



Montgomery County Fire & Rescue Service Hiring Process Overview

A GUIDE TO JOINING OUR TEAM



Overview of MCFRS

The MCFRS annually handles over 120,000 emergency calls for service and is staffed by nearly 2,700 certified and trained career and volunteer responders.

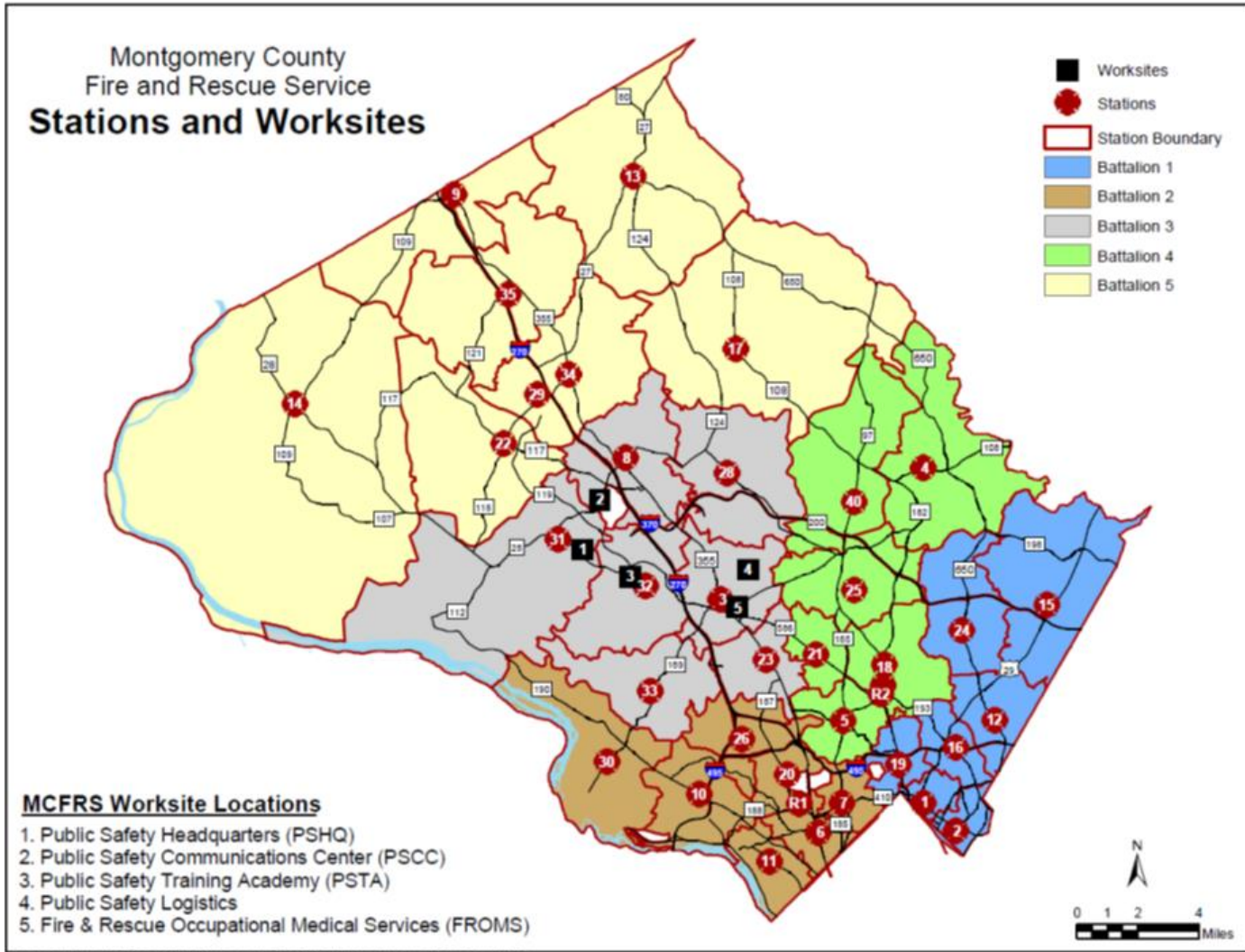
MCFRS is the largest combination fire department in Maryland.

