

**Tumwater Fire Department
Paramedic Firefighter Exam Plan and Process
Continuous Recruitment**

Posting – August 9

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.

Phase 2 – Oral Board – Sept. 6

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 – Sept. 6

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 – September 12

Chief's Interview Planned Completion – September 23

Conditional Offers Planned By – TBD

