

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

Posting – August 14

Phase 1 – Application Review by Subject Matter Experts for Minimum Qualifications.

- Currently possess a valid Washington State Paramedic Certification or a National Registered Paramedic Certification.
- Lateral candidates' applications will be reviewed 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, Firefighter 2, and an accredited Fire Academy.

Phase 2 – Oral Board – September 2026

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

Phase 3 – Paramedic Oral Board – September 2026

Candidates will attend a paramedic oral board – 30 minutes each, five (5) questions

- Three (3) interviewers – MSO, PMLT, & PM
- Pass/Fail
- Candidates will have to demonstrate minimally acceptable competency in:
 - Pathophysiology
 - Cardiology
 - Pharmacology

- Clinical Decision Making
- Flexibility/Adaptability
- 70% minimum passing score

Civil Service Commission – October, 8

Chief's Interview Planned Completion – TBD

Conditional Offers Planned By – TBD