

THE ST. CLOUD FIRE DEPARTMENT IS SEEKING QUALIFIED APPLICANTS FOR THE POSITION OF **FIREFIGHTER**

FINAL DATE FOR
SUBMITTAL

NOVEMBER 7, 2025



V9.30.25

320-650-3500
WWW.CI.STCLOUD.MN.US
1201 7TH STREET SOUTH
ST. CLOUD MINNESOTA 56301



CITY OF
ST.CLOUD
MINNESOTA





OUR COMMUNITY

Located in the heart of Minnesota, on the banks of the Mississippi River, St. Cloud is approximately 70 miles northwest of Minneapolis-St. Paul and serves as a hub for commerce in Central Minnesota. St. Cloud is situated in the world-famous Lakes Region, and is one of Minnesota's fastest growing metropolitan areas, with a daily influx population of over 190,000, including thousands of students on the campus of St. Cloud State University. St. Cloud is recognized by Forbes Magazine as one of the best places in the country to live and do business. Our community's central location in the state has fostered a diverse, vibrant economy based on manufacturing, agriculture, national and international industry, and retail sales and services. With a colorful art scene, hundreds of restaurants and shops, exceptional recreational opportunities and welcoming business climate, St. Cloud is a coveted place to live and work.



OUR FIRE DEPARTMENT

The St. Cloud Fire Department is a full-service, fully-career organization currently operating out of five fire stations, with a sixth station including training facility coming soon. We have a motivated team that enjoys strong external stakeholder support within the community, quality equipment, and ongoing training for excellence.

OUR MISSION

To serve through prevention and protection; to lead with professionalism.

OUR VISION

To positively change lives in all we do.

Located in the heart of downtown St. Cloud, Fire Station 1 serves as the department's headquarters, housing our prevention services, administration, training and education services, and fire apparatus maintenance, in addition to housing three full-time emergency response units. Our crews staff stations 24 hours a day, 7 days a week, which allows for a quality response anywhere in the city.

Our emergency units respond to over 10,000 incidents per year. The St. Cloud Fire Department also provides hazardous materials incident response. Our Chemical Assessment and Emergency Response Teams provide primary coverage for eleven counties in central Minnesota.

The St. Cloud Fire Department offers quality Emergency Medical Services to ensure the highest level of care is provided by the closest unit responding. Additional services provided by the St. Cloud Fire Department include:

- Airport rescue and firefighting
- Confined space rescue
- Extrication and complex rescue services
- Ice and water rescue
- Technical and high-angle rope rescue
- Fire inspection and plan review
- Public fire education





