

Tumwater Fire Department Entry Level Fire Fighter Exam Plan and Process

Posting 11/1/2023 — Closing 01/31/2024 at 5:00 p.m. — All dates present in posting
All candidates with passing score of 80% or above from public safety testing within in
twelve previous months from 11/1/2022, invited to Phase 1. **(Written 40% weight)**

Phase 1 - Speed Interview – Mid February 2024

- Interviews are nine (9) minutes each –three (3) questions, no follow-up
- Dimensions Rated:
 - Motivation/Interest
 - Compassion/Service Orientation
 - Working with the Public
- Two (2) interviewers per panel, three (3) panels – consensus scoring
- Panel include one (1) Firefighter paired with one (1) community member – rotate panels at least daily
- Evaluators trained on scoring and avoiding common biases and rating errors
- Candidates scored against an objective standard
- 70% minimum passing score
- Volunteer points – one (1) point per year of volunteer service for Tumwater added to passing score

Phase 2 – Oral Board – March 2024 (Oral Board 60% weight)

- Top candidates invited to oral board interview – 30 minutes each, ten (10) questions, follow-up allowed, mechanical aptitude information may be sent in advance to candidates
- Three (3) interviewers per panel, two (2) panels – consensus scoring
- Dimensions Rated:
 - Communication Skills
 - Inclusivity and Relationship Building
 - Critical Thinking/Problem Solving
- 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 2024

Chief's Interview – Late ate April 2024

Conditional Offers – May 2024

Academy – TBD

- CPAT required by TBD (City will fund as necessary)