

WELCOME TO THE FAIRBANKS INTERNATIONAL AIRPORT POLICE & FIRE INFORMATIONAL PAGE



November 13th, 2025

ALL HAZARDS POLICE & FIRE DEPARTMENT

- 2nd Largest International Airport in Alaska
 - Serving ~1.5 Million passengers annually
- 26 full-time officers
- 8 full-time Emergency Service Dispatchers
- 1 Administrative Assistant
- Emergency Services Responsibilities including:
 - Proactive Law Enforcement Patrol & Response of Airport Property
 - Aircraft Rescue Firefighting & Hazardous Materials Response
 - Water Rescue
 - Emergency Medical Services
 - Specialized LEO/Fire duties with department provided training

FAI AIRPORT POLICE & FIRE

VISION & VALUES

Mission

Providing professional public safety services to the Fairbanks International Airport community

Values

- **Integrity-** The honest and uncompromising ethical performance of our duties, in word and action.
- **Service-** The provision of quality emergency services to the FAI community through selfless dedication and performance of duties.
- **Courage-** Conviction to act in the face of danger and adversity.
- **Respect-** Faithful performance of our profession without biases and respect for all.
- **Vigilance-** Against threats to the airport community and in preparation for emergencies.

SALARY & WAGES

- Starting salary after July 1, 2025, is \$42.01-\$46.93/hour or \$87,380-\$97,614/annually (DOE)
- Once off probation (typically at 1 year mark), salary is \$50.51-\$56.41/hour or \$105,060-\$117,332/annually (DOE)
- Salaries listed above do not include overtime, shift differential, holiday overtime, or other incentive pays. A bachelor's degree grants a one-step (3.75%) increase
- 6 levels of APFO positions with increasing responsibilities create long term promotional opportunities
- All necessary job equipment and uniforms are provided

BENEFITS

- MEDICAL: AETNA through the ASEA Health Trust
- DENTAL and VISION: MODA/Alaska Care through the ASEA Health Trust
- PERS/TRS Defined Contribution Retirement Plan w/ Supplemental Benefits System and Deferred Compensation options.
- New employees are entered into Alaska PERS Tier 4
- Existing PERS employees continue in their existing Tier based on their initial hire date

WHEN DO BENEFITS START?

- Health Insurance: The first of the month after completing 30 days of employment (hired January 15th, insurance would begin March 1st)
- Annual Leave (personal and sick leave combined):
 - 0-2 years of service: 168 hours/year
 - 2-5 years of service: 210 hours/year
 - 5-10 years of service: 252 hours/year
 - 10-15 years of service: 294 hours/year
 - 15+ years of service: 336 hours/year

Leave accrual is divided into 28 pay periods per year; annual leave may be cashed out up to 6 times per year. Holiday overtime can be converted to annual leave.

PUBLIC SAFETY SHIFT WORK

- All new hires will work a training schedule, which typically consists of five 8-hour days or four 10-hour days. This may be altered dependent on training needs.
- Once a new officer is fully trained, he or she is able to transition to a voluntary 24-hour style schedule, working 3 days on/6 days off.

INCENTIVE PAYS

- Shift Differential:
 - All hours worked between midnight and 0800 – 7.5% (Grave Differential)
 - All hours worked between 1600-midnight – 3.75% (Swing Differential)
 - Officers on the 24-hour schedule earn 3.75% for all hours worked regardless of time of day (no Grave differential)
- Recall pay – Minimum 3 hours overtime
- Field Training Officer (FTO) – 7.5% while training new officers
- Acting Watch Commander (AWC) – 5% while in acting status
- Instructor Premium Pay – 5% while teaching
- AST SWAT Team – 5% for all hours worked
- Premium pay for Investigator or K9 Handler assignments
- Education Incentive pay for a Bachelor's Degree or Advanced Police Certification is 3.75%

QUALIFICATIONS & DISQUALIFIERS

- U.S. Citizen or Legal Permanent Resident
- 20 years old to apply, 21 when hired; no upper age limit
- Read, speak and write English fluently
- High School diploma or GED
- Alaska State driver's license (or can obtain)
- See list of Automatic Disqualifiers on web page
- What may disqualify you: drugs, crimes, driving, domestic violence, dishonorable military discharge - Includes dismissed & expunged records

FAI AIRPORT POLICE & FIRE HIRING PROCESS

- Job posting closes
 - Background packets are due (approx. 3 weeks later)
 - Practice PT test (not required, but recommended)
 - Written & PT test (official)
 - Oral Boards with Hiring Committee
 - Background Investigation
 - Voice Stress Analysis
 - Written Psychological testing
 - Interview with Psychologist
 - Medical Screening
 - Official Job Offers
 - Entry Level = 4-6 months hiring process
- Laterals= expedited hiring process

