

# SHORELINE & NORTSHORE FIRE DEPARTMENTS

## CAREER OPPORTUNITY



## ENTRY LEVEL FIREFIGHTER

*Post date: March 2, 2022*

Shoreline Fire Department and Northshore Fire Department are establishing a one-year hiring list for the position of Entry Level Firefighter/EMT. (This list may be extended for up to 18 months)  
New hires will be sent to a 20-week Recruit Fire Academy and EMT Class.

**Applications accepted through National Testing Network (NTN):  
March 2, 2022 – March 24, 2022 (at 4:00 p.m.)**

POSITION DETAILS	CURRENT BENEFITS SUMMARY (based on eligibility)
<b>2022 Firefighter Wage Scale:</b>	<ul style="list-style-type: none"> <li>• Comprehensive Medical, Dental &amp; Vision Coverage <i>100% premium costs paid for employee and family members</i></li> </ul>
Starting Salary \$6,488.84 - (0-12 months)	<ul style="list-style-type: none"> <li>• Long-term Disability Insurance</li> </ul>
Year 2: \$6,952.33 monthly	<ul style="list-style-type: none"> <li>• 457 Deferred Compensation Plan</li> </ul>
Year 3: \$7,415.82 monthly	<ul style="list-style-type: none"> <li>• Healthcare Reimbursement Account</li> </ul>
Year 4: \$7,879.30 monthly	<ul style="list-style-type: none"> <li>• Paid sick leave, vacation, holiday pay</li> </ul>
Year 5: \$8,342.79 monthly	<ul style="list-style-type: none"> <li>• Wellness Program</li> </ul>
Year 5+: \$9,269.77 monthly (top step FF)	<ul style="list-style-type: none"> <li>• Life Insurance</li> </ul>
	<ul style="list-style-type: none"> <li>• Clothing Allowance</li> </ul>
Expected Shift Schedule: 24 hour – 4 platoon	<ul style="list-style-type: none"> <li>• Education Incentive</li> </ul>
<i>Alternate shift assignments may occur</i>	

## MINIMUM REQUIREMENTS

The requirements listed below must be accomplished by the application deadline:

- **Age Requirement:** Candidates must be at least 18 years of age or older by **August 24, 2022**.
- **Educational Requirement:** Candidates must have a high school diploma or GED Certificate.
- **Driver's License:** Candidates must possess a valid driver's license and be insurable under the Department's vehicle policy. A valid Washington State driver's license must be obtained within 60 days of date of hire.
- **Written Examination by National Testing Network:** A written test completed within the past 1 year (between March 23, 2021 and March 24, 2022)
- **CPAT:** A validated current CPAT test from NTN or PST completed within the past 1 year (between March 23, 2021 and March 24, 2022)
- **Must provide proof of full vaccination status against COVID-19 by date of hire.** People are considered fully vaccinated two weeks after their second dose in a two-dose series or two weeks after a single-dose vaccine.

## DESIRABLE TRAITS AND ABILITIES

- Enthusiasm/desire for public service
- Mechanical aptitude/experience
- Basic computer skills and information technology competencies
- Interpersonal skills—ability to relate to others, effective oral communication skills
- High level of ethical standards and moral integrity
- Ability to deal with adversity/physical and emotional stress
- Experience in public/community service, customer service/relations
- Empathy, concern for others, ability to interact with people from diverse backgrounds
- Interest/experience in working in a team oriented environment
- Commitment to high level of physical fitness
- Understanding of professional public image
- Ability to work under unpredictable hazardous conditions such as suppressing a fire or responding to an emergency medical call
- Ability to work in an outdoor environment subject to extremes of temperature, inclement weather, and intermittent exposure to dust, fumes, and loud noise
- Fluent in additional language(s)

## APPLICATION REQUIREMENTS

All testing must be completed by **March 24, 2022 at 4:00 p.m.**

- Go to National Testing Network at [www.nationaltestingnetwork.com](http://www.nationaltestingnetwork.com), and choose "Shoreline Fire Department & Northshore Fire Department" under firefighter jobs.
- Complete FireTEAM testing through National Testing Network within the previous year (between March 23, 2021 and March 24, 2022)
- Complete a valid CPAT test within the previous year (between March 23, 2021 and March 24, 2022) verification required. CPAT certifications will be accepted from NTN or PST only.
- If you are a Veteran requesting Veteran's preference, submit 'Form DD214' to [employment@shorelinefire.com](mailto:employment@shorelinefire.com) by March 24, 2022 at 4:00 p.m.

## COMPONENTS/TENTATIVE DATES

Application Period:	Opens: Wednesday, March 2, 2022	Closes: Thursday, March 24, 2022 (at 4pm)
Pre-screening Phone Interview	April 25 – 29, 2022	150 candidates
Skills Assessment and Panel Interview	May 16-20, 2022	50 candidates
Chiefs Interview and Agility Course	June 6, 7 and 8, 2022	25 candidates
Employment Starts	August 24, 2022	New hires will be sent to a 20 week Recruit Fire Academy and EMT Class

## TERMS AND CONDITIONS

**Veteran's Preference:** Candidates requesting veteran's preference will be asked to submit documentation (a long-form DD214) which indicates the nature of the discharge in order to receive veteran's preference points. Preference points are only added to passing scores.

**Reasonable Accommodation:** In compliance with the American with Disabilities Act (ADA), Departments will make reasonable accommodation during any and all phases of the selection process for individuals with a disability. Please contact Human Resources at 206-533-6570 by the application deadline date to request accommodation.

**Equal Employment Opportunity Policy Statement:** Shoreline Fire Department and Northshore Fire Department provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws.

**Testing Fee Waiver:** Applicants with bona fide financial hardship may request a waiver for partial or full reimbursement of the required testing fees. The fee waiver application may be found at: [https://s3-us-west-2.amazonaws.com/ergontn-public/ntn/pdf/Testing\\_Fee\\_Waiver.pdf](https://s3-us-west-2.amazonaws.com/ergontn-public/ntn/pdf/Testing_Fee_Waiver.pdf)

NTN will contact the Departments regarding an applicant's fee waiver request. Upon review, the Department will notify the individual of a decision.

**Disclaimer:** The provisions of this hiring notice do not constitute a contract, expressed or implied, and any provisions contained in this notice may be modified or revoked at the discretion of the Department.

For more information visit our website at: [www.shorelinefire.com](http://www.shorelinefire.com)  
For questions regarding this position email: [employment@shorelinefire.com](mailto:employment@shorelinefire.com)