

**Tumwater Fire Department
Lateral Paramedic Firefighter Exam Plan and Process**

Posting 9/9/2022 — Closing 9/23/2022 at 5:00 p.m.

Phase 1 – Application Review by Subject Matter Experts for minimum qualifications.

- Currently employed in a full-time, paid, firefighter/paramedic position.
- Must have been employed with the current public safety employer for a period of no less than a period of 24 consecutive months as a firefighter/paramedic, and must have successfully completed a probationary period.
- Currently possess a valid Washington State Paramedic Certification or a National Registered Paramedic Certification.
- Have successfully completed IFSAC Firefighter 1.

Phase 2 – Oral Board – October 3, 2022.

Qualified candidates invited to oral board interview – 30 minutes each, ten (10) questions.

- Three (3) interviewers per panel, two (2) panels – consensus scoring
- Dimensions Rated:
 - Communication Skills (25%)
 - Compassion/Service Orientation (25%)
 - Critical Thinking/Problem Solving (25%)
 - Working with the Public (25%)
- 70% minimum passing score
- Candidates ranked on eligibility list
- Veteran's Preference Points added to final score

Civil Service Commission – October 13, 2022

Chief's Interview – October 24

Conditional Offers – by November 3, 2022