firefighter.

ESSENTIAL FUNCTIONS

Duties include, but are not limited to:

- Participate in and complete academic and physical training program in preparation for future Firefighter duties, including cultural competency classes and activities.
- Participate in classroom instruction and clinical medical rotations.
- Lift, carry and operate heavy tools and equipment.
- Perform maintenance of departmental equipment, buildings and grounds.
- Perform general housekeeping duties.
- Assist with safety education, community and recruitment events
- Assist with special projects as assigned.

Note: This is a rigorous 2-year program that has physical and mental benchmarks that must be achieved to standards. Both initial and quarterly counseling sessions will be provided to each Fire Cadet.

CONDITIONS OF EMPLOYMENT

- A 40-hour work week, with off-days by assignment.
- Work assignments include various Fire Department and training sites.
- Attain certification as a Nationally Registered EMT.

- Maintain licensure as a Wisconsin EMT.
- Successfully complete Wisconsin Firefighter 1 (NFPA 1001) program.
- All candidates are subject to the COVID-19 vaccination requirements of the City of Milwaukee and EVERY clinical partner of the Milwaukee Fire Department and Milwaukee Area Technical College.

Must complete 24 college credits in paramedicine prior to completion of the Fire Cadet program and maintain a minimum 3.3 GPA on applicable credits. May be subject to completion of complete paramedic training, certification & licensure prior to promotion.

Must adhere to the rules and regulations and code of conduct of the Milwaukee Fire Department

NOTE: Effective October 11, 2016, Fire Cadets will be subject to the residency requirement for the City of Milwaukee. This means that within six months of being hired, Fire Cadets must establish an actual and bona fide residence within 15 miles of the city of Milwaukee's jurisdictional border.
For current information regarding the status of the City of Milwaukee's residency requirement, please visit the Department of Employee Relations' Website: http://city.milwaukee.gov/DER. Please call 414.286.5000 if you have questions regarding your individual circumstances during the application and/or selection process.

MINIMUM REQUIREMENTS

Must be at least 17 years old at time of application deadline; and may not be more than 19 years old on the starting date of the Fire Cadet Class which is tentatively scheduled for August 17th, 2026.

Individuals born after December 5th, 2008 -or- born on or before August 17th, 2006 do not qualify.

Graduation from an accredited high school or completion of a G.E.D., high school equivalency certificate or State of Wisconsin home school certificate prior to July 1, 2026.

Familiarity with web browsers such as Chrome, Edge, and Firefox, as well as phone or web-based email word processing systems such as MS Word and Outlook.

Physically and academically able to perform Fire Cadet – and eventually Firefighter Paramedic – training and job duties.

Must possess a valid State of Wisconsin driver's license within six months of date of hire, and maintain a valid driver's license throughout employment with the Department.

Must not have been terminated / discharged or resigned with charges pending from the Department of Emergency Communications, Milwaukee Fire Department or the Milwaukee Police Department within the last two years from the date of application.

Must successfully pass a background investigation. Applicants who have failed a Milwaukee Fire Department background investigation, including appeal, may not apply for two years after the date of disqualification.

Must successfully pass pre-employment medical and psychological evaluations, and drug screening.

KNOWLEDGES, SKILLS, ABILITIES & OTHER CHARACTERISTICS

Willingness and aptitude to learn the skills necessary to communicate effectively with a diverse population, in person and via telephone.

Willingness and aptitude to learn excellent customer-service skills.

Ability to take direction from supervisors.

Possess good moral character exhibiting honesty, responsibility, and trustworthiness with a positive attitude.

Ability to complete the required firefighting and medical educational and training programs.

Ability to speak read and write English proficiently, other language skills appreciated.

Ability to complete the required strength and conditioning physical fitness programs.

CURRENT SALARY

The current annual starting salary is $38,227.28 for City of Milwaukee residents. The non-resident annual starting salary is $37,113.96. The city offers a generous benefits package including 12 days of vacation, 12 paid holidays and 12 days paid sick leave per year; plus, health, dental, and life insurance, and tuition and textbook reimbursement.

SELECTION PROCESS

The examination process will include a written test, oral interview, physical ability test, and background investigation. All phases of the examination must be successfully completed in order to continue in the selection process. Failure on any segment of the examination disqualifies a candidate from continuing in the selection process. The test takes into consideration Firefighter requirements, as Fire Cadets who successfully complete the program may become a Firefighter.

