

The Racine Fire Department's proposed hiring process:

Applications – after 2019 testing Human Resources will have open application process via NeoGov with pre-determined cutoff date for future test eligibility. Testing on an as needed basis.

Written Exam – Follow FPSI scoring recommendations (pass/fail) with considerations. Failing candidates removed from consideration, all other candidates remain on eligibility list. Some candidates may not receive an initial interview however subject to later interview.

Panel Interview – Internal panel of both Chief Officers and Local 321 representatives, number of candidates based upon projected openings (develop ratio, 3:1, 5:1), candidates based on test score and other demographics.

CPAT – Send candidates who successfully pass Panel Interview to CPAT. Any candidate with current CPAT will proceed directly to background investigation.

Background Investigation – background investigations to be completed on all candidates who successfully pass the panel interview and CPAT.

Police and Fire Commission Interview – candidates must successfully pass the panel interview, CPAT, and background investigation to interview with the PFC.

Eligibility List is Established

Conditional Offer of Employment

Medical Exam

Appointment to Academy

Proposed 2019 Recruitment Schedule

Application period – April 1 to May 17

Written Exam – Saturday June 15th GTC Great Lakes Room

Panel Interviews – July to August

CPAT – August to October, WAFD

Background Investigations – August to October

PFC Interview – October to November

Requirements

- Possess a valid Wisconsin Driver's License or eligible to be licensed in the State of Wisconsin and maintain throughout employment
- 60 Post High School credits, students currently attending classes who will complete their 60 credits prior to the written examination will be eligible to apply, supporting transcripts must be on file with Human Resources prior to written exam date
- Wisconsin State Certified Firefighter I, equivalent accredited fire certifications must be approved by the Wisconsin Technical College System prior to application deadline
- Currently licensed in Wisconsin as an EMT-Basic or higher level of service
- Wisconsin State Certified Firefighter II successfully completed within 18-month probationary period
- Wisconsin State Certified Driver/Operator Pumper successfully completed within 18-month probationary period
- National Incident Management System Independent Study 100, 200, 700, 800 required prior to Recruit Academy

2019 CPAT Orientation, Time Trial and Testing Dates

**Orientations, Time Trials and Tests are conducted at
Station 2, 2040 S. 67th Place, West Allis, WI
Orientations begin at 1:00 pm; Time Trials/Tests begin at 9:00 am**

Test Date	Orientation 1	Orientation 2	Time Trial 1	Time Trial 2
3/29	2/1	2/15	3/1	3/15
4/13*	2/15	3/1	3/15	3/29
4/26	3/1	3/15	3/29	4/13*
5/10	3/15	3/29	4/13*	4/26
5/24	3/29	4/12	4/26	5/10
6/7	4/12	4/26	5/10	5/24
6/21	4/26	5/10	5/24	6/7
7/5	5/10	5/24	6/7	6/21
7/19	5/24	6/7	6/21	7/5
8/2	6/7	6/21	7/5	7/19
8/16	6/21	7/5	7/19	8/2
8/30	7/5	7/19	8/2	8/16
9/13	7/19	8/2	8/16	8/30
9/27	8/2	8/16	8/30	9/13
10/11	8/16	8/30	9/13	9/27
10/25	8/30	9/13	9/27	10/11
11/8	9/13	9/27	10/11	10/25
11/22	9/27	10/11	10/25	11/8
12/6	10/11	10/25	11/8	11/22

*Please be aware that 4.13 is a SATURDAY; scheduled time trials and test will still begin at 9:00 am;

Orientations will still be conducted on 4.12 as noted.