



## Job Summary

Job Title: Firefighter Trainee – Full-Time

Job ID: 95513

Applicants **must** apply online at [www.miamidade.gov/jobs](http://www.miamidade.gov/jobs) beginning Monday, July 21, 2025, through Monday, August 11, 2025. Applications must be completed and submitted by 11:59 p.m. Eastern Daylight Time (EDT) on the closing date of the job posting.

## Minimum Qualifications

- High school diploma or GED  
(*Official transcripts (GED test scores) must be submitted with out-of-state GED.*)
- A valid driver's license from any state (equivalent to a State of Florida Class E) may be utilized upon application, with the ability to obtain the State of Florida driver's license by hire date
- 18 years of age at time of application

## Preferences

- ✓ Qualifying U.S. Veterans
- ✓ Qualified graduates of the Miami-Dade County Academy of Fire Rescue (MDCAFR) in accordance with Resolution R-480-07.
- ✓ Qualified graduates of Miami-Dade Fire Rescue Cadet Program
- ✓ Qualified graduates of Miami-Dade Fire Rescue Emergency Medical Technician Scholarship Program in accordance with Resolution R-894-15.
- ✓ **Preference may be given** to persons who possess a current State of Florida Firefighter II certificate, State of Florida EMT certification, and/or State of Florida Paramedic. These certification numbers and dates should be entered in the online application under the Licenses and Certifications section. Certifications will be verified through the background investigative process.

## Salary Details:

Annual Salary Range \$75,177-\$111,873.75

The starting annual salary for a Firefighter Trainee is \$44,962.53 (equivalent to \$1,729.33 gross bi-weekly).



Upon graduating from the training program (Probationary Firefighter), employees will receive the below salary:

Minimum Annual Salary of \$75,177 (equivalent to \$2,891.42 gross bi-weekly) up to a Maximum Salary of \$111,873.75 (equivalent to \$4,302.84 gross bi-weekly) which includes:

- \$56,378.14 (Min) - \$86,092.14 (Max) Base Salary
- \$13,248.86 (Min) - \$20,231.68 (Max) Emergency Medical Technician or State of Florida Paramedic License Incentive Non-Protocol (23.5%)
- \$4,550 (Flat Rate) Annual Hazardous Pay
- \$1,000 (Flat Rate) Annual Flex Benefits

Employees who hold a State of Florida Paramedic License and are approved to have the Paramedic Protocol will receive the below salary:

Minimum Annual Salary of \$77,995.91 (equivalent to \$2,999.84 gross bi-weekly) up to a Maximum Salary of \$116,178.40 (equivalent to \$4,468.40 gross bi-weekly), which includes:

- \$56,378.14 (Min) - \$86,092.14 (Max) Base Salary
- \$16,067.77 (Min) - \$24,536.26 (Max) Paramedic Protocol (28.5%)
- 4,550 (Flat Rate) Annual Hazardous Pay
- \$1,000 (Flat Rate) Annual Flex Benefits

*Additional pay incentives will be offered for eligible college degrees and a range of specialty licenses/certifications*

### **Testing Requirements:**

Applicants must pass an Audio/Written Test, which will assess general ability areas such as dealing with interpersonal situations, following verbal and written instructions, reading and applying technical information, interpreting maps and diagrams, completing forms according to instructions, recording information presented verbally, general math computation, and written communication skills.

Only those applicants who meet the minimum qualifications will be able to schedule for the Audio/Written Test.

**Beginning on Monday, August 18, 2025, and ending Monday, September 1, 2025, by 11:59 p.m. Eastern Daylight Time (EDT), eligible applicants must use the Test Notification System online to self-schedule their Audio/Written Test.**

Visit: <https://wwwx.miamidadegov/apps/isd/tns/>



Eligible applicants will receive an email with self-scheduling instructions. After completion of self-scheduling, applicants can check the scheduled date, time, and location, as well as test results of their Audio/Written Test by accessing the Test Notification System online at:

<https://wwwx.miamidade.gov/apps/isd/tns/>

or calling the Jobs Hotline at 305-375-0297.

The Audio/Written Test is scheduled to take place from Monday, October 6, 2025, through Friday, October 10, 2025.

**Testing Resources:**

[2025 Miami-Dade Fire Rescue Firefighter Examination Informational Handbook](#)

[2025 Firefighter Recruitment Packet](#)

**Testing Instructions:**

- ✓ Applicants must report on time to their scheduled Audio/Written test session and must be on time for all other scheduled appointments.
- ✓ There is no rescheduling for the audio/written test or any other appointments, except for active military duty with proof of orders conflicting with test date.
- ✓ No cellular phones, smart glasses, smart watches or any other electronic devices will be permitted in the testing facility.
- ✓ Doors to the test facility will close promptly at the time indicated on your test schedule. No one will be admitted for registration after the doors to the test facility have been closed.
- ✓ Photo identification, such as a Driver's License, is required to be admitted to the Audio/Written Test
- ✓ Applicants must bring two (2) of their own #2 pencils.
- ✓ Applicants who qualify on the Audio/Written Test will be placed on an eligibility list.

The Miami-Dade Fire Rescue Department will then process applicants for additional testing to include:

- ✓ Candidate Physical Ability Test (CPAT)
- ✓ Background Check (inclusive of a criminal history background check and a Department of Motor Vehicles driver license check), and
- ✓ Psychological Evaluation.

The number of applicants to be processed will be determined by the Miami-Dade Fire Rescue Department (MDFR).



### **After Completing Testing:**

Applicants who receive a conditional offer of employment must pass a pre-employment medical examination based on the National Fire Protection Association 1582 (NFPA) Standard.

The examination will include Alcohol and Drug screening. All results from the medical examination are final, binding, and not subject to appeal.

As a condition of employment, firefighter, and emergency medical technician (EMT) certifications must be maintained in current status throughout the employee's career in the ranks of sworn personnel.

As a condition of continued employment, employees hired through this intake process must obtain their medical protocols from the department's medical director before the end of their probationary period.

*Trainees shall be required to purchase certain items at their own expense necessary for recruit training.*

### **Recruitment Notes**

Candidates selected for employment will be required to undergo a thorough background investigation, which may include fingerprinting, employment verification, and other pre-employment screening procedures.

- All previous applicants must reapply
- All Applications submitted will be considered
- Applications are not processed on a first-come, first-served basis
- If you are claiming Veterans' Preference, you must provide the required information in the Veterans' Preference section of the online application and prove eligibility by submitting all required documentation to the Human Resources Department, Human Resources Manager, on or before Monday, August 18, 2025, at 11:59 p.m. (EST). Veterans' Preference will NOT be awarded unless the required documentation is submitted. Documents arriving after the deadline will not be accepted. All documents (photocopies) must be received in Human Resources within five (5) business days, following the date the request is received by the applicant (the person seeking the Veterans' preference benefit) from one of our HR Specialists requesting proof of eligible documents. If the fifth day is a legal holiday, HR will



accept the documentation on the following day. Documentation received after the deadline **will not** be accepted.

You can submit documents by:

**Email:** Vets@miamidade.gov

**Mail or Hand-Deliver:** Miami-Dade County, Human Resources Department 111 N.W. 1st Street, Suite 2110, Miami, FL 33128-1906. Attention: Human Resources Manager

**Fax:** (305) 679-7545. Attention: Human Resources Manager

- Applicants who possess a State of Florida Firefighter Certification, State of Florida Paramedic or Emergency Medical Technician (EMT) Certification, a Miami-Dade Fire Rescue Cadet Certificate, or a Miami-Dade Fire Rescue Emergency Medical Technician Scholarship Certificate are encouraged to upload the relevant documentation under the “Resume and Cover Letter” section of the application.

### **Conditions of Employment:**

As a condition of employment, State of Florida Firefighter and EMT certifications must be maintained throughout the duration of employment.

Within six (6) months of obtaining Probationary status, employees must pass the MDFR swim evaluation.

Persons hired with a State of Florida Paramedic certification must obtain Department Medical Protocol certification within six (6) months of obtaining Probationary Status.

Persons who do not possess a State of Florida EMT or Paramedic certification at time of hire must obtain a State of Florida EMT certification while in trainee status.

Applicants selected must be non-users of tobacco products for at least one (1) year immediately preceding employment and sign a sworn statement (signed affidavit) attesting to this fact. Once hired, all employees must remain non-users of tobacco products throughout their career in the uniformed ranks.

### **Additional Benefits:**

Miami-Dade County offers a comprehensive and competitive benefits package, which includes medical, dental, vision, and disability insurance; optional pre-tax 457 savings plans; flexible spending accounts; 13 paid holidays, one birthday holiday, and three floating holidays; accrued vacation and sick leave; and membership in the Florida Retirement System – Special Risk, including eligibility for the Deferred Retirement Option Program (DROP).