

SHORELINE FIRE DEPARTMENT

CAREER OPPORTUNITY



ENTRY LEVEL FIREFIGHTER

Post date: Monday, May 8, 2023

Shoreline Fire Department is establishing a hiring list for the position of Entry Level Firefighter/EMT. New hires will be required to successfully complete a Fire Academy and EMT Class totaling approximately 18-weeks prior to being assigned to shift as a Probationary Firefighter.

**Applications accepted through National Testing Network (NTN):
May 8, 2023 – May 29, 2023 (at 4:00 p.m.)**

*Salary is based on the current Collective Bargaining Agreement with IAFF Local 1760
Please refer to the website for Wage Scale & Current CBA: www.shorelinefire.com*

| POSITION DETAILS | CURRENT BENEFITS SUMMARY (based on eligibility) |
|---|--|
| 2023 Firefighter Wage Scale: | <ul style="list-style-type: none"> • Comprehensive Medical, Dental & Vision Coverage <i>100% premium costs paid for employee and family members</i> |
| Starting Salary: \$7,144.21 monthly (0-12 months) | <ul style="list-style-type: none"> • Long-term Disability Insurance |
| Year 2: \$7,654.52 monthly | <ul style="list-style-type: none"> • 457 Deferred Compensation Plan |
| Year 3: \$8,164.82 monthly | <ul style="list-style-type: none"> • Healthcare Reimbursement Account |
| Year 4: \$8,675.12 monthly | <ul style="list-style-type: none"> • Paid sick leave, vacation, holiday pay |
| Year 5: \$9,185.42 monthly | <ul style="list-style-type: none"> • Wellness Program |
| Year 5+: \$10,206.02 monthly (top step FF) | <ul style="list-style-type: none"> • Life Insurance |
| Expected Shift Schedule: 24 hour – 4 platoon | <ul style="list-style-type: none"> • Clothing Allowance |
| <i>Alternate shift assignments may occur</i> | <ul style="list-style-type: none"> • Education Incentive |

MINIMUM REQUIREMENTS

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

- **Age Requirement:** Candidates must be at least 21 years of age or older by **August 23, 2023**.
- **Educational Requirement:** Candidates must have a high school diploma or have passed an equivalency test (GED).
- **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 May 28, 2022 and May 29, 2023)
- **CPAT:** A validated current CPAT test completed within the past 1 year (between May 28, 2022 and May 29, 2023)
- **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 and maintaining 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 May 29, 2023.

- Go to National Testing Network at www.nationaltestingnetwork.com, and choose "Shoreline Fire Department" under firefighter jobs.
- Complete FireTEAM testing through National Testing Network within the previous year (between May 28, 2022 and May 29, 2023)
- Complete a valid CPAT test within the previous year (between May 28, 2022 and May 29, 2023) 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 by May 29, 2023 at 4:00 p.m.

COMPONENTS/TENTATIVE DATES

| Application Period