

**Tumwater Fire Department
Entry Level Fire Fighter Exam Plan and Process**

Posting 10/1/2025 — Closing 1/30/2026 at 5:00 p.m.

Top candidates with passing score of 80% or above from public safety testing within in twelve previous months from 1/30/2025, invited to Phase 1. **(Written 40% weight)**

Phase 1 - Speed Interview – February 24, 2026 (Ranking – P/NP)

- Interviews are nine (9) minutes each –three (3) questions, no follow-up
- Dimensions Rated:
 - Motivation/Interest
 - Compassion/Service Orientation
 - Working with the Public
- Three (3) panels – consensus scoring
- Evaluators trained on scoring and avoiding common biases and rating errors
- 70% minimum passing score

Phase 2 – Oral Board – March (Oral Board 60% weight)

- Top candidates invited to oral board interview – 30 minutes each, ten (10) questions, follow-up allowed
- Three (3) interviewers per panel, two (3) panels – consensus scoring
- Dimensions Rated:
 - Communication Skills
 - Inclusivity and Relationship Building
 - Critical Thinking/Problem Solving
 - Mechanical Aptitude
- 70% minimum passing score
- Candidates ranked on eligibility list: 40% written exam and 60% oral board score
- Veteran's Preference Points added to final score

Civil Service Commission – April 2026

Chief's Interview – April 2026

Conditional Offers as needed to follow Chief's Interview