MCFRS covers all of Montgomery County along with serving mutual aid to Prince George County, Howard County, Fairfax County, and Fredrick County.

- 35 Fire Stations
- 2 Rescue Stations
- Specialized Stations/Assignments: (Hazmat, Technical Rescue, Water Rescue, Fire & Explosion Investigations, MD Task Force 1)



Overview of MCFRS





Overview of MCFRS (Operational Schedule)

Majority of the operational personnel work a 24/48-hour shift with a Kelly Day (Paid Day Off)

- 24 hours on duty at an assigned Fire Station, responding to service and emergency calls.
- 48 hours off duty
- Personnel are assigned a “Kelly Day” (Paid Day Off)
- Shift work personnel typically work 9 days/shifts a month



JUNE						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19 Juneteenth	20	21	22
23 30	24	25	26	27	28	29

Overview of
MCFRS
(Operational
Schedule)

FIREFIGHTER/RESCUER I (RECRUIT)

A STEP-BY-STEP GUIDE OF THE HIRING PROCESS



STEP 1:
**Submit Your Application
Online by the Deadline!**

STEP 2:
Firefighters Entrance Exam

If your application is selected to move forward in the process, within 30-days you will receive an e-mail invite from IO Solutions to participate in the online examination at your home. Within a few weeks you will be email notified from IO Solutions of your test results.

STEP 3:
Candidate Physical Ability Test (CPAT)

Upon successful passing of the entrance exam with a 70% or higher you will be provided a list of dates to register for the 8-station physical agility test. You must pass all 8 tests in 10-minutes or less.

You will have three (3) attempts to pass the CPAT.

Candidates are encouraged to participate in the 12-week pre-CPAT mentoring program

STEP 4:
The Background Investigation

Once you pass CPAT, you will be sent an email link to complete the Background Investigation Packet.

Upon receipt of your completed packet, you will be assigned a Background Investigator who will contact you for a formal interview.

This process takes approximately 3-6 months.

STEP 5:
Hiring Selection Panel

If you are recommended for continuation in the hiring process by the Background Investigator, your application/background summary profile will be presented to an independent MCFRS hiring selection panel for review and selection for the upcoming Recruit Class.

STEP 6:
**Conditional Offer of Employment
Health Assessment & Drug Screen**

If your application is chosen by the Hiring Selection Panel, you will receive a Conditional Offer of Employment for the upcoming Recruit Class, you will be notified of a date/time to appear for your medical assessment & drug screen.

STEP 7:
Final Offer of Employment

*Once you have passed the Health Assessment/Drug screen, you have successfully passed all the steps of the Hiring Process. Congratulations!
You will be receiving a final offer employment with your start date and benefits details.*

<https://www.montgomerycountymd.gov/mcfrs-recruiting/>



Entry Examination

Within 30-days of the job closing date, you will receive an e-mail invite from IO Solutions to participate in the online examination at your home.

*****Please constantly check your inbox along with spam and junk emails*****

IO Solutions will disseminate all information regarding the entry examination via email.

Candidates must pass the entrance exam with a 70% or higher, to continue with the hiring process.

Any questions or concerns regarding the entry examine please contact IO Solutions first, then contact MCFRS Recruiting Team if unresolved.



Entry Examination

Minimum requirements for IO Solutions @Home Testing:

You **MUST** have a reliable internet service and both devices should be plugged into a power source.

- You will be required to have 2 devices on the day of the test.
- Mobile smartphone or tablet. The GoToMeeting app will be used as the video/audio app for the IOS Test Proctor to monitor and communicate with you during the exam.
- Desktop or Laptop PC running Windows 7 or later. The IOS Testing Application will be downloaded to this device in order for you to take the exam. Macs and Chromebooks are NOT compatible with the IOS Testing Application.
- You will be required to download GoToMeeting Application on a mobile device.
- You will be required to download the IOS Testing Application on a Desktop or Laptop PC.