POSITION ANNOUNCEMENT
FIREFIGHTER

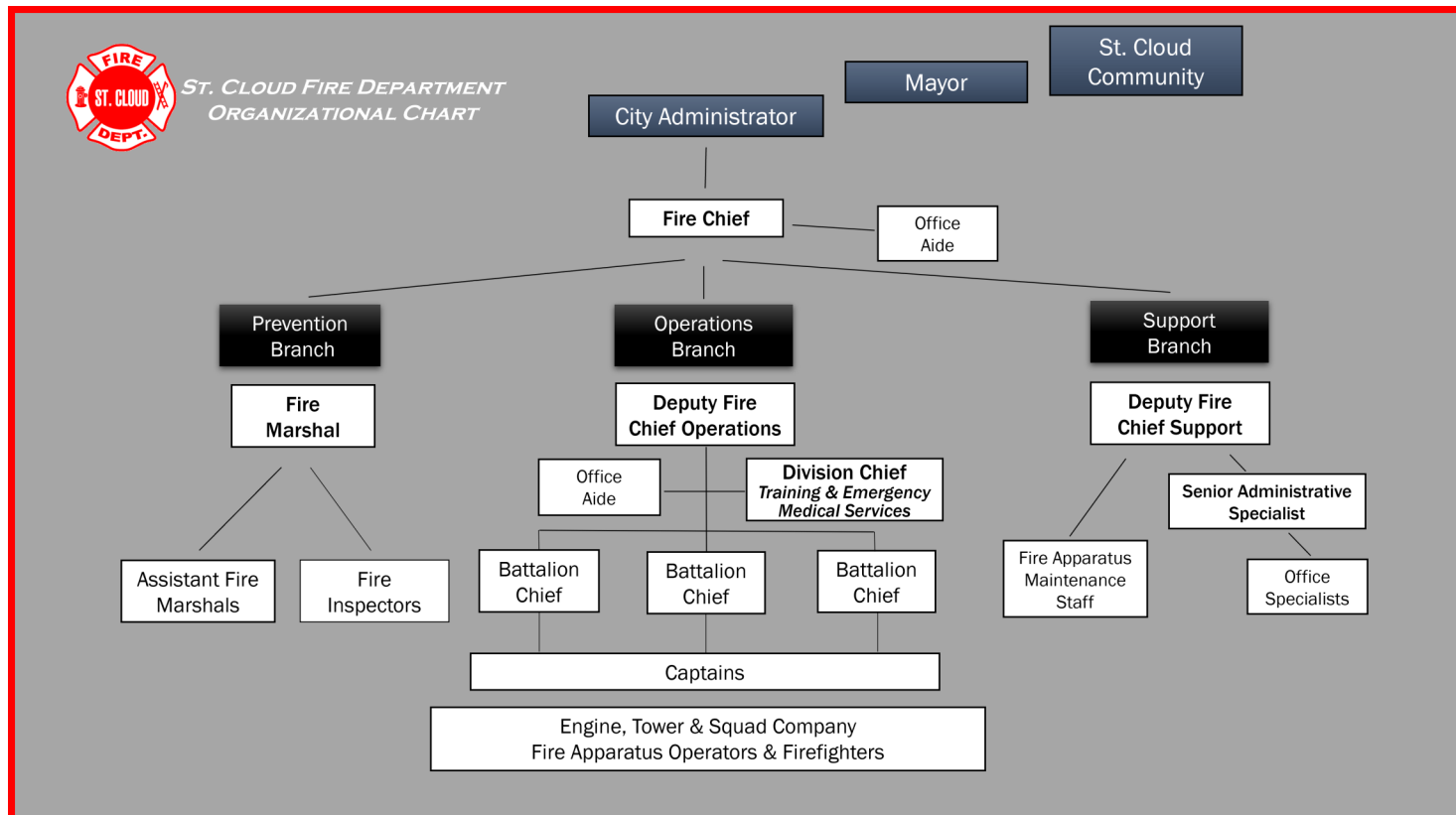
ORGANIZATIONAL STRUCTURE

Although the St. Cloud Fire Department provides many traditional emergency and non-emergency services, we also provide many enhanced services to best cater to the unique nature of our community.

We are proud to offer fire response, as well as emergency medical response and specialty services, to the citizens and visitors of our area. By offering these services, we can achieve faster emergency medical response and patient care times, as well as increased fire suppression capability.

The St. Cloud Fire Department incorporates a 2025 personnel allocation model using approximately 85 positions, which includes our emergency response personnel, safety and prevention team, and our administrative and support members. Resulting from a successful 2024 property tax referendum, the Department will be expanding facilities with a sixth fire station and state-of-the-art training facility, as well as several personnel increases in 2026 and 2027.

FIRE PREVENTION	4
FIREFIGHTERS	36
FIRE APPARATUS OPERATORS	15
CAPTAINS	18
ADMINISTRATIVE & SUPPORT STAFF	5
BATTALION CHIEFS	3
DIVISION CHIEF	1
DEPUTY CHIEFS	2
FIRE CHIEF	1
TOTAL PERSONNEL	85





OPERATIONS BRANCH

The Operations Branch manages all operational aspects of the organization, including emergency response. This branch is overseen by the Deputy Fire Chief of Operations, who works closely with operational and administrative staff to execute the operational mission of the organization. This includes response to emergency incidents, as well as non-emergency activities of our crews. Also incorporated in the Operations Branch is our Training Division.



TRAINING DIVISION

The St. Cloud Fire Department Division Chief of Training coordinates and manages all initial, ongoing, and advanced-level training. This includes development programs for the Firefighter, Fire Apparatus Operator, and Fire Officer. This division also manages all State and nationally required certifications. The Training Division coordinates promotional processes, hiring processes, and major incident reviews for the organization and other involved emergency service agencies.

SUPPORT BRANCH

The Support Branch manages many of the administrative and logistical aspects of the organization. This branch is overseen by the Deputy Fire Chief of Support, who works with internal and external staff to support the mission of the organization. Our administrative team manages everything from payroll and accounts payable, to budgeting and forecasting finances many years in advance. This branch provides support to all programs and divisions through document and policy management, purchasing processes, and budgeting. Also incorporated in the Support Branch are our fleet maintenance services.

