

**Monument
FIRE DISTRICT**



IOS Recruitment

Office: (800) 343-HIRE

Email: recruitment@iosolutions.com

An Equal Opportunity Employer

Job Announcement

POSITION TITLE: Entry-Level Firefighter/EMT and Firefighter/Paramedic
EMPLOYMENT STATUS: At-Will
FLSA STATUS: Non-Exempt
HOURS: Full-Time (48/96 hour shifts)
SALARY: 1) Firefighter/EMT - \$81,533 - \$92,127 (year 4), plus FLSA overtime, if applicable
2) Firefighter/Paramedic - \$95,996 - \$108,502 (year 4), plus FLSA overtime, if applicable
*See 2025 wage schedule at iosolutions.com

The Monument Fire District is seeking applicants to establish an eligibility list for the position of **Full-Time Firefighter/EMT and Firefighter/Paramedic**. A copy of the current Position Description including all qualifications for this position is available at iosolutions.com. This position is “at-will,” meaning the District or the employee may terminate the employment relationship at any time and for no reason. This position will require successful completion of the Fire Academy and Paramedic School within 3 years of hire at the expense and discretion of the District.

Benefits:

- * Health Insurance (5% Employee Contribution)
- * 2% 457 Employer Match
- * Medical and Dental
- * Paid time off (Vacation, Sick, Holiday, Personal Leave)
- * Fire Police Pension Association
- * Accidental Death and Dismemberment Insurance
- * Supplemental Insurance
- * Employee Assistance Program
- * Tuition Reimbursement
- * Peer Support
- * Physical Fitness Program

The mandatory qualifications:

- Must be 18 years of age at time of application
- Possess a valid driver’s license (must obtain a valid CO driver’s license within three (3) months of hire)
- High School Diploma or equivalent or higher education
- State of Colorado EMT or National Registry EMT with the ability to obtain State of Colorado EMT
- IV Certified by completion of probation
- Current BLS level CPR card (AHA, HIS, or Red Cross accepted)
- Current Candidate Physical Ability Test (CPAT) certificate dated July 28, 2024 – July 28, 2025 (must also be valid at time of interview)

Optional Incentive Points (5):

- Five (5) preference points may be offered if you have a valid Colorado Paramedic Certification or NREMT- Paramedic Certification with the ability to obtain a State of Colorado Paramedic.
- Five (5) preference points may be awarded to candidates with at least one (1) year of active military or naval service for the United States with honorable discharge, (or is or has been a member on inactive or reserve duty for at least 1 year. Reserve duty is always in lieu of honorable discharge, not years of active service.)
 - DD-214 (long form, including type of discharge) required as proof

Applicants will be required to take the following examinations and interviews:

- Application/Resume Review
- Written Examination
- Oral Board & Panel Interview

Candidate Physical Ability Test (CPAT)

What is the CPAT? This candidate physical ability test (CPAT) consists of eight separate events that require you to progress along a predetermined path from event to event in a continuous manner. This test was developed to allow fire departments to obtain pools of trainable candidates who are physically able to perform essential job tasks at fire scenes. For more information on the CPAT, applicants can visit the IAFF's CPAT information page at http://www.iaff.org/hs/CPAT/cpat_index.html

If you do not have a current CPAT certificate, it may not be too late. The District accepts CPAT certificates from any testing organization licensed through the IAFF. Below are a few local testing organizations:

- Aims Community College: <http://www.aims.edu/academics/fire-science/cpat/>
- Pikes Peak State College: <https://www.pikespeak.edu/programs/fire-science-technology/fst-resources/cpat.php>

Written Exam

Your written examination will be offered electronically, and you will take the exam in your own home. All sessions will be offered during business hours of the week of August 25th, 2025. No evening or weekend sessions will be available. – it is your responsibility to ensure you have the flexibility to test during these times. On or around Thursday, August 14, 2025, you will receive an email with instructions on how to schedule and prepare for the exam. Please read through the instructions carefully before your exam date. Failure to follow the steps outlined may cause the electronic exam to not work properly, potentially resulting in your removal from the testing session. For additional details on the virtual testing visit <https://iosolutions.com/candidateprep/>

Oral Board & Panel Interview

Applicants that are accepted into the hiring process will be invited to an oral board panel interview.

Based upon the results of the above mentioned examinations, the Fire District may extend an offer of full-time employment to an applicant that is expressly conditional.