Candidate Physical Ability Test (CPAT)

Upon completion of the Entry Examination, candidates will receive a list of dates to schedule for the CPAT.

The CPAT consists of eight separate events requiring you to progress along a predetermined path from event to event in a continuous manner.

- Must pass all eight events within 10 minutes or less
- Given three attempts to pass

Candidates are encouraged to participate in the 12-week pre-CPAT mentoring program



Candidate Physical Ability Test (CPAT)

List of Events

50lbs Vest + (2) 12.5 Shoulder Weights

- 3 Minute Stair Stepper

50lbs Vest

- Hose Drag
- Equipment Carry
- Ladder Rise and Extension
- Forcible Entry
- Search Event
- Rescue Event
- Ceiling Breach and Pull



Background Investigation

Once a candidate passes CPAT, they will be sent an email link to complete the Background Investigation Packet.

The Background Investigation Packet is a more intensive collection of information:

- Identity verification
- Employment history
- Education history
- Residual history
- Criminal history
- Medical history
- Other records

Upon receipt of your completed packet, you will be assigned a Background Investigator who will contact you for a formal interview.

This process takes approximately 3-6 months



Hiring Selection Panel

Candidates who recommended for continuation by the Background Investigator, application/background summary profile will be presented to an independent MCFRS Hiring Selection Panel for review and selection.

All individual identifiers are removed from each packet prior to the convening of the selection panel.

No actions are required by the candidate for the Hiring Selection Panel

If selected candidates are notified with a conditional offer of employment, along with dates to schedule the medical examination



Medical Examination/ Drug Screen/ SCBA Fit

Medical and physical exam that includes but is not limited to:

- Urinalysis
- Vision
- Hearing
- Chest x-ray
- Blood work
- Pulmonary function
- EKG
- Urine/ breath alcohol test(BAT) and drug screen
- Exam of organ systems for abnormalities
- Respirator fit test



Welcome To The PSTA





Training Academy

Training Academy is approximately 26 weeks. Recruits report to training Monday-Friday, a typical training day is from 7am-5pm.

- 1 Week Administrative Sessions
- 10 Weeks of Fire Training
- 10 Weeks Emergency Medical Service Training
- 1 Week Emergency Vehicle Training (Ambulance)
- 1 Week Hazmat & Terrorism Training
- 1 Week Software & Computer Training
- 1 Week Specialized Seminars & Training
- 1 Week Field Internship

Recruits are required to report for training on holidays and adverse weather conditions



Training Academy (Down on the Hill)



Training Academy

The academy is going to be tough. Each day will start with physical training (PT). This will include strength exercises, running, pushups, and additional fitness routines. The exercises will condition your body for the rigorous activities involved with being a firefighter/rescuer.

Following physical training recruits will be given a short period of time to shower, and report for their assigned training. A lunch break will be provided midday for Recruits, and dismissal for the day varies. Typically the day ends at 5pm each day during recruit school.

Once recruits have finished the 26 week training. Recruits will be assigned to a Fire Station. Recruits transition to probationary employees. Probationary employees will be assigned a mentor, and will begin additional training to reinforce the skills learned during recruit school.



Benefits of Joining

Comprehensive Training Programs

Competitive Compensation and Benefits

Career Advancement Opportunities

Job Security

Work-Life Balance

Team Environment

State-of-the-Art Equipment and Facilities

Community Impact

Diverse and Inclusive Workforce



Tips for Success

1. **Closely monitor** your inbox, spam, and junk emails.
2. **Refer back** to Montgomery County Fire & Rescue Service Recruiting Home
 - <https://www.montgomerycountymd.gov/mcfrs-recruiting/>
3. **Fully complete and fill out** Background Packet information
 - Answers all questions honestly, truthfully, and to the best of your knowledge
 - Ensure references listed are aware and expecting to be contacted by investigators
 - Order in advance documentation that is expected to be required
4. No news is good news
5. Stay in it to win it



Q&A

Questions?



Contact Information

Montgomery County Fire & Rescue Recruiting Team

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Apply Here

