

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

**Phase 1 – Application Review by Subject Matter Experts 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 36 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.

**Phase 2 – Oral Board**

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 – Eligible List**

Chief can hire from the top seven of the list.