

Battalion Chief Testing Plan - 2026

Developed and administered by PublicSafetyTesting.com for steps 2 and 3.

Step 1: Candidate Screening

- Candidates will be reviewed by HR and the Deputy Fire Chief to verify qualifications.
- Candidates who meet the qualifications will be invited to participate in Step 2.

Step 2: Written Exam: 30% - April 1, 2026

Customized exam including the following components:

- Fire and Emergency Services Company Officer, Fire Officer II, Sixth Edition, IFSTA
- Tumwater Fire Department Policies/Lexipol
- City of Tumwater and Union Local 2409 Contract
- Thirty-30-day study period (minimum)
- Total Questions – 100

70% is the minimum passing score. Candidates must pass the written exam to advance to the assessment center step.

Step 3: Assessment Center: 70% - April 22, 2026

Dimensions rated:

- Oral Communication
- Written Communication
- Interpersonal Insight
- Problem Analysis
- Judgement
- Decisiveness
- Planning and Organization
- Delegation and Control

70% is the minimum passing score

Consideration for list approval at the May 14, 2026, Civil Service Commission meeting.

Step 4: The top seven (7) candidates are eligible for the Chief's Interview, and any may be selected