

FIREFIGHTER

Recruitment #2505-2412ZF-001

List Type	Original
Requesting Department	MILWAUKEE FIRE DEPARTMENT
Open Date	5/2/2025 08:00:00 AM
Filing Deadline	6/30/2025 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.

Note: Eligible candidates for this position can expect to be hired in late 2026 and/or 2027

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 16-month probationary period.
- 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 June 30th, 2025.

- 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 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 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 either the Milwaukee Police Department or Milwaukee Fire Department within the last two years.
- Applicant has a conviction that would render them unable to obtain an EMT license. http://docs.legis.wisconsin.gov/cod_e/admin_code/dhs/110/110/II/06

CURRENT SALARY

The current annual salary range is \$40,751.73 to \$90,431.36. Appointment is at the beginning of the range. After academy training is complete the salary increases to \$54,335.72 with additional raises annually and excellent benefits.

SELECTION PROCESS

Selection Process

The examination process may include a basic knowledge test, structured oral interview, CPAT or other physical ability test, and 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. The basic knowledge test will be open for the duration the application period.

Any applicant who may be unavailable for this examination due to military service or military training and wishes to request an accommodation must submit such a request via email to the Fire and Police Commission Human Resources Representative Edwin Schacherer at eschac@milwaukee.gov no later than Monday, June 30th, 2025.

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 Tests – Medical Examination, Psychological Evaluation and Drug Test

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 EMT licensure**, and approval by the Fire and Police Commission.

Hiring Timeline

Written testing will occur from May through July, 2025 inclusive of the application period. Candidates will be provided instruction on testing steps and will be directed to schedule testing for their written test following receipt of their application.

Candidates who pass the written test will participate in the oral interview testing in Fall 2025.

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 June 30th, 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:

- 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 May 2nd, 2025 and June 30th, 2025** 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 **May 2nd, 2025** and accepted through **June 30th, 2025**. 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 **June 30th, 2025** unless the deadline is extended. If you have questions please contact **Human Resources Representative Edwin Schacherer** at eschac@milwaukee.gov, 414-286-5068.

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