TEST DATES

- ALL TESTING DATES WILL BE LISTED IN YOUR LETTER FROM THE HIRING MANAGER
 - <http://dot.alaska.gov/faiap/police-fire/recruitment.shtml>
- Testing will take place at the FAI ARC (Airport Response Center) with remote options for those who reside outside of the Fairbanks area
- 5195 Brumbaugh Blvd., Fairbanks, Alaska 99709

PHYSICAL TEST

- Push ups (at least 21)
- Sit-ups (at least 30 in 1 minute or less)
- 1.5 mile run (15:31 or less)
- Fence Climb (12 seconds or less)
- Timed firefighting job simulation exercise (4 minutes)
- Ladder climb
- Blind hose crawl

PHYSICAL TESTING

- 21 Push-ups (untimed)
- The applicant starts in the push up position (facing the floor) with hands shoulder width apart. Arms, back and knees are straight, and with both feet (toes) together touching the floor. From there the applicant will lower their body with his/her arms so that the applicant's chest is approximately 3 inches from the floor. The applicant will then extend their arms to push their body upward until their arms are straight. This cycle will complete one push-up. The applicant must complete 21 consecutive push-ups to pass this portion of the test. There is no time limit, and the applicant may rest in the “up” position only with arms, back, and knees straight.

PHYSICAL TESTING (CONT'D)

- 30 Sit-ups (1 minute)
 - The applicant starts lying on the floor, face up with knees bent and hands behind their head with fingers interlocked. A test proctor will hold the applicant's feet on the floor. To begin, the applicant will raise their torso off the floor, flexing at the hip until their elbows touch their knees. From there the applicant will lower their torso until their shoulder blades touch the floor. This cycle will complete one sit-up. To pass this portion of the test the applicant must complete 30 consecutive sit-ups in one minute. Resting is permitted in the up position only (torso off the floor, with elbows touching the knees). Fingers must remain interlocked behind the head and knees must be kept bent to approximately 90 degrees at all times. The buttocks must remain in contact with the floor at all times during the exercise.

PHYSICAL TESTING (CONT'D)

- **1.5 Mile Run/Jog**

- This measures the aerobic and cardiovascular fitness of an applicant after an extended physical exertion. To successfully complete this portion of the test, the applicant must finish a measured 1.5-mile course in 15:31 minutes or less.

- **Fence Climb**

- This test is designed to determine if a subject has the physical strength and dexterity to climb up and over an eight-(8) foot barrier in **12 seconds or less**. The time starts with the applicant standing 5 feet from a chain link fence and the time stops when the applicant's feet touch the ground on the opposite side. The applicant must be able to climb up the chain link fence, over the top and climb back down the other side in 12 seconds or less to pass this exercise. Jumping from the top of the fence to the ground is not permitted.

- **** FAILURE TO SUCCESSFULLY COMPLETE THE PUSHUPS, SIT-UPS, RUN AND FENCE CLIMB WILL RESULT IN DISQUALIFICATION FROM THE HIRING PROCESS. ****

PHYSICAL TESTING (CONT'D)

- **Timed Firefighter Job Simulation Exercise (scored)**
- This test is a series of four (4) specific fire fighting tasks performed consecutively within a given period of time, which tests the applicants' strength and endurance on the fire ground. The tasks are comprised of:
 - Hose pack carry up 2 flights of stairs
 - Hose roll raise
 - Charged hose line drag
 - Body Drag
- The firefighter exercise is an evaluative station. Failure to complete the course or completing the course in greater than 4 minutes will not eliminate the applicant from further consideration but will reduce the applicant's total points earned for this portion of the application.
- The applicant is fitted with a bunker coat, fire helmet, and Self-Contained Breathing Apparatus (SCBA). The applicant does not wear a SCBA mask or breath supplied air.

PHYSICAL TESTING (CONT'D)

- The test begins with the applicant at the bottom of a stairwell with **three** (3) 100-ft. hose packs; each weighs approximately 40 pounds. When the time begins, the applicant will carry the hose packs to the second floor one at a time. The hose packs may be carried on the shoulder, under the arm, or with both arms. The applicant may use the handrail when ascending and descending the stairs. When ascending the stairs, the applicant may skip steps, however **every step must be touched while descending the stairs. Jumping down the stairwell is not permitted and will result in disqualification.** If the applicant misses a step on the way down, they will be required to go back and touch it before continuing.
- After carrying all three (3) hose packs up the stairs, the applicant will remain at the top of the landing and walk out on to the mezzanine. There will be a length of rope hanging over the mezzanine railing. The applicant will take the rope and raise a 50-ft. roll of 3-inch hose weighing approximately 45 pounds that is secured to the end of the rope on the floor below. The applicant will be required to raise the hose roll over the top of the railing (approximately 16 feet) and place it on the mezzanine. **The applicant must use a hand over hand technique; the body must remain in contact with the railing. Walking with the rope in any direction will result in disqualification**