Hiring Packet & Required Documentation

Application Process:

- Complete online application found at: recruitment.iosolutions.com
- Email or Mail/Ship all required documents (see checklist) to:
 - Email: Scan all required documents into **one** PDF file, making sure all documents are clear and easy to read. Attach scan to an email and send to recruitment@iosolutions.com. Please include the name of the District, your first and last name in the subject line.
 - Mail/Ship: IOS Recruitment, ATTN: Monument Fire District, 1520 Kensington Rd., Ste. 110, Oak Brook, IL 60523
- Online application and required documents must be received by IOS Recruitment **no later than Monday, July 28, 2025, at 2PM (MDT)**

These dates are tentative and will be confirmed after the closing date of the application period:

- Written Examination: Week of August 25th, 2025
- Oral Boards: Week of September 22nd, 2025
- Physician Advisor Testing for Candidates Claiming Paramedic Preference Points: Week of October 6th, 2025

Questions?

Questions regarding the hiring process can be directed to IOS Recruitment at (800) 343-HIRE or by email at recruitment@iosolutions.com



IOS Application and Testing Services Monument Fire District Application Checklist

APPLICATION REQUIRED DOCUMENTS CHECKLIST - DUE: Monday, July 28, 2025, AT 2 PM (MDT)

☐ Application confirmed online WRITE CONFIRMATION NUMBER HERE: _____

☐ Consent and Release Agreement (2 pages) – must be signed and dated by applicant.

☐ Cover letter and resume

☐ COPY of high school diploma

If you do not have a copy of your high school diploma, please submit a copy of your high school transcripts (showing graduation date) or a signed letter on school letterhead with your name and date of graduation.

☐ COPY of valid driver's license (CO driver's license within 3 months of hire)

Include copy of both sides if license bears renewal sticker.

☐ COPY of birth record as proof of citizenship AND/OR legal authorization to work in the U.S.

The following documents are accepted as proof of citizenship:

- COPY of U.S. County/State issued birth record
- COPY of Valid U.S. Passport
- COPY of Naturalization Papers
- COPY of Social Security Card
- COPY of valid Permanent Resident Card (green card) or Work Authorization Card

Hospital-issued birth certificates are not verifiable, and therefore cannot be accepted.

☐ COPY of National Registry EMT or Colorado EMT Certification

☐ COPY of current BLS level CPR card (AHA, HIS, or Red Cross)

☐ COPY of VALID CPAT

CPAT must be issued by a licensed agency and dated between 7/28/2024 – 7/28/2025.

Must also be current at time of hire

☐ COPY of Paramedic Certificate or License (optional)

☐ Preference Points Form – 2 pages (optional)

☐ COPY of all other certifications

Please be sure to carefully review the checklist and application instructions before submission. Incorrect, missing, or otherwise incomplete applications will be cause for disqualification. IOS Recruitment is not responsible for late, misdirected or incomplete applications. Contact IOS Recruitment before the application deadline with any questions regarding the application, required documents or testing.

Submit documents to the following address by Monday, July 28, 2025:

IOS Recruitment, 1520 Kensington Rd., ATTN: Monument FD, Ste 110, Oak Brook, IL 60523 or by email to

recruitment@iosolutions.com



IOS Application and Testing Services

Monument Fire District

Consent and Release Agreement

CONSENT AND RELEASE FOR JOB APPLICATION, BACKGROUND CHECK AND PHYSICAL ABILITY ASSESSMENT

Application and Background Check

I acknowledge that as a condition of being considered for employment with Monument Fire District ("Employer"), or of my continued employment at Employer, it is required that I consent to an investigation of my background. I hereby authorize Employer and its representative, IOS Recruitment ("IOS Recruitment"), to conduct certain background investigations which may include, but are not limited to, my employment history and references, criminal history, driving records, personal references, verifications of academic credentials and licenses, social media and all publicly accessible content on the internet, military history, and credit and consumer reports, as permitted under the federal Fair Credit Reporting Act ("FCRA") and local or state credit privacy laws if applicable. If requested by Employer or IOS Recruitment, I hereby consent to participate in a personal interview, testing process, polygraph examination, and/or post-offer psychological evaluation.

All information obtained by Employer or IOS Recruitment pursuant to this background check shall be confidential and safeguarded against disclosure to all unauthorized persons. I hereby release and hold harmless any person, firm, or entity that discloses matters in accordance with this consent, from liability that might result from the request for, use of, and/or disclosure of any background information, as described above. I further release and hold harmless Employer and IOS Recruitment, and their respective designees, personnel and affiliated companies, from any liability resulting from or in connection with, the results of this background investigation concerning my fitness for employment or continued employment at Potential Employer.

I hereby consent to this background information investigation by Employer or IOS Recruitment. I understand that I may request a copy of any consumer report from the consumer reporting agency that compiled the report, in accordance with the requirements of the FCRA.

