

**Siloam Springs Fire Department**  
**Minimum Requirements and Benefits for Firefighter/EMT Candidates**

**Below are the minimum qualifications for applicants**

1. Be a United States Citizen
2. Possess a High School Diploma or GED
3. Must possess a valid driver's license (provide copy with application)
4. Must be at least 18 years of age
5. Be in good physical condition
6. Possess no less than National Registry Emergency Medical Technician – Basic Certification (provide copy with application)

**In addition to minimum qualifications successful applicants will be expected to:**

1. Pass a written examination, if successful
2. Successfully pass Physical Agility Testing (details found on website), if successful
3. Pass an oral interview with the fire department review board to establish ranking
4. Submit to and pass background review
5. Submit to and pass drug urinalysis
6. Submit to and pass medical examination
7. As applicable, comply with current residency requirements of the City within 6 months of employment

**Temporary Disqualifiers**

1. Being convicted of five (5) or more moving traffic violations and/or negligent collisions within a 24-month period during the five (5) years preceding the date of the application.
3. Currently under indictment for or charged with any criminal offense.
4. May not have used an illegal controlled substance within the last three years.
5. No DWI within the last three years
6. An applicant may not apply with the Siloam Springs Fire Department while currently on probation, parole, or court-ordered community supervision for any offense.

**Permanent Disqualifiers**

1. Any Felony Conviction (including offenses pardoned or expunged)
2. Conviction of a Class "A" Misdemeanor for domestic violence/abuse, theft or crime of moral turpitude.
3. Certain levels of habitual illegal drug or controlled substance use.
4. Discharge from the Armed Forces with a Bad Conduct or Dishonorable Discharge, or a General Discharge for misconduct or failure to adapt.
5. Making false statements (lying), falsely swearing to statements or any other manner of falsifying testimony in any official matter or in any significant business transaction.
6. Omitting incidents, circumstances, or information of material fact that would otherwise be used in consideration for an offer of employment, or any deceptive statement or act.

*NOTE: Without being stated in the disqualifiers, if circumstances exist which indicate that an applicant is clearly unsuited for a position within the Siloam Springs Fire Department, the applicant will be rejected.*

