



Employment Opportunity Entry Level Firefighter / Paramedic

West Pierce Fire & Rescue is establishing an eligibility list for Firefighter/Paramedics. It is anticipated five positions will be filled in 2017. The 2016 monthly base salary for Probationary 1 Firefighter is \$4,850. Candidates having prior career fire experience with a municipal fire department, fire district and/or fire authority with primary duties of emergency medical services and fire suppression will be considered and evaluated and may be compensated at a pay grade above Probationary 1.

About West Pierce Fire & Rescue

West Pierce Fire & Rescue (WPFR) was created March 1, 2011 with the merger of the Lakewood and University Place Fire Departments. WPFR provides full service to the cities of Lakewood and University Place and contracted services to the Town of Steilacoom, which covers 31 square miles and serves a population of 97,259.

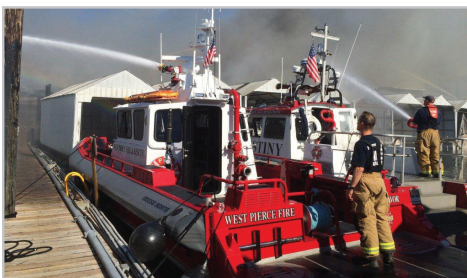
In 2015, WPFR responded to 15,477 incidents. Numerous services are provided to the community including fire, Emergency Medical Services (EMS) and transport, Technical Rescue, Hazardous Materials response, Special Operations, Fire Prevention, inspections, code enforcement, fire investigation, as well as fire and life safety education. There are currently six fire stations, which operate 24 hours a day and are located strategically throughout its borders.

West Pierce Fire & Rescue protects many bodies of water throughout the District. The fire boat, Endeavor, is housed at Narrows Marina for incidents occurring on Puget Sound and is a regional asset to surrounding jurisdictions. Two other boats are in service for incidents occurring on any of the many lakes. Due to the different types of responses, WPFR has specialized teams trained for these types of situations, including marine pilots, divers and rescue swimmers.

West Pierce Fire & Rescue has 176 full-time employees who work by the District's motto: **Respond Efficiently • Execute Flawlessly • BE NICE!** WPFR also manages an additional 29 employees in a regional 9-1-1 dispatch center. The center provides fire and EMS dispatch services to all Pierce County fire departments with the exception of the City of Tacoma Fire Department.

Several major institutions lie within WPFR borders, including, but not limited to; Western State Hospital, Clover Park Technical College, Pierce College, Chambers Bay Golf Course, Lakewood Community Center, Steilacoom Ferry Landing and Fort Steilacoom Golf Course.

West Pierce Fire & Rescue responds to a vast array of incidents on a daily basis. WPFR has state of the art medic units, which are in excellent condition and well equipped. Exceptional ongoing training is of utmost priority so crews are ready for any situation that may arise.



Entry Level Firefighter / Paramedic Eligibility Requirements and Testing Process

West Pierce Fire & Rescue is establishing an eligibility list for Firefighter/Paramedics. It is anticipated five positions will be filled in 2017.

The 2016 monthly base salary for Probationary 1 Firefighter is \$4,850. Candidates having prior career fire experience with a municipal fire department, fire district and/or fire authority with primary duties of emergency medical services and fire suppression will be considered and evaluated and may be compensated at a pay grade above Probationary 1.

Upon successful completion of Recruit Academy and assignment to the Paramedic Program, employees shall receive an additional 12.5% - 15% increase to base salary.

General Requirements:

- Currently certified as a Washington State or National Registry Paramedic with a minimum three years of experience
- National Registry Paramedics must be able to obtain Washington State certification upon completion of Recruit Academy
- Graduate from a CAAHEP accredited Paramedic program
- High school diploma or equivalent
- Legally able to work in the United States
- Ability to read and write the English language
- Possess a valid Washington State Driver License as of February 1, 2017
- Candidates shall be tobacco free at time of appointment and throughout service

Candidates receiving conditional offers of employment must successfully complete:

- Background investigation to include a Washington State Patrol criminal history records request and Washington State Department of Licensing Driver Abstract (or equivalent, if from out of state)
- Medical examination fitness for duty and drug screening. Candidates shall be marijuana free at time of appointment. While on-duty, employees shall not have in their system any substance which may impair their ability to perform their duties (alcohol, prescription medications, controlled and/or illicit substances).
- Psychological assessment

All recruits shall serve a one-year probationary period. Continued employment is based on an ability to successfully complete:

- Recruit Academy (12 weeks)
- Firefighter I and II certification (training and testing provided in Recruit Academy)
- Passing grade on CPAT test (see www.publicsafetytesting.com for more information)
- Personnel hired for their Paramedic certification shall serve in the District's Paramedic Program for a minimum of five years from the date of employment. After this period, employees may request to exit the program and continue employment as a firefighter.

Application Documents:

- The West Pierce Fire & Rescue Application Form is available online at www.westpierce.org or from Station 31, located at 3631 Drexler Drive West, University Place, WA 98466; during regular business of 8:00 a.m. to 4:30 p.m. Monday through Friday.
- Resume with detailed work experience, clearly identifying how you meet the requirements of this position. Your resume should be no more than two pages and may include a cover letter, which will not count as one of the two pages.
- You may include letters of recommendation, to a maximum of three.
- Copies of your Paramedic certification and CAAHEP diploma

Process and Timeline:

Friday, October 28, 2016 at noon, PDT	Application deadline. Email your application documents to employment@westpierce.org . <i>Please note we will not accept documents via fax, postal delivery or personal delivery. Materials received after this will not be considered.</i>
Tuesday, November 1, 2016	Candidates selected to proceed in the testing process will be notified
Friday, November 4, 2016	Paramedic written test will be administered
November 7-10, 2016	Paramedic skills evaluation appointments (approximately 2 hours) will be held and scheduled on an individual basis
By Thursday, November 10, 2016	Candidates proceeding to the panel interviews will be notified
November 14-18, 2016	Panel interviews will be held and scheduled on an individual basis
November 28 - December 1, 2016; final details TBA	Candidates proceeding in the testing process will attend an evening Candidate Reception

Travel cost reimbursement may be considered for candidates traveling greater than 250 miles to the District for testing.