

**Fire Department - Department Assistant II – Exam Plan  
Tumwater Civil Service Commission – 2023**

**Application** – All candidates meeting minimum qualification will be routed for SME Review.

**SME Review** – Written Questions rated from 1 (low) – 5 (high) - **40% of Final Score**

<b>Dimensions Scored</b>	<b>Rating Matrix</b>
Technical/paraprofessional Experience	25%
Interpersonal Relations	25%
Record Keeping and Reporting	25%
Organizational Skills	25%
<b>Passing score: 70%</b>	

**Oral Exam**– 40 total points – **60% of Final Score**

<b>Dimensions Scored</b>	<b>Weight</b>
Job Related Education & Experience	30%
Team and Service Orientation	30%
Event Management	20%
Software Experience	20%
<b>Passing Score: 70%</b>	

**Final Score** – 40% Written Exam, 60% Oral Board Exam, plus veteran's preference points

Chief's Interview