



## Entry-Level Firefighter/EMT Examination Process 2020-2021

photo by @andrewhuth.com

### *How to Apply*

The Valley Regional Fire Authority has partnered with Public Safety Testing (PST) to conduct the initial testing of candidates which consists of a written test and Candidate Physical Ability Test (CPAT).

**The written test and valid CPAT through Public Safety Testing must be completed by April 29th, 2021 to complete the application process.** The VRFA will consider the highest written test score completed within the eligible time-frame.

Your CPAT must be completed with Public Safety Testing to be valid as a component of the application process. CPAT certifications from other fire departments or testing centers will not be accepted.

Please visit [PublicSafetyTesting.com](https://PublicSafetyTesting.com) to complete your application online and select the testing date and/or location most convenient for you.

For consideration candidates must coordinate and schedule the written exam via the PST, administered testing process.

Public Safety Testing can provide additional information regarding the scoring process and the written and CPAT expiration dates for purposes of the testing process. For further information you can contact PST toll-free at 1-866-HIRE-911.

### *Timeline 2020-2021*

Your written test and valid CPAT through PST must be completed by **April 29, 2021**

The VRFA will be accepting Written Test scores between **8/1/20 - 4/29/21**

Notifications inviting candidates to participate in the oral boards will be made via email beginning **April 30th**, no later **May 4th, 2021**

Oral Boards Interviews: **May 24 - 28, 2021**  
Chiefs Interviews (anticipated): **6/14/21**

Backgrounds, medical appointments, and final offers by will run through **8/16/21**

**Fire Academy: September 7, 2021**



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## Written Examination

The written examination will be offered on a continual basis through Public Safety Testing. The written examination will determine the top group of candidates to move forward to the oral board panel interview. There will be a minimum passing score of 70% for the written test.

The VRFA currently accepts written test scores administered and submitted by PST.

**To be considered for the first round of hiring in 2021, an applicant must pass the written examination component between August 1, 2020 and April 29, 2021.**

**The VRFA anticipates inviting approximately 60-65 candidates** (subject to scheduling availability) who have completed the application process and have the highest written exam scores, plus any ties, to participate in the oral board panel interview process.

If an applicant declines the invitation to participate in the oral board panel interview process, and a vacant interview slot is created, the VRFA may invite the next candidate with the highest written exam score to participate.



**If a candidate does not respond to the interview notification by the requested date, they will be withdrawn from the process.**

**Notifications will be made via email beginning April 30th, no later May 4th, 2021**

## Oral Board Interviews

**The oral boards are scheduled for May 24th - 28th 2021 and candidates invited to participate will be contacted directly via email to self-schedule online on a first come, first served basis.**

There will be a 70% minimum passing score for the oral board panel interview. Final examination scores are comprised of the results of the applicant's written exam (weighted 30%) and oral board panel interview (weighted 70%) and applicable veterans' preference.

If you are claiming **veterans' preference** in accordance with RCW 41.04.010, you must include the commission's **request form on our website: [vrfa.org/careers](http://vrfa.org/careers)** and **a copy of your discharge document (DD214)** at the time of your oral board panel interview.

**Candidates who are late to the Oral Board Interviews will be withdrawn from further consideration in the entry level process.**



## *Eligibility List*

**Candidates will have their names placed on an eligibility list in rank order of final examination scores.** The eligibility list will remain in effect for six (6) months and may be extended by the Civil Service Commission in six (6) month increments up to two (2) years in total duration.

If an eligibility list is exhausted or not extended by the Commission, the Chief Examiner may identify a group of candidates who have the next highest written examination scores. A new eligibility list would be established.

## *Vacancies*

**In anticipation of vacancies, please complete the Public Safety Testing Personal History Statement (PHS).** The VRFA makes all hiring decisions after a pre-employment selection process which includes a background investigation, physical ability test, drug test, psychological and medical examination.

Offers of employment will be conditional upon successfully completing the pre-employment process. If the pre-employment background process is satisfactory, the candidate remains on the eligibility list; if not, the conditional offer may be withdrawn and the candidate is removed from the eligibility list.

When a vacancy occurs, the Civil Service Chief Examiner certifies to the VRFA Fire Chief the appropriate number of names from the eligibility list for consideration. The Commission observes a “Rule of Five” in certifying names. The Fire Chief may interview these individuals and the VRFA has the discretion to hire any of the individuals certified in accordance with the Civil Service Rules. Individuals hired serve a one (1) year probationary period.

## *Benefits*

The VRFA offers a comprehensive benefit package which includes **medical, dental, ortho, and vision insurance coverage**. In addition, the VRFA contributes to a medical expense reimbursement plan and health reimbursement account (VEBA). Firefighters participate in the LEOFF retirement pension program and also have deferred compensation options. The VRFA offers supplemental benefit options and has a tuition reimbursement program!

### **2021 Salaries**

Firefighter 4th Class - \$6,253.68 monthly / \$75,044.16 annually

Firefighter 1st Class - \$7,998.39 monthly / \$95,980.68 annually