PHYSICAL TESTING (CONT'D)

- Once the applicant has hoisted the hose roll, he/she will descend the stairs and walk approximately thirty (30) feet to 100 feet of charged three (3) inch hose line. From there the applicant will pick up the hose line at the nozzle and drag the hose forward fifty (50) feet. The hose may be placed over the shoulder or under the arm and dragged. The applicant may not drag the hose line while walking backwards.
- Once the applicant has dragged the hose line fifty (50) feet, he/she will place the nozzle on the floor and immediately walk approximately thirty (30) feet to a 165 lb. human-shaped dummy. The dummy is to be dragged backward from behind with the applicants back straight and their arms under the dummy's arms. The applicant may interlock their hands across the dummy's chest or hold the dummy by the armpits or chest. The applicant must drag the dummy fifty (50) feet. There is no penalty for resting, or if the applicant stumbles or drops the dummy. If this happens, the applicant must pick up the dummy and resume the test.
- After the applicant has dragged the dummy fifty (50) feet, the clock will stop and the test will be finished. To successfully complete this portion of the test the applicant must complete the tasks consecutively within **four (4) minutes**. Once an applicant has started one task he/she must finish that task before moving on to the next. Failure to complete any one of the tasks or failure to complete the series of tasks in four (4) minutes will reduce the applicant's total possible points earned for this station.

PHYSICAL TESTING (CONT'D)

- **Ladder Climb**

- This part of the test is designed to test the applicant's ability to physically and mentally function in an area elevated above the ground. It also tests the applicant's ability to ascend and descend a ladder while wearing firefighter protective clothing. The applicant will be fitted with a bunker coat, SCBA pack and helmet. The applicant will not be breathing SCBA air or wearing the SCBA mask. The applicant will be presented with an extension ladder that is already raised and secured. The applicant will be directed to climb the ladder to a height to where both of the applicant's feet are on the 12th rung of the ladder (approximately 11-12 feet). Once the applicant is standing on the 12th rung, he/she will reach out with one hand and ring a bell suspended adjacent to the ladder. The applicant will then descend the ladder to the ground. There is no time limit for this test. Failure will result if the applicant does not climb to and stand on the 12th rung of the ladder. Failure will also result if the applicant is unable to let go of the ladder with one hand and ring the bell.

- **Blind Hose Crawl**

- This portion of the test is designed to test the applicant's ability to physically and mentally function in visually obscured environments with limited mobility wearing firefighter protective clothing. The applicant will be fitted with a bunker coat, SCBA pack, SCBA mask, helmet and gloves. The mask will be blacked out to simulate poor or no visibility conditions, but the applicant will not be required to breath air from the SCBA pack. The applicant will be directed to one end of a hose line that has been laid out on the floor. The applicant will then crawl on the floor following the hose line until the applicant has reached the other end of the hose or the proctor stops the test. There is no time limit and applicant needs to reach the other end of the hose to successfully complete the test. The test is to measure the applicants' ability to maintain composure during low visibility, limited mobility, and moderate stress conditions wearing appropriate fire fighting equipment.

- **THIS IS A PHYSICALLY DEMANDING TEST, WHICH FOCUSES ON UPPER BODY, LOWER BODY AND BACK STRENGTH AS WELL AS ENDURANCE. IT IS NOT EASY.**

PLEASE PREPARE PRIOR TO TAKING THE TEST.

PHYSICAL TESTING (CONT'D)

- The Fairbanks International Airport Police and Fire Department wishes you success on the physical fitness portion of the selection process. We recommend that you take the time to properly prepare by starting a fitness program that emphasizes strength, flexibility, and aerobic exercise.
- **Remember, before starting any physical exercise program it is recommended that you consult with a medical doctor.**

BACKGROUND PACKETS

- Alaska Police Standards Council (APSC) F-3 Personal History Statement
- 10 years of employment history
- 10 years of residence history
- Categories
 - Personal information
 - Relatives and references
 - Education
 - Residence history (previous 10 years or since age 15)
 - Experience and employment (previous 10 years)
 - Military experience
 - Financial information
 - Legal information (arrests/convictions/criminal involvements)
 - Illegal drug use
 - Motor vehicle driving history

BACKGROUND PACKETS (CONT'D)

- Screened for any automatic disqualifications
- Check your “junk” email folder for instruction email from hiring manager

