



# CHARLOTTE FIRE DEPARTMENT



**Firefighters are highly skilled professionals who provide emergency response to fires and other life-threatening situations.**

Although firefighters may be best known for fire suppression, their job requires much more. In many cases, firefighters are the first emergency personnel to arrive at the scene of a traffic accident or medical call and must have the skills to treat injuries and perform other vital medical, rescue and emergency response functions.

The Charlotte Fire Department has been serving the Queen City since 1887. Its primary mission is to preserve life and property through rapid emergency response, code enforcement, education and planning.

We take that mission very seriously, and have the highest standards for those men and women who choose to join the Charlotte Fire Department.

## Minimum Eligibility Requirements:

- At least 18 years of age
- High school diploma or GED
- Valid driver's license
- Applicants with military service must have an honorable discharge, if any
- Must meet the medical requirements set forth in NFPA 1582. That means firefighters must have the agility and physical strength to do prolonged and arduous work under adverse conditions.

This includes but is not limited to, the ability to lift, move and maintain position on items (e.g. charged hoses) up to 90 pounds; push objects up to 25 pounds; pull objects from 25 to 50 pounds, and lift or pull victims weighing more than 150 pounds.

- In addition, firefighters must be able to think critically and solve complex problems during physical exertion in stressful, hazardous environments.

## MAJOR ACCOMPLISHMENTS:

- **Class 1 Public Protection Classification Rating from the Insurance Service Office**, which demonstrates **quick response** to community needs, risk mitigation at the **highest possible standard** and a **stellar commitment** to preserve life and property
- **One of only 200 fire departments in the country** to hold **international accreditation**
- In 2015, responded to **110,710 incidents** with an average response time of **4 minutes, 34 seconds**
- In 2015, **53.74% of cardiac arrest cases** CFD responded to went from **unresponsive to having a pulse/breathing**, compared to 22% in 2007 and the **national average of 32.3%**

## HIGHLY QUALIFIED:

- **100% of CFD firefighters** hold one or more rescue certifications:
  - **1021 Technical Rescuers** (includes specialties in Rope and Vehicle Rescue)
  - **318** certified in **Urban Search and Rescue**
  - **285** with **Confined Space** Certifications
  - **300** hold **NC TR Surface Water** certification
  - **92** certified **Public Safety Divers**
  - **47** certified in **Large Animal Rescue**



### **SALARY:**

All firefighters are hired at the level of Firefighter I, regardless of experience or education. Upon completion of recruit school, candidates will receive a 5% incentive for an associate degree or a 10% incentive for a bachelor's degree.

### **BENEFITS:**

The City offers a comprehensive benefits package including major medical, dental, vision, short-term disability, and term life insurance.

The City will contribute 3% of your salary toward your 401(k) account after 6 months of employment and 12.65% of your pay to the Firefighter Retirement System as of your hire date.

### **FIREFIGHTER'S SCHEDULE:**

Our firefighters work a 24-hour day (average of 10 days a month).

#### **Work Cycle/Tour:**

- Work 1 day - Off 1 day
- Work 1 day - Off 2 days
- Work 1 day - Off 1 day
- Work 1 day - Off 4 days

## **The Road to the Charlotte Fire Department**

### **Step 1: Online Application**

The CFD *ONLY* accepts applications online during a designated window of time each year.

### **Step 2: Register For & Take Written Test**

Those who completed the online application will receive an email with information to register online for the written test. Applicants who pass the written test will be invited back to take the CPAT.

### **Step 3: CPAT (Candidate Physical Ability Test)**

The CPAT was developed to allow fire departments to obtain pools of trainable candidates who are physically able to perform essential job tasks at fire scenes. The test consists of eight separate events that must be completed in a specific time period. Candidates must progress along a predetermined path from event to event in a continuous manner and complete the entire skills test in 10 minutes, 20 seconds or less. Applicants who pass the CPAT remain in the screening pool. (*Watch a CPAT video on [www.charlottefire.org](http://www.charlottefire.org)*)

### **Step 4: Application Packet Review & Preliminary Interview**

*Note: Not all applicants who reach this step will receive an interview.* Each application is reviewed and selected candidates are interviewed by Human Resources and Operations representatives. Applicants who progress past this stage will be invited to a panel interview.

### **Step 5: Panel Interview**

CFD Deputy Chiefs conduct panel interviews. After all interviews are complete, finalists are invited to take a polygraph exam.

### **Step 6: Polygraph Examination**

After all polygraph exams are complete, the final recruit class selection will be made and conditional offers will be given to the chosen applicants.

### **Step 7: Personal History Background Investigation**

### **Step 8: Pre-Employment Medical Examination & Drug Screening**

The CFD follows the National Fire Protection Association (NFPA) 1582 medical guidelines.

### **Step 9: Civil Service Certification**

The Charlotte Fire Department will present selected candidates to the Civil Service Board for approval.

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