FIRE PREVENTION BRANCH

Our Prevention Branch provides all prevention, community education, risk reduction, and code enforcement to our community. This includes fire and life safety inspections, fire investigations, as well as plan reviews. This branch also provides a variety of community outreach functions to educate our community, keep children safe in our schools, provide community information services, and much more. This branch houses the Fire Marshal, who oversees a team of Assistant Fire Marshals, Fire Plans Examiners, and Inspectors as well as coordinates with the City of St. Cloud Building Department.



OFFICE OF THE FIRE CHIEF

The Fire Chief oversees all branches, divisions, and programs of the department. The Fire Chief works closely with the Mayor and City Administrator to cohesively achieve the city and fire department's mission. The Fire Chief also serves as a member of the city's Executive Leadership Team, working with city department heads, administrative staff, and legal counsel on city-wide initiatives. The Fire Chief serves as the fire department's figurehead and Chief Public Information Officer.



CITY OF

ST.CLOUD

MINNESOTA

**FIRE/EMERGENCY SERVICES**

Hello and thank you for your interest in the Firefighter position for the St. Cloud Fire Department. We hope that the information found in this package will be a valuable resource for you to learn about our organization and determine whether this is a position you believe is the right fit for you.

As we search for new team members, we are committed to finding individuals who are the right fit personally and professionally. We are a proud family, who functions with a true and genuine focus on internal and external customer service.

The ideal candidate for this position will focus on building relationships in our community, while upholding the policies and codes adopted to ensure a safe environment for the entire community we serve in. Our team members will maintain high moral and ethical character, as well as follow our leaders and decision makers in achieving our mission, vision, and values.

The St. Cloud Fire Department is proudly focused on providing the highest quality service to our community. This concept is embraced by our members and leadership, as we continually enhance service delivery in our daily actions. We seek members who share this focus and are committed to living it.

Though we highly value qualifications and professional competency, we also hold in high regard an individual of compassion and sincere dedication to service.

Thank you again for your interest in becoming a member of our team!

Matthew R. Love
Fire Chief



THE POSITION OF FIREFIGHTER

The St. Cloud Firefighter conducts skilled and specialized work involving the prevention, suppression, and extinguishment of fires, performs rescue and emergency medical services, and assists in the control and resolution of incidents.

The Firefighter works under the direct supervision of the Fire Captain, representing the Department in a dignified manner by being well-groomed, courteous, and tactful in all interactions with the community and other agencies.

The Firefighter assists Officers and Fire Apparatus Operators in carrying out Department policies, rules, regulations, and standard operating procedures.

The Firefighter participates in aggressive training programs, regular drills, and responds to emergencies as a team member.



See the Firefighter Job Description for further information

Minimum Requirements:

Education:

- High School Diploma

Certificate or Licenses:

- Minnesota Driver's License (or eligible to obtain)
- International Fire Service Accreditation Congress (IFSAC) / Pro-Board Firefighter II Certification
- State of Minnesota Certified Emergency Medical Responder or higher (*Nationally Registered Emergency Medical Technician Preferred*)
- In accordance with Minnesota Statutes 299N.05, must be eligible to obtain a valid Minnesota Fire Fighter License within six (6) months of employment.





COMPENSATION AND BENEFITS

The average annual estimated 2026 total Non-Probationary Firefighter Compensation Package is valued at \$142,301.

Please see correlating documents for pay rates the first year of employment.

The average annual estimated 2026 total Probationary Firefighter Compensation Package is valued at \$128,576.

(The above includes base salary, pay enhancements, averaged overtime, holiday pay, family health and vision, dental and life insurance, and retirement contributions).

Base Pay: The base estimated Firefighter salary range is \$70,533 to \$91,177 for 2026.
Subject to the Collective Bargaining Agreements and policy.

Employee and Family Healthcare: The City is proud to provide 100% Employee Healthcare for single coverage. Full Family Health and Dental coverage is also provided at an employee co-share of 10%. Family health and dental benefits are valued at an average of \$33,455 annually before co-pay. The City also provides a pre-tax plan for the cost of medical-related expenses through a Flexible Spending Account (FSA) under the Internal Revenue Service Section 125 Plan.

