



Where Your Fire Service Career Begins!!™

FREQUENTLY ASKED QUESTIONS

Q: What is FIREHIRE® Inc.?

A: FIREHIRE® Inc. is a corporation run exclusively by professional career firefighter/paramedics. Our registry allows prospective candidates to pay a fee and participate in an entry-level firefighter examination process. Once the candidate is listed on our registry, they are eligible for each and every agency that we contract with, as long as they meet the requirements set forth by the agency. The candidates do not have to reapply, retest, or anything but wait for notification of an agency oral examination.

Q: What is the make-up of your corporation?

A: Our corporate officers have a combined 28 years of firefighting experience and over 30 years of paramedic background. Our advisory board is made up of retired and active fire chiefs, who are a tremendous resource. Each and every employee of FIREHIRE® Inc. is involved in emergency services.

Q: How long have you been in business?

A: Since October of 1996. We researched this endeavor and laid the foundation since 1993.

Q: How many agencies utilize FIREHIRE® Inc. services?

A: 35 and climbing. We are constantly discussing our services with fire agencies throughout California and the United States.

Q: Is this just for California fire agencies?

A: No. We are based in California, so it was convenient to begin here. We are open to performing examination processes outside of California.

Q: Why do I (the candidate) have to pay to take the examination?

A: The candidates' fees absorb FIREHIRE® Inc. expenses. This allows FIREHIRE® Inc. to charge participating agencies a low fee for our services. By charging the agencies a low fee, in turn, attracts more agencies to utilize our services, which builds a bigger pool of agencies for the candidates to be considered for.

Q: Is the examination fee only good for one agency?

A: No. Once you pay the examination participation fee, you are eligible for any agency that utilizes our services, and you fulfill their qualification requirements.

Q: How long is the fee good for?

A: Your written score is good for one year from the date that you participated. Your written and CPAT dates MUST be less than one year old by the time the list is established. Your EMT-Paramedic Assessment Center score is good for as long as you wish to keep it.

Q: Are there any other fees?

A: No. Our fee is all-inclusive. There are no "hidden charges".

Q: Is it really necessary to possess my EMT certificate?

A: Yes. The written examination contains questions relating to the emergency medical technician B criteria established by the DOT (Department of Transportation). It would be a disservice to our candidates to have them participate in an examination if they weren't EMT's.

Q: If our application isn't accepted, do we get our money back?

A: Yes. No questions asked.

Q: Once our application is accepted, can we get our money back?

A: No. Once we schedule you for an exam, your fee is non-refundable.

Q: How often do you administer tests?

A: Our examination processes are administered on a 6-month rotation.

Q: Can we reschedule any of the events?

A: No. If you do not show up at your scheduled time, you forfeit your opportunity to participate in the current examination process. There is a \$35.00 reinstatement fee charged if you want to be rescheduled to participate in an upcoming examination process.

Q: If I fail, can I retest?

A: Yes. If you want to retest, you must notify FIREHIRE® Inc. prior to the final filing date listed in the current job announcement for the next examination process. You will have to pay the full examination participation fee of \$75.00 to be considered.

Q: On retesting, if I fail a portion, do I have to retest on every event?

A: No. You only have to retest the portion that you failed or have not completed.

Q: Can I retest to improve my score?

A: Yes. You may retest as often as you like. There is a \$50.00 fee and you keep the highest score that you obtain (as long as your last passing score is not more than one year old). Your written test score on the registry will be extended one year from the date that you retested, as long as it is a passing score. Your new score will only be good for future agencies lists, you CANNOT go backwards (sorry). Your CPAT (Candidate Physical Ability Test) MUST NOT be over one year old, otherwise your name will be deleted from the Registry. It is your responsibility to determine if any facet of your examination process is about to expire and you need to re-test.

Q: Can you update us when you sign on new departments?

A: Yes. You can sign up for our FREE mailing list. We notify everyone on our e-mail mailing list when we have contracted with new agencies.

Q: How is the test weighed?

A: 100% on the written. The EMT-Paramedic assessment center exercise is a pass/fail event.

Q: Is your test validated?

A: Yes. FIREHIRE® Inc. conforms to the 29 CFR Uniform Guidelines on Employee Selection Procedures adopted by the EEOC (Equal Employment Opportunity Commission).

Q: Has your examination ever been challenged in court?

A: No. FIREHIRE® Inc.'s examination process conforms strictly to the Uniform Guidelines and is a valid predictor of future job performance, thus reducing the likelihood of litigation regarding test fairness.

Q: How do your services compare to say, CPS's (Cooperative Personnel Services)?

A: FIREHIRE® Inc. is a totally private corporation, run by emergency services professionals who have been through the entry-level firefighter examination arena. We are not a public JPA (Joint Powers Authority), which according to CPS is where "governments can join together to create an independent agency to provide services to its members and to other organizations". CPS, prior to 1985, was an integral part of the State of California. FIREHIRE® Inc. performs all facets of the examination process. We begin with the application process and end with the pre-employment screening process (pre-employment physical, background checks, and drug screens). To this date, no agency (public or private) can match our cost per candidate price and still offer a validated examination process where the employing agency still has total control.