

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

Posting 9/11/2026 — Closing 10/02/2026 at 5:00 p.m.

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

- Currently employed in a full-time, paid, Firefighter/EMT.
- 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/EMT and must have successfully completed a probationary period.
- Currently possess a valid Washington State EMT Certification or a National Registered EMT Certification.
- Have successfully completed IFSAC Firefighter 1 and Firefighter 2 and have successfully completed an accredited fire academy.

Phase 2 – Oral Board – Week of October 19.

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

- Three (3) interviewers – 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 – November 12, 2026.

Chief's Interview Planned Completion – TBD

Conditional Offers Planned By – TBD