Retirement: An excellent retirement plan is provided by the City through the Public Employee Retirement Association (PERA). The employee contributes 11.8% of wages and the City contributes 17.7% of gross salary, equaling a total contribution of 29.5% for 2025. Additional retirement plans are available in the form of a 457 Deferred Compensation Plan, through payroll deduction.

Paid Leave: Vacation, Sick Leave, Holiday Pay, and an annual Personal Day can be found in applicable Collective Bargaining Agreements.

Education, Development and Training: Education, Development, and Training is encouraged by the Department and may be funded for the employee through an Education Plan.

Further benefit and salary information, labor contracts, and a position description, are available upon request.

This document does not facilitate an agreement, promise, or guarantee regarding its contents.

The most current version of the applicable Collective Bargaining Agreements, which outline the entire agreement for the position of Firefighter is available upon request.





THE APPLICATION PROCESS

Applications are available online at www.ci.stcloud.mn.us, and at the City of St. Cloud Human Resources Office, located within St. Cloud City Hall at 1201 7th Street South, St. Cloud, Minnesota 56301.

Applications must be filled out completely, to include identified supplemental information. Incomplete applications will not be accepted. The position may remain open until filled; however, applications must be received by 4:00 pm Central Standard Time, on November 7, 2025, for review in this application period. Submittal of applications can be via e-mail, US Postal Service (or equivalent), and in person. To submit your application online, please send your completed application with all required certifications and supplemental documentation to hr@ci.stcloud.mn.us.

Applications will be screened as they are received. All application information will remain confidential and references will not be contacted until finalists are chosen, except where law prohibits. All dates are subject to change.

PROCESS SPECIFICS

Candidates who successfully meet all requirements will be contacted and invited to the Assessment Center to take a written exam. The written test will be conducted on December 10th, 2025, at the Rivers Edge Convention Center located at 10 4th Avenue South in St. Cloud (parking in area ramps or on the street). The written test will start at 8:30 am and will be scheduled upon application review.

Candidates who successfully pass the written test with a score of 70% or higher will have the opportunity for an interview. Interviews will be held on December 17, 18 & 19, 2025, and will be scheduled at the December 10th event.

STUDY MATERIAL FOR THE WRITTEN EXAM:

International Fire Service Training Association (IFSTA) Essentials of Firefighting 7th Edition



*Further date notifications and scheduling will be made after application.
Persons needing an accommodation to apply should contact our Human Resource Department at
(320) 255-7200.*

Equal Opportunity Employer/Drug-Free Workplace/At-Will Employer/Veterans Preference



WWW.CI.STCLOUD.MN.US



Be Part of Something GREATER

ST.CLOUD

MINNESOTA



GREATER Living Community Education Business Health Care Employers

“If you’re seeking a city that is ‘just the right size,’ then look no further than St. Cloud.

As the 8th largest city in Minnesota, we deliver urban perks in a welcoming, college-town setting along the mighty Mississippi River. Centrally and conveniently located in the heart of the Midwest, we boast big city business, amenities, and entertainment, balanced by the comforts and support of a smaller community. You’ll get the best of both worlds in St. Cloud!”

MAYOR DAVE KLEIS



> GREATER LIVING

We love Midwest living. You will too! Make it the perfect community to put down your roots.

Explore and enjoy St. Cloud's outstanding recreational opportunities, friendly neighborhoods, historic downtown, beautiful parks, vibrant arts scene, and unique restaurants and shopping experiences.

Our convenient location on I-94 and Highways 10, 15, and 23 — only 70 miles from Minneapolis/St. Paul International Airport — makes it an easy destination for your out-of-town guests.

Munsinger Gardens and Clemens Gardens are two distinct but adjacent gardens on the banks of the Mississippi River. Both Gardens totalling almost 30 acres dazzle from late spring deep into fall.

- ✧ **Best Hockey Town in America**
#8 of 123 U.S. cities *SmartAsset.com*
- ✧ **Most Exciting Place to Live in MN**
#5 of 10 MN cities *Movoto.com*
- ✧ **Most Vibrant Arts Community in America**
#16 of 900 U.S. cities *National Center for Arts Research*
- ✧ **Most Liveable City in the World**
#75,000 - 150,000 Population Category *LiveCom*

Lake George offers a relaxing space right in the heart of the City and is home to the *Summertime by George!* concert series. It is the most high-profile entertainment event in the area, drawing up to 10,000+ people for a free weekly concert with nationally known musicians, 60+ food vendors, and lots of fun kids' activities.

