

City of Scranton Firefighter/EMT Examination

The Scranton Civil Service Commission for the City of Scranton (“Commission”) hereby announces the commencement of testing for the position of Firefighter/EMT with the City of Scranton Fire Department.

The first step of the testing process is the initial written examination which will be administered through National Testing Network (“NTN”). To register with NTN and schedule a test, go to www.nationaltestingnetwork.com, select ‘Find Jobs’, then select Firefighter Jobs and sign up for the ***Scranton City of Firefighter/EMT examination***. The first date to sign up and take the written examination is Friday August 8, 2025. The closing date for this enrollment is October 17, 2025.

Specifically, when you visit the www.nationaltestingnetwork.com website:

- Complete the NTN registration process and schedule your test.
- Review all information related to the Scranton Firefighter/EMT, including minimum requirements, salary, and benefits.
- Review detailed information about the testing process.
- Review the Frequently Asked Questions and take an online practice test (if desired).

Upon completion of your scheduled exam, scores are automatically forwarded to the Scranton Civil Service Commission. Candidates who attain a weighted score of 70% or above and a score of 70% on the written portion of the exam and are deemed to have passed by NTN, will be eligible to move on to the next steps of the testing process. Scranton Civil Service will contact candidates who meet these criteria to invite them to participate in further stages of the examination process.

National Testing Network is a service provided to conduct entry level testing in a standardized, professional environment. The weighted score provided by NTN will be used in calculation of the final scores for the certified Civil Service List, however, National Testing Network does not replace the Scranton Civil Service Commission and/or the City of Scranton’s responsibility and decision making in the testing process.

The City of Scranton is located in Northeastern Pennsylvania and has a population of approximately 76,000 residents. The Scranton Fire Department has 139 sworn, full-time firefighters. The department operates on a 24/48 with a rotating day off schedule system across three platoons and seven fire stations. The current salary of an Academy Firefighter is \$49,871.64 which increases annually per the collective bargaining agreement. The salary of a Firefighter/EMT in their fifth year is \$83,119.40. Firefighter/EMTs are entitled to an employee benefits package which includes personal time off, medical, dental, prescription, and vision

coverage, scheduled longevity increases, and other benefits outlined in the Collective Bargaining Agreement.

The online examination will be competitive with only those candidates who receive a minimum passing weighted score of 70% or above and a minimum passing score of 70% or above on the written portion of the exam and are deemed to have passed by NTN, eligible to move on to the next steps of the testing process. Only the top 80 scores on the written examination, with a score of 70% or higher, will be eligible to proceed to the next step in the overall selection process – Physical Agility Testing. Those who pass the Physical Agility Testing will then be scheduled for the Oral Examination. Any tying scores on the written examination will be broken based on the date and time of completion of the written exam with NTN; the earlier date and time will declare the higher position.

Those applicants who receive a passing score on the Physical Agility Testing and Oral Examination will then be required to undergo Psychology Testing, Background Investigation, NFPA 1582 Medical Examination, and Drug Screening. Each applicant must successfully attain a passing score on **EACH** element of the examination to be considered for employment subject to such other weighing, preferences and criteria required by the Civil Service Commission's Rules and Classifications and by law. Successfully hired Firefighter/EMTs **MUST establish residency** within six (6) months after completion of the entry level fire academy (a) withing Lackawanna County, or (b) outside Lackawanna County, but within no more than 25 air miles of Scranton City Hall.

1. OVERALL SCORING:

<u>ELEMENT</u>	<u>PASSING SCORE</u>	<u>WEIGHING</u>
Written Examination	70%	75%
Oral Examination	70%	25%
Physical Agility		Pass/Fail
Background Investigation		Pass/Fail
NFPA 1582 Medical Examination		Pass/Fail
Psychological Examination		Pass/Fail
Drug Screening		Pass/Fail

2. PHYSICAL AGILITY REQUIREMENTS

Applicants who receive passing scores on their Written Examination will receive written notification, which is a letter of invitation, advising them that they have been scheduled for one day processing. In order to pass the Physical Agility Testing, applicants must be able to perform the following:

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| A) Sit-Ups: | 45 repetitions (2-minute time limitation) |
| B) 150 lb. mannequin drag | 100 ft. (3-minute time limitation) |
| C) Push-Ups: | 25 repetitions (2 minute time limitation) |
| D) 1 Mile Run: | 8 minutes or less |
| E) 60 ft. ladder climb | 3 minutes or less up and down |

3. MANDATORY ELIGIBILITY REQUIREMENTS

In order to be an eligible candidate for appointment to the position of Firefighter/EMT, an applicant must have the following qualifications:

- U.S. Citizenship, evidenced by a copy of a Birth Certificate or Naturalization Papers, with a copy attached to the candidate's application.
- High School Diploma or GED completion, with a copy of diploma or GED attached to candidate's application.
- Valid driver's license, in good standing, with a copy attached to the candidate's application.
- At least 20 years of age and a maximum age of 38 on the date of the written examination.
- Be of excellent moral character; and
- Pay all fees associated with the Criminal Background Checks and Child Abuse Registry Clearance.
- Pass an extensive Background Check.
- Candidates are required to complete all requirements of the fire academy to include Firefighter I, Firefighter II, and Emergency Medical Technician. Applicants who are hired will be conditional employees of the City of Scranton until completion of the Fire Academy. All appointments to the position of Firefighter/EMT shall be subject to the Commission's Rules related to Probationary Period.

4. VETERANS PREFERENCE

Qualified veterans who receive a passing score on both the written and oral examination will receive an additional ten (10) points added to their total score in recognition of their military service. A photocopy of service discharge, DD Form 214, or other military document(s) showing date of entry, successful completion of basic training, character of service, and completion of military service commitment must be provided at the time of application.

5. LEGACY PREFERENCE

Qualified children of a Scranton Firefighter or Police Officer who was killed or died in the line of duty who receive a passing score on both the written and oral examination will receive an additional ten (10) points added to their total score in recognition of being a child of Scranton Firefighter or Police Officer who was killed or died in the line of duty. Any applicant claiming a Legacy Preference must furnish documentary proof of relationship to the deceased parent that he or she is the natural or adopted child or a stepchild to whom the Firefighter or Police Officer stood in loco parentis, death certificate of the parent or such other proof as may be acceptable to the Civil Service Commission. The following kinds of evidence will be accepted as documentation of Right to Preference:

- A.** Documentary proof of relationship to the deceased parent,
- B.** Death Certificate of the parent,
- C.** Such other proof as may be acceptable to the Civil Service Commission.

Legacy Preference, properly claimed, may be granted at any time between the date the eligible list is established, and the date of the eligible list expires.

6. DURATION OF LIST

The list of the successful candidates for appointments may be maintained for a period of two (2) years from the date that said list is certified by the Commission, unless extended by the Commission for good cause shown. The list will be certified by the Commission after the compilation of all eligibility criteria described above and in accordance with the Commission's Rules and Classifications. The Commission reserves the right to de-certify the list after the expiration of six (6) months.

7. PLACEMENT ON COMMISSION LIST

Placement on a list certified by the Commission does not guarantee an appointment as a Firefighter/EMT. Appointment is at discretion of the appointing authority within the rule of (3)

8. REASON FOR TESTING

This Firefighter/EMT examination is being offered at the request of the appointing authority to permit the filing of vacancies as they occur.

9. FALSE INFORMATION

Providing false information on an application, cheating or any other attempt to defraud the Commissions Examination process is strictly prohibited and will result in disqualification, decertification and/or criminal prosecution, as determined by the Commission and by law.

10. AMERICAN WITH DISABILITIES ACT NOTICE

Any applicant seeking accommodation under the American with Disabilities Act in any examination must submit a written request with supporting documentation from a treating physician or other qualified professional to the Commission at the address below:

**Civil Service Commission
Municipal Building
340 N. Washington Ave.
Scranton, PA 18503**

THE CITY OF SCRANTON IS AN EQUAL OPPORTUNITY EMPLOYER

**THE CITY OF SCRANTON ENCOURAGES APPLICATIONS FROM CANDIDATES
FROM DIVERSE BACKGROUNDS. THE CITY OF SCRANTON IS COMMITTED TO
PROVIDING A WORKING ENVIRONMENT THAT IS FREE FROM HARASSMENT
AND DISCRIMINATION.**