## Siloam Springs Fire Department Minimum Requirements and Benefits for Firefighter/EMT Candidates

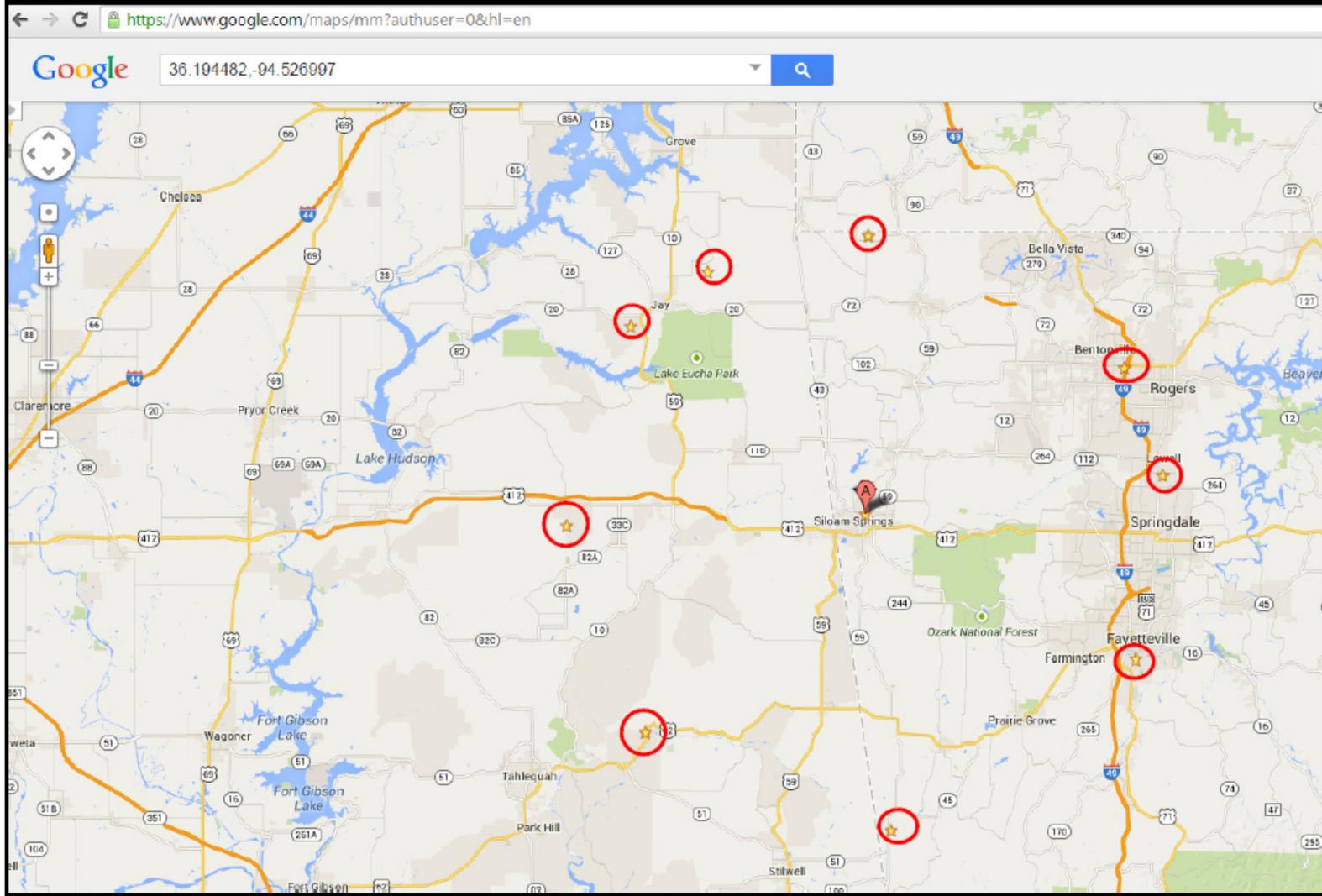
### Benefits

1. Uniforms allowance and Equipment paid for by Department
2. Medical and Dental Insurance
3. City 457 retirement plan and State LOPFI retirement plan
4. Paid vacation per year corresponding to tenure
5. Competitive salary
6. Paid City Holiday package after 30 days of employment

Siloam Springs Fire Department Personnel are required to live within 20 miles of the corporate limits

*\*Rough example from Google Maps shown below \*\*\* ALL PROPERTIES MUST BE INDEPENDENTLY VERIFIED AS COMPLIANT \*\*\**

**20 Miles of Siloam Springs City Limits \*\* ALL PROPERTIES MUST BE VERIFIED AS COMPLIANT**



**Siloam Springs Fire Department**  
**Firefighter / EMT Candidates Hiring Process**

**HIRING PROCESS:**

**1. RECEIPT OF APPLICATIONS**

Vacant positions or anticipated vacancies will be advertised publicly for a defined period of time. Applications are available at the City of Siloam Springs Administration building and can be accessed from the City's website, [www.siloamsprings.com/employment](http://www.siloamsprings.com/employment)

**2. REVIEW OF APPLICATIONS**

All written applications received are reviewed to determine the best qualified applicants. In addition to the City of Siloam Springs employment application, all persons applying for the position of Firefighter / EMT must submit a copy of their Drivers License and National Registry Emergency Medical Technician Card. **Note: Incomplete applications, applications missing supporting documents, supporting minimum qualifications, or unsigned applications will not be processed for further consideration.**

**3. WRITTEN TEST**

Successful applicants will be contacted by Fire Department Administration and advised to appear for required written test; note that during check in for the testing applicants will have to show their valid driver's license and National Registry Emergency Medical Technician Card in order to test. Applicants that score a minimum of 70 percentile will be forwarded to the Physical Agility Testing the same day; successful completion of this portion will qualify applicants for further continuance in the hiring process.

**4. ORAL INTERVIEW BOARD**

Applicants who have successfully passed the written and Physical Agility test will be scheduled for an oral interview to establish ranking.

**5. BACKGROUND EXAMINATION / DRUG TESTING / PHYSICAL EXAMINATION**

Upon establishing the ranking list, as needed based upon current openings a member of the Fire Department Administration will contact applicants and arrange for the completion of these items that are required by the City for employment.