From live theater to musical performances to stunning galleries, St. Cloud is definitely a leader in local arts initiatives.



Breathe in the great outdoors as you stand on the banks of the Mississippi River at Munsinger Gardens and Riverside Park.

- ✧ Sledding in the fresh air at Riverside Park.
- ✓ Stroll the Beaver Island Trail on the Mississippi River.
- ✓ National Night Out in Southside Park.



> GREATER Community

- ✕ **Best Small City in America**
#47 of 1,300 U.S. cities
NerdWallet.com
- ✕ **Most Dog Friendly City in MN and WI**
EdinaRealty.com

St. Cloud is a great community to call “home.” It’s a home you’ll grow in, but will never outgrow. A home where you can build a successful career and make lifelong friends. A home to raise a family or choose to retire. A vibrant community that celebrates growth and attracts innovation, while honoring the rich history of the Region. For these reasons and more we’ve earned the honor of being named a “Best Small City in America”.



Join us! Dine at one of the 40+ restaurants in historic downtown or jump feet-first into a quarry pond in the summer. There's always something greater to do in St. Cloud.

▲ Enjoy many outdoor dining opportunities in historic Downtown St. Cloud.

> GREATER Learning

✖ **Best Place for Teachers**
#4 of 917 MSA's *Goodcall.com*

✖ **Top MN STEM City**
Insurify.com

In St. Cloud, we know learning never ends. You'll appreciate our easy access to excellent education for students of all ages. We're proud of our learning institutions and the wealth of resources they bring to our community.

Pre-K - 12 Education

Our elementary and secondary schools provide the best in progressive education. We're home to St. Cloud Area ISD #742, the 15th largest public school district in Minnesota and is the only school district in the metro area with two language immersion programs; Spanish and Chinese. In addition, we have strong private schools that include the St. Cloud Catholic Schools system.

In 2019, Tech High School opened on the south side of the City providing state-of-the-art learning space for career and college readiness. In addition to collaborative learning spaces, the school houses athletic facilities, a pool, and a performing arts center.

Higher Education

We welcome more than 24,000 students to our community each year, the largest concentration of college students outside the Twin Cities. Our colleges and universities not only educate students from around the globe, but provide incredible learning opportunities for area residents. They strengthen our community by collaborating with local businesses to enhance education, innovate, and provide career opportunities for graduates.



- **New St. Cloud Tech High School.** *Photo: St. Cloud Times*
- **Visualization and Stimulation Lab in ISELF.**
Photo: St. Cloud State University
- **Student demonstrating learned automation skills.**
Photo: St. Cloud Technical & Community College



St. Cloud State University and St. Cloud Technical & Community College offer a variety of degree and certification programs including applied engineering, advanced manufacturing, automation, biomedical engineering, services.



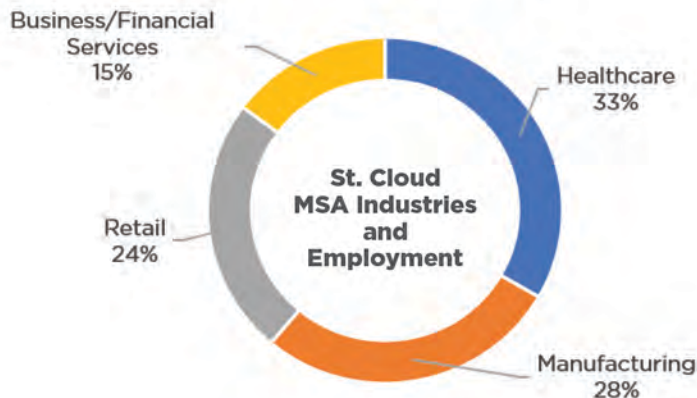
The unique Integrated Science and Engineering Laboratory Facility (ISELF) at St. Cloud State University is used by global market leaders, such as 3M. It was designed to be a collaborative space for the University, its students, and area businesses. Businesses gain access to resources, state-of-the-art lab facilities and a strong pool of faculty and student talent, while also retaining intellectual property.



