



Firefighter Application Packet



Rock Community Fire Protection District

Dear Applicant:

Thank you for your interest in becoming a member of the Rock Community Fire Protection District family.

Before submitting an application, carefully read through the enclosed packet paying particular attention to the description and explanation of the minimum qualifications, job classification, selection process, physical ability information and medical evaluations.

Prior to returning your application to the District, please ensure that all requirements are met. All requested information is to be legible, complete and returned with your application.

The application period will be open from June 8th, 2026 and close on July 24th, 2026 at 16:00. Applications must be submitted in person at 3749 Telegraph Road Arnold MO 63010.

Also included is a summary of information pertaining to the Rock Community Fire Protection District and applicable employee benefits. You may retain the information for reference.

Rock Community Fire Protection District is an Equal Opportunity Employer.

Sincerely,

Kevin Wingbermuehle;

Fire Chief



Rock Community Fire Protection District

Minimum Employment Standards for Firefighters

Qualifications of members: No person shall be employed as a firefighter by Rock Community Fire Protection District (RCFPD) unless he/she meets the following minimum employment standards upon submission of an application:

- 1) Applicant must be able to lawfully work in the United States at all times while employed by RCFPD.
- 2) Applicant is able to read, write, and speak the English language clearly and distinctly.
- 3) Applicant has never been convicted of a felony or crime involving moral turpitude.
- 4) Applicant is a minimum of eighteen (18) years of age.
- 5) Applicant shall possess a high school diploma or official Certificate of High School Equivalency (GED).
- 6) Applicant shall possess a valid state motor vehicle operator's license or chauffeur's license.
- 7) Applicant shall possess and maintain the following certifications and/or licenses:
 - a. Missouri Division of Fire Safety - Firefighter I and II Certification
 - b. Current State of Missouri Paramedics license.
 - c. Hold a current I.A.F.F CPAT Certification. Additional information on C.P.A.T. testing can be found at: stlcofireacademy.com
- 8) Each applicant or member of RCFPD shall possess a good moral character and work history, as determined by the fire chief, from a favorable report based on a comprehensive background investigation including, but not limited to, school and employment records, home environment, personal traits and integrity. Considerations will be given to any and all violations, including traffic and conservation law convictions, as indicating a lack of good character.
- 9) Each applicant or member of RCFPD shall possess a good driving record, indicating respect for traffic laws and good driving habits, and the record must be deemed acceptable for RCFPD by the fire chief.
- 10) Acceptable physical, emotional, and mental fitness, as established by a licensed psychologist and/or physician, to determine the applicant is free from any physical, emotional, or mental condition which might make the applicant unable, with or without accommodation, to perform the essential functions of the job of firefighter.



Rock Community Fire Protection District

APPLICATION FOR MEMBERSHIP (1 of 3)

APPLICANT INFORMATION		
Social Security#		Date
Last Name First		M.I.
Street Address		Apartment/Unit#
City	State	Zip
Phone	E-mail Address	
Are you at least 18 years of age? YES NO		
Are you legally eligible for employment in the United States? YES NO		
Have you ever been convicted of a crime? * YES NO		
* If yes, explain		
EDUCATION		
High School	Address	
From To	Did you graduate? YES NO	
Degree		
College	Address	
From To	Did you graduate? YES NO	
Degree		
Other	Address	
From To	Did you graduate? YES NO	
Degree		
MILITARY SERVICE		
Branch	From	To
Rank held		
<i>explain how your training and experience in the military can benefit Rock Community Fire Protection District.</i>		



Rock Community Fire Protection District

APPLICATION FOR MEMBERSHIP (2 OF 3)

REFERENCES	
<i>Please list three people not related to you by blood or marriage, for professional references.</i>	
Full name	Relationship
Company	Years Acquainted
Address	Phone
Full name	Relationship
Company	Years Acquainted
Address	Phone
Full name	Relationship
Company	Years Acquainted
Address	Phone
PREVIOUS EMPLOYMENT	
<i>Please list your three previous employers, starting with the most recent.</i>	
Company	Phone
Address	Supervisor
Job Title	
Responsibilities	
From	To Reason for leaving
Company	Phone
Address	Supervisor
Job Title	
Responsibilities	
From	To Reason for leaving
Company	Phone
Address s	Supervisor
Job Title	
Responsibilities	
From	To Reason for leaving



Rock Community Fire Protection District

APPLICATION FOR MEMBERSHIP (3 of 3)

