

REGIONAL RECRUITMENT

Entry & Lateral Firefighter/Paramedic



City of Aberdeen Fire Department
www.aberdeenwa.gov



City of Hoquiam Fire Department
www.cityofhoquiam.com



Grays Harbor Fire District 2
www.ghfd2.org

Establishment of eligibility lists for Entry and Lateral Firefighter/Paramedic for current and future openings.

Application Deadline: September 6, 2019

Written Exam: September 28, 2019



ENTRY LEVEL FIREFIGHTER/PARAMEDIC REQUIREMENTS

Minimum Requirements:

- At least 21-years of age.
- High School Diploma or GED.
- Valid WA State Driver's License or ability to obtain one if offered employment.
- Current WA State and/or National Registry Paramedic certification, with ability to be certified within Grays Harbor County (*out-of-state applicants must be able to obtain Paramedic certification in accordance with WA State Department of Health requirements within 6-months of employment*).
- Current CPAT Certification (*card or certificate from a recognized & certified testing location must be provided at time of entry into the Written Exam*).
- Ability to pass pre-employment medical, psychological, driving and criminal background evaluations.

Desirable Qualifications:

- IFSAC Firefighter 1 certification.
- IFSAC Hazardous Materials Awareness and/or Operations certification.
- Associates Degree in Fire Science, Fire Protection Technology, Paramedicine or related field.

LATERAL FIREFIGHTER/PARAMEDIC REQUIREMENTS

Minimum Requirements:

- All Entry Level Applicant minimum requirements.
- Currently employed with minimum 1-year full-time experience in a Firefighter position; or
- Currently volunteering for a fire agency with 3-years consecutive service in a Firefighter position.

POSITION WAGES & BENEFITS

- ❖ Wages based on respective agency IAFF Collective Bargaining Agreement
- ❖ Medical, Dental and Vision Coverage
- ❖ Medical Savings Account / Health Reimbursement Account
- ❖ Short and Long-Term Disability Coverage
- ❖ Life Insurance, Accidental Death & Dismemberment Coverage
- ❖ Law Enforcement and Firefighters Retirement System (LEOFF II)
- ❖ Deferred Compensation Plans with Employer Match
- ❖ Employee Assistance Program (EAP)
- ❖ Paid Sick, Vacation, Compensatory, Bereavement and Holiday Time
- ❖ Positions represented by International Association of Firefighters



Wages and benefits vary according to individual agency CBAs. Visit agency websites for specific job descriptions and benefits.



SELECTION PROCESS

- **WRITTEN APPLICATION:** All qualified applicants will be invited to participate in a Firefighter Civil Service written exam to be held on September 28, 2019. A study guide is available at www.publicsafetycompass.com. Proof of CPAT must be provided to enter.
- **WRITTEN EXAM:** minimum passing score 70%. Written weighted as 40% of overall composite score. Top scoring candidate will progress.
- **INTERVIEW/ASSESSMENT CENTER:** minimum passing score of 70%. Interview/Assessment weighted as 60% of overall composite score.
- **POSITION OPENINGS:** Each agency will utilize the Entry and/or Lateral Eligibility Lists to fill vacancies. Candidates will be contacted based on ranking on the eligibility list for a Chief's Interview in accordance with each agency's rules.

Applicants who successfully complete the testing process will be placed on appropriate eligibility lists for all three agencies.

Conditional offers of employment for successful candidates will be extended by the respective agency Fire Chief at their discretion.

Employment is subject to a 1- year probationary period, which may include attendance of a Fire Training Academy, as stipulated by each respective agency.

HOW TO APPLY

Applicants should submit the following: Cover Letter, City of Aberdeen Employment Application, FF/PM Supplemental Application and a \$25.00 application fee.

All applications must be received by 4:00 p.m. on September 6, 2019 at the City of Aberdeen Human Resources Department (*postmark does not constitute receipt, incomplete applications will not be accepted*).

To obtain an application contact: City of Aberdeen Human Resources Department at 200 E. Market Street, Aberdeen, Washington 98520, call (360) 537-3212 or www.aberdeenwa.gov/human-resources/

The City of Aberdeen, City of Hoquiam and Grays Harbor Fire District 2 do not discriminate on the basis of race, color, religion, creed, sex, age, marital status, national origin, genetic information, political ideas, or disability in employment or in the provision of services.