GREATER Business

- ✧ **Fastest Growing U.S. City**
#7 of 500 U.S. cities *NerdWallet.com*
- ✧ **Best City of Young Entrepreneurs**
#28 of 181 MSA's *NerdWallet.com*
- ✧ **Best City for Gig Workers**
#4 of 376 U.S. cities *AdvisorSmith.com*

Top Sectors of Strength



It's an exciting time to be a part of the development boom in St. Cloud. With ample room for growth and comprehensive infrastructure, St. Cloud is an attractive location for new businesses to break ground and for existing businesses to expand. You'll be part of a diverse mix of companies — small and large, local and global — based here in St. Cloud.



Our economic success comes from our people. St. Cloud's one of the fastest growing metro areas in Minnesota and has the fastest growing labor force in the State. We boast a highly skilled, innovation driven, and educated workforce of over 111,000 people in the region.

✧ Downtown St. Cloud offers a wide variety of business and financial services.

Wellness > GREATER

✧ **Healthiest City in the Nation**
#12 of 24 U.S. cities 24/7Wallstreet.com

✧ **Bicycle Friendly Community**
The League of American Cyclists

Healthy living is second nature in St. Cloud. Just look around and you'll find 20+ miles of bike and walking trails, 1,500+ acres of green space and parks galore! Grab your putter and join a league at one of four golf courses in St. Cloud.

Your health is in great hands in St. Cloud. We are a regional medical hub, anchored by St. Cloud Hospital and the St. Cloud VA Medical Center, major clinics and a variety of private practices. These facilities serve 350,600+ annual unique patients in general and specialized care within our community.

We're family friendly for all ages with more than 35 senior living communities in the St. Cloud metro area. We have an active senior population, a thriving Whitney Senior Center, and a robust Retired & Senior Volunteer Program (RSVP) that keeps seniors young at heart, active, and engaged.

Make sure to check out our \$25 million St. Cloud Community Aquatics Center — a fantastic place to meet your new neighbors and stay active. It offers countless opportunities and activities, with 3 gyms, a walking track, 2 racquetball courts, fitness facilities, indoor and outdoor play spaces, and a multi-pool aquatic area all operated by the St. Cloud YMCA.



St. Cloud Hospital has been named a "100 Top Hospital® by Truven Health Analytics eleven times.



- St. Cloud Hospital on the Mississippi River.
Photo: St. Cloud Hospital
- CentraCareEarth Day Run.
Photo: CentraCare Health Systems
- Nurse comforting patient.



> GREATER Employers

✦ **Best City for Women
in Workforce**
#39 of 259 U.S. cities
NerdWallet.com

✦ **Best Place for
Business & Careers**
#24 of 184 U.S. cities
Forbes.com

Employment opportunities abound in St. Cloud. We're a regional hub for manufacturing, commerce, health-care, and education. Our exceptional training and research facilities and diverse set of innovative companies create a dynamic, creative, and entrepreneurial spirit. Advance your career with one of our world class major employers.

MAJOR EMPLOYERS	BUSINESS TYPE	# OF EMPLOYEES, ST. CLOUD, CITY
* CentraCare Health Systems	Medical Center	7,800
State of Minnesota (includes St. Cloud State University and St. Cloud Technical & Community College)	State Government	2,200
St. Cloud VA Health Care System	Medical Center	1,700
* St. Cloud Area ISD #742	Education	1,000
Fulfillment Distribution Center	Warehouse/Distribution	700
* Stearns County	County Government	700
Capital One	Financial Service Center	600
New Flyer of America, Inc.	Heavy Duty Bus Manufacturing	600
* Coborn's, Inc.	Grocery/Convenience Stores	600
Anderson Trucking Service, Inc.	Long Distance Trucking	600
* Essilor of America	Optical Lens Manufacturing	500
City of St. Cloud	City Government	400
Bluestem Brands, Inc.	Mail Order House	400
Wolters Kluwer Financial Services	Financial Technology Services	400
Woodcraft Industries	Wood Cabinets/Millworking	400
* Nahan Printing	Commercial Printing	300
Grede	Iron/Steel Foundry	300
Marco Technologies	Technology Services	300
Pan-o-Gold Baking Co.	Retail Baker	300
Speedee Delivery	General Freight Trucking	300

* Significant Regional Employer

Source: 2021 City of St. Cloud Major Employers



Capital One



Coborn's Inc.



Cathedral High School

CITY OF
ST.CLOUD
MINNESOTA USA



City of St. Cloud, Minnesota

Mayor's Office 320.255.7201

Economic Development 320.650.3111

Visit us at www.ci.stcloud.mn.us

BE PART OF SOMETHING
GREATER



#stcloudgreater