



Civil Service Commision: September 11, 2025

Discussion Item:

- Transition from Continuous Application Process for Firefighter and Paramedic Classifications

Background:

- After discussions with Chief Hurley, it has been determined that the City of Tumwater will discontinue the continuous application process for the following classifications:
 - Lateral Firefighter
 - Lateral Paramedic
 - Entry-Level Paramedic
- Over the past year, numerous candidates have applied under the continuous process. However, due to various factors, including lack of current openings, many have not been interviewed. Some applications date back to 2024.
- Management has reviewed all current applications and will proceed with interviews for candidates who are still available. Following these interviews, eligibility lists will be established for each classification. These lists will remain valid for one year

Transition Plan:

- Maintain eligibility list that this process creates until candidates expire or the list is otherwise exhausted
- Move to a once yearly recruitment for these positions so that we have an established list to hire from if needed
- Re-evaluate in the future based on changes in hiring needs