Tumwater Fire Department
Entry Level Fire Fighter Exam Plan

Posting 10/1/2026 — Closing 1/29/2027 at 5:00 p.m.
Top candidates with passing score of 80% or above from public safety testing within in twelve previous months will be invited to Phase 1. **(Written 40% weight)**

Phase 1 - Speed Interviews – February (Ranking – P/NP)

- Interviews are nine (9) minutes each –three (3) questions, no follow-up
- Dimensions Rated:
  - Motivation/Interest
  - Compassion/Service Orientation
  - Working with the Public
- Three (3) panels – consensus scoring
- Evaluators trained on scoring and avoiding common biases and rating errors
- 70% minimum passing score

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

- Top candidates invited to oral board interview – 30 minutes each, ten (10) questions, follow-up allowed
- Three (3) interviewers per panel, two (3) panels – consensus scoring
- Dimensions Rated:
  - Communication Skills
  - Inclusivity and Relationship Building
  - Critical Thinking/Problem Solving
  - Mechanical Aptitude
- 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

Chief's Interview – As needed based on openings

Conditional Offers as needed to follow Chief's Interview