*****ADDRESS/ PHONE CHANGES?**

YOU MUST KEEP US UPDATED***

HELPFUL HINTS

- Address people by title – rank or sir/ma'am unless otherwise instructed
- Arrive for every appointment at least 15 minutes early
- Grooming/Dress
 - Formal business attire
 - No jeans, t-shirts, baseball caps
 - Remove any piercings (except appropriately sized earrings)
 - Trimmed mustaches and goatees are ok, no beards or long sideburns
 - No tattoos above neck or on hands; others can be covered (hair/clothes)
 - When leaving messages, spell your name and leave your phone number
 - Your voice mailbox greeting should identify you and/or your phone number). Is your voicemail set up? Is it full?
 - Emails: Professional business communication

INTERVIEWS

- Interviews are with a 3 or 4 person panel
- 20 questions
 - ❖ Experience and training
 - ❖ Communication skills
 - ❖ Integrity
 - ❖ Problem solving
 - ❖ Interests and motivation
 - ❖ Background
 - ❖ Problem solving
 - ❖ Diversity

INTERVIEWS CONTINUED

- This is a formal interview, please dress appropriately.
- The oral board wants to get to know you. Don't be afraid to talk about yourself or explain your answers based on your experience.
- Listen carefully and answer completely (multi-part questions).
- Be mindful of your posture.
- SELL yourself!

WHY DO YOU WANT TO WORK FOR US?

- Do you have any special skills or experience?
- Have you considered all aspects of the job?
- What skills do you think are important?
- What is the most common-sense response?
- Be honest and open regarding your past!
- Find and read the job duties for the position you are applying for.

VETERAN'S PREFERENCE

- Veterans and National Guard members must be afforded consideration. All applicants with veteran's preference who meet the minimum qualifications will be given consideration.
- Disabled veterans and former Prisoners of War shall be afforded an opportunity to interview. All applicants who meet minimum qualifications will be afforded the opportunity to interview.

BACKGROUND INVESTIGATION

- The longest part of the process
 - ❖ Looks at your stability, maturity, ability and reliability.
 - ❖ We will contact your references as well as your current and past employers.
 - ❖ Credit issues: bankruptcy, repossessions, collection agencies, garnished wages, bad checks, income tax issues, foreclosures.
 - ❖ Social networking (Facebook, Instagram, Snapchat, etc.) pages.
 - ❖ Law enforcement agencies in your current and former areas of residence.

MILITARY

- If you are still serving, background investigators will request to see your military evaluations
 - Assemble them now to make it easier later, before you are discharged

POLYGRAPH TESTING

- Dress: business casual
- Plan for 2 hours
- Initial interview will cover all questions previously answered in the background packet, as well as any potential issues that may have arisen during the course of the background investigation
- If you are going to break down and “come clean” – this is the time
- There are no surprise questions

PSYCHOLOGICAL EXAM WRITTEN & IN PERSON

- **Allow 3-4 hours**
- Dress: business casual
- 500-600 question multiple-choice test
- Scheduled interview with Psychologist

HIRING PROCESS

Upon successful completion of a background investigation and interview, you are close to an offer of employment.

MEDICAL EXAM

- Takes place after a conditional offer of employment
- Administered by local contracted doctor
- Basic health and fitness for duty
- Blood work and drug screening urinalysis
- Cardiac stress test
- X-rays
- Vision & hearing tests
- Required by the Alaska Police Standards Council

CONGRATULATIONS!

- If you successfully pass everything to this point, you might be offered a position!
- If you are given a job offer, get ready...because the next year will be training!

TRAINING PROGRAMS

- You are on the payroll and will be paid for all hours you are in training status
- You will either start in the Firefighting Academy or the Alaska Law Enforcement Training Academy
- Firefighter 1, Firefighter 2, Aircraft Rescue Firefighter—approximately 11 weeks total, may be spread out. ARFF may attend locally or in the Lower 48
- Alaska Law Enforcement Training Academy - 16 weeks in Sitka, Alaska
- Field Training - 14 weeks on average

HAVE YOU CONSIDERED ALL ASPECTS OF THE JOB?

- You may be dealing with violent, suicidal, mentally disturbed, homeless, intoxicated, or deceased persons.
- You may be dealing with crimes involving children and elderly people, domestic assaults, overdoses, and vehicle collisions. This is a profession where many people do not like you - your patience and mental fortitude will be tested.
- You will be driving 4-8 hours a day, working shift work and holidays, documenting everything you do, and being accountable both on and off duty.
- You will be fighting fires, responding to plane crashes, and handling medical emergencies.
- This is a fun, exciting and rewarding career, but it is inherently dangerous.
- You CAN make a difference in other's lives.

FAIRBANKS INTERNATIONAL AIRPORT POLICE & FIRE DEPARTMENT

❖ Chief Craig Lewis

❖ Deputy Chief Daniel Pratt

❖ Lieutenant David Scheider

❖ Lieutenant Peter Hawbaker

❖ Lieutenant Shea Hatch

❖ Lieutenant Gary Olsen-Saville

❖ Training Coordinator Robert Harley

