Probationary Firefighters Selection Process Summary

Probationary Firefighter applicants who meet or exceed the **Minimum Qualification Requirements for Career Positions** will participate in a consistent format of assessment components designed to identify the most qualified, experienced, physically fit, psychological stable and medically sound individuals of those applying.

Final selection of applicants for appointment is based on the following components of the **Pre-Employment Procedure**.

- Component #1 Physical Agility Assessment.
- Component #2 Fire /Emergency Medical Services Aptitude Assessment.
- Component #3 Oral Interviews.
- Component #4 Prior Fire and Emergency Medical Service experience and training **will be helpful not a prerequisite.**

Individual component methodology is defined in the following sections of this packet.

After applicants have completed Component #1 (Physical Agility Assessment) then the top fifty percent (50%) will move on to Component #2 (Aptitude Testing). After the grading of the aptitude test then the top fifty percent (50%) or 5 candidates of Component #2 (Aptitude Testing) will move on to the oral interview.

The oral interview will be conducted by the Rushville City Board of Works and Safety along with the Fire Chief and Assistant Fire Chief. The Board of Works and Safety will then hire from those candidates.

The Rushville Fire Department will retain a hiring list. This list will remain in effect for one (1) years and will be used to hire firefighters for the Rushville Fire Department, if needed.