Conduct and Communications

I acknowledge that my conduct throughout the application and testing process and my compliance with the rules of the application process constitute information that can be considered and evaluated by hiring agencies (Employers). I consent that all interactions and communications that occur between myself and IOS Recruitment or Employer pursuant to this application process may be documented and/or communicated to any and all hiring authorities to which I am seeking employment.



IOS Application and Testing Services

Monument Fire District

Consent and Release Agreement

Physical Ability Tests

I further acknowledge that as a condition of being considered for employment with Employer, or of my continued employment at Employer, I may be required to participate in a physical ability test, which may test my physical and mental limits and carries with it the potential for death, serious injury and property loss. The risks include, but are not limited to: actions of other people including, but not limited to, participants, volunteers, spectators, testing officials, and/or testing monitors; lack of hydration, weather, and/or other natural conditions. I hereby assume all of the risks of participating in any physical ability test.

I certify that I am physically fit, have sufficiently trained for participation in this physical ability test, and have not been advised otherwise by a qualified medical person.

By signing below, I hereby take action for myself, my executors, administrators, heirs, next of kin, successors, and assigns as follows: (A) waive, release, and discharge from any and all liability for my death, disability, personal injury, property damage, property theft or actions of any kind which may hereafter accrue to me during the physical ability test and/or while traveling to and from this physical ability test, Employer and IOS Recruitment, and their directors, officers, employees, volunteers, representatives and agents, (B) indemnify and hold harmless all entities or persons mentioned in this paragraph from any and all liabilities, damages (including attorney fees and costs) or claims made by other individuals or entities as a result of my participation in this physical ability test.

I hereby consent to receive medical treatment that may be deemed advisable in the event of injury, accident, and/or illness during any physical ability test.

I understand that during a physical ability test I may be photographed. I agree to allow my photo, video, or film likeness to be used for any legitimate purpose by Employer and/or IOS Recruitment.

This document shall be construed broadly to provide a release and waiver to the maximum extent permissible under the applicable law.

I hereby certify that I have read this document in its entirety (pages 1 & 2) and I understand its content.

Print Name: _____ Social Security Number: _____

Signature: _____ Date: _____



IOS Application and Testing Services Monument Fire District Preference Points Form

Preference points are offered to candidates in the following categories:

Military Experience: Must have had at least one year of active duty and an honorable discharge from service (or is or has been a member on inactive or reserve duty for at least 1 year. Reserve duty is always in lieu of honorable discharge, not years of active service). – 5 Points

- DD-214 (long form, including type of discharge) required as proof

Licensure Preference: Must have a valid State of Colorado Paramedic Certification or NREMT-Paramedic Certification with the ability to obtain a State of Colorado Paramedic. – 5 Points

- Copy of valid certification required as proof

If you are eligible, please complete the form on the next page and submit proof of your military experience and/or paramedic certification.



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Monument Fire District

Preference Points Form

By submitting and signing this form, I, _____, attest that I am entitled to preference points in the following category/categories:

☐ Military Experience Preference

Branch of Service: _____

Unit: _____ Rank: _____

Dates of Service: _____

Date and Type of Discharge: _____

☐ Licensure Preference

☐ State of Colorado Paramedic Certification

☐ NREMT- Paramedic Certification

Licensure Expiration Date: _____

I have submitted documentation as proof of eligibility for points in the aforementioned. I attest that the information included on this form is truthful and acknowledge that falsifying any information will result in the forfeiture of extra points and possible dismissal from the employment process.

Signature: _____

Printed Name: _____

Date: _____



IOS Application and Testing Services Monument, CO Fire District Voluntary Employment Information Form

Completion of Information is Voluntary

The District of Monument, CO is an Equal Employment Opportunity ("EEO") employer, making all hiring and employment-related decisions without regard to an individual's race, color, religion, national origin, sex, physical or mental disability, age or other legally protected status under state or federal law.

In the interest of current and future recruitment practices the District requests applicants to complete the Employment Information Form survey set forth below. Providing this information is strictly VOLUNTARY. It is not required as part of your application for employment and the District does not consider your decision to participate or not participate in any hiring or employment decision. Likewise, any information provided will not be used in any hiring or employment decision.

Position(s) applied for _____ Date _____

How did you hear about the position?

- ☐ **Social Media** Type: ☐ Facebook ☐ Instagram ☐ Twitter ☐ LinkedIn
- ☐ **Daily Dispatch**
- ☐ **Monument District website**
- ☐ **I/O Solutions Recruitment Website or E-mail Blast**
- ☐ **Indeed**
- ☐ **College Job Board or Job Fair**
- ☐ **Current Monument FD Employee**
- ☐ **Word of Mouth**
- ☐ **Other:** _____