Candidates who successfully complete the written examination will receive information about the date, time, and location of the other testing components. The written examinations are tentatively scheduled for January 2026 with an anticipated class start date in August 2026.

Candidates who expect to be unavailable for one or more portions of the examination due to military service or training, must provide written notification to the Fire and Police Commission, City Hall Room 705 prior to the examination, or contact fpcjobs@milwaukee.gov
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. Accommodations may not be available for all components of the program.
Eligible list: Candidates who successfully complete all phases of the examination will be placed on an eligible list that will expire on December 31, 2026. Candidates offered employment must pass a pre-employment medical examination, psychological evaluation, and drug test as a condition of employment.
Appointments: Final appointment to the position of Fire Cadet is contingent upon passing all pre-employment components, the number of vacancies, and approval by the Board of the Fire and Police Commission.
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 December 5th, 2025.

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:

- Both document(s) submitted must include all of the following:
  - First and last name.
  - Complete numbered street address City, state and zip code. **(post office boxes will not be accepted),**
  - At least one (1) of the document(s) you submit **must be dated between August 1st, 2025 and December 5th, 2025** to verify that you lived at this address during the application period

A list of acceptable documents follows:

- 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.
- Employment pay check stub.
- 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.
- Bank statement.
- College record, fee/tuition card or receipt.
- High school or college transcript (Copy of transcript must include name, and address to be considered – this may be require printing through a school official).

EDUCATION PREFERENCE POINTS

Acceptable proof of education is:

- Official Transcript showing proof of graduation from a regionally accredited Associate of Science in fire technology program (Fire Protection Technician, Fire Medic or Paramedic).
- Transcript showing proof of graduation from a Regionally Accredited program with a Associate's degree in Fire Technology/Fire Protection Engineering, Fire Medic, Paramedicine or accredited Bachelor's degree in fire science.

In order to receive preference points, the required documents must be provided as part of the application. The necessary supporting documentation may also be emailed to **fpcjobs@milwaukee.gov**. Supporting documentation must be received via attachment to online applications and email ONLY by the deadline of December 5th, 2025. **Should you choose to submit these documents via email *you are required* to make the subject line of your email: Fire Cadet 2508-2413-001 Documents.** *If you use the incorrect subject line your email may not be accepted and preference points may not be awarded to you.* No documentation will be accepted past December 5th, 2025. You will receive confirmation should you submit these documents via email.

Application Process: The application process must be completed online. The online application will be available on **August 1st, 2025** and accepted through **December 5, 2025 at 4:45 pm**. 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 **December 5, 2025 at 4:45 pm**.

If you have questions please contact **Human Resources Representative Edwin Schacherer** at eschac@milwaukee.gov, 414-286-5068 or **Human Resources Assistant Annakah Kramer** at 414-286-4502akramer@milwaukee.gov

ADDITIONAL INFORMATION

Prospective Timeline*

Application period	**August 1, 2025 – December 5, 2025 at 4:45 pm**
Preference Point documents due by	**December 5, 2025 at 4:45 pm**
Notice to Qualified Candidates for Written test	**January 2026**
Written Test	**January 2026**
Notice to qualified candidates for interviews	**February 2026**
Interviews	**March 2026**
Physical Test	**April/May 2026**
Pre-employment (top 50 only) Background, Medical, Psychological	**June/July 2026**
Appointment (hire)	**August 2026**

*Timeline is subject to change. Eligible candidates will receive email communications from the FPC with updates and required testing components. Once a candidate is disqualified, they will cease to receive communication regarding future events.

Firefighter Appointment
A Fire Cadet may become eligible for appointment to a Fire Recruit class upon meeting all of the following:

- Favorable recommendation of the Chief.
- Reaching the age of 18 years.
- Satisfactorily completing the approved two-year training program.
- Attainment of the required college credits in paramedicine
- Possession of a valid Emergency Medical Technician certification by the National Registry of Emergency Medical Technicians and Licensure by the State of Wisconsin.
- Possession of a valid State of Wisconsin driver's license.
- Successfully passing a Candidate Physical Ability Test.
- Passing a Firefighter medical examination, psychological evaluation, drug screen test, and updated background investigation prior to appointment to Firefighter.