FIRE/ EMS TRAINING			
EMT-P License #		Expiration Date	
CPR Certified	YES	NO	Expiration Date
ACLS Certified	YES	NO	Expiration Date
ITLS Certified	YES	NO	Expiration Date
PHTLS Certified	YES	NO	Expiration Date
PALS Certified	YES	NO	Expiration Date
<p>Items that must be turned in at time of submission:</p> <ol style="list-style-type: none"> 1. <input type="checkbox"/> Completed application 2. <input type="checkbox"/> Copy of birth certificate 3. <input type="checkbox"/> An official <i>Driver Record Check</i> from the Department of Motor Vehicles of the state in which you are licensed. 4. <input type="checkbox"/> Copy of Missouri Division of Fire Safety certification of Firefighter I and II <ul style="list-style-type: none"> • If not certified through the Missouri Division of Fire Safety, reciprocity can be obtained by contacting: training@dfs.dps.mo.gov 5. <input type="checkbox"/> Copy of Missouri EMT-P license. 6. <input type="checkbox"/> Copy of medical certifications: <ul style="list-style-type: none"> - CPR - ACLS - PALS - ITLS or PHTLS 7. <input type="checkbox"/> Copy of High School diploma or copy of official Certificate of High School Equivalency (GED), or copy of official college transcripts. 8. <input type="checkbox"/> Your resume 9. <input type="checkbox"/> Signed Certificate of Applicant and Authorization for Release of Information 10. <input type="checkbox"/> Signed Acknowledgement of Conditions of Employment 11. <input type="checkbox"/> Current IAFF CPAT Card 			



Rock Community Fire Protection District

SCHEDULING. WAGES. AND BENEFITS

Duty Day

Full time consists of 48 hours on duty, commencing at 08:00. At the end of the 48-hour shift, personnel will be allowed 96 hours off to rest.

Pay Day

Payroll is distributed through weekly direct deposit into the employee's chosen account.

Overtime

Overtime is paid pursuant to the Fair Labor Standards Act. All hours worked in a 28-day cycle over 212, are paid at one and one half the hourly rate.

Salary

All 48-hour uniformed members work on an hourly-rate basis. Each employee hired will work for a minimum of three (3) full years before being brought up to full pay. The pay-step increase will be as follows:

85% during first year worked. 90% during second year worked. 95% during third year worked.

100% after the third year is worked

Pay step increases are subject to approval by the fire chief, based upon employee performance and his / her ability to successfully complete the probationary requirements established by the district.

The starting pay for a firefighter in 2026 is approximately \$79,574 including scheduled overtime with top out in three years. In addition, the district offers fully funded individual and family medical including dental insurance, and short term/long term disability insurance, and employee life insurance (\$50,000). **Unscheduled overtime, degree, wellness, holiday pay, and longevity are not included in this number.**

Uniforms & Turnout Gear

Turnout Gear

New members are furnished with an initial complement of turnout gear, which meets or exceeds NFPA specifications (helmet, hood, gloves, coat, pants and boots).

Uniforms

All members are furnished clothing pursuant to the employee contract. In addition to station wear. All members are also issued two shirt badges, two name tags and two sets of collar insignia.

If employment is terminated for any reason, all District-issued turnout gear, uniforms, equipment, and accessories shall be surrendered to the District.



Rock Community Fire Protection District

SUMMARY OF MEMBER FRINGE BENEFITS

This summary of benefits is intended to provide a brief overview of the current benefits available to employees of the Rock Community Fire Protection District.

Life Insurance

Provided by the District (\$50,000 Life and \$50,000 AD&D)

Major Medical Insurance

The District provides major medical and dental insurance for the member and their dependents.

Employee Assistance Program

The District provides an EAP through PAS (Personal Assistance Services).

Disability Insurance

Short Term @ 70% of pay and Long Term is 60% of pay (minus deductible income).

Worker's Compensation

Worker's Compensation Insurance is provided for work-related injuries and illness pursuant to Missouri Worker's Compensation Statutes.

Social Security Benefits

The District contributes a matching amount equal to the employee contribution to Social Security Benefits.

Pension Plan

After 7 years

Vacation

2 Vacation days are given after 6 months of service, and an additional 2 after 1 year and after that reverts to January 1 every year. Vacation is awarded based on years of service. You will have earned four shift days after the first year, and up to sixteen shift days after 25 years.

Sick Leave

Newly hired Employees shall receive their first 2 years of sick days on the Employees hiring date. During the Employees third year, they will begin accruing sick days at the normal rate. (8/days/year)

Holiday Pay

The District recognizes the following twelve holidays: New Year's Day, Martin Luther King Day, Easter, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Eve, Christmas Day and New Year's Eve. Holiday pay is \$210 for the holiday worked.

Funeral Leave

Funeral leave is two shift days for immediate family.

Degree Compensation

Degree compensation is weekly. \$30 for Associates, \$60 for Bachelors, and \$90 for Masters.

Uniform Allowance \$500 per year

Longevity Pay Longevity is paid annually in November.



Rock Community Fire Protection District

REPRESENTATION AND RELEASE

I, the undersigned, hereby acknowledge that he/she has read this entire application packet.

The undersigned also represents that he/she is physically capable of performing the physical performance and agility exercises required as part of Rock Community Fire Protection District employment selection process for the position of Firefighter.

In consideration for the opportunity to be considered for employment as a Rock Community Fire Protection District Firefighter, the undersigned hereby releases Rock Community Fire Protection District, its Directors, agents and employees from any and all claims, suits, demands, and causes for action for or on account of personal injuries losses, property damage, cost or expenses of every kind and description in any way arising out of or resulting from participation in the physical performance and agility exercises administered as part of the Rock Community Fire Protection District Firefighter employment selection process.

I have read the foregoing release and fully understand it.

Printed Name

Signature

Date



Rock Community Fire Protection District

CERTIFICATE OF APPLICANT AND AUTHORIZATION FOR RELEASE OF INFORMATION

Last Name	First Name	Middle Name
SSN	Date of Birth	Applicant # (office use)

I _____ (Print full name), hereby certify that all statements made on or in connection with this application are true and complete to the best of my knowledge, I understand and agree that any misstatements or omissions of material facts will cause forfeiture on my part of all rights to initial employment or continued employment by the Rock Community Fire Protection District.

The intent of this authorization is to make available a full and complete disclosure of any and all information pertaining to my person; therefore, I do hereby authorize all present or past employers, all law enforcement agencies, all military agencies, the Veterans Administration, the U.S. Army, U.S. Air force, U.S. Coast Guard, all Federal, State or local government agencies, State and Federal tax bureaus, credit bureaus, schools and universities to furnish the Rock Community Fire Protection District with any and all available information regarding my past or present performance, conduct or behavior. I further authorize the release of any punitive or disciplinary actions, or memorandum to Rock Community Fire Protection District in order that the information is evaluated to assist in the determination of my suitability for fire department work. I reiterate and emphasize that the intent of this authorization is to provide full and free access to the background and history of my personal and business life for the specific purpose of conducting a pre-employment background investigation.

I authorize the Rock Community Fire Protection District to make an inquiry and gather any documents of my present and past employers regarding my character, integrity, reputation and performance.

I authorize the release of any and all of the aforementioned information regarding my person, employment, credit or any other aspect, whether personal or otherwise, that may or may not be in their written records.

I understand that all materials pertaining to this background investigation become the property of the Rock Community Fire Protection District and will not be made available or returned to me.

I agree to indemnify and hold harmless the person to whom this request is presented, along with the company or organization therein from any and all claims, damages, losses and expenses, including reasonable attorney's fees arising out of complying with this request.

I understand that in the event my application is disapproved, the sources of information obtained are confidential and cannot be revealed to me.

A photo static copy of this authorization will be considered as effective and valid as the original, even though the copy does not contain an original writing of my signature.

MUST BE SIGNED IN THE PRESENCE OF A NOTARY:

Subscribed and sworn before me this _____ day of _____, 2026

My commission expires _____

Notary _____

Signature (Applicant) Address City /State/Z ip



Rock Community Fire Protection District

Timeline of Events

Application period opens - June 8th at 0800

Application period closes - July 24th at 1600

Written Testing - Evening of July 29th (location and time TBD)

Practical Testing (for those qualified) - August 5th and 6th

Interviews (for those qualified) - August 10th, 11th, and 12th

Board of Directors Recommendation for Hiring - August 13th

Candidate Physical Agility Test (C.P.A.T.) can be scheduled through the St. Louis County Fire Academy website: <https://www.stlcofireacademy.com>

Current C.P.A.T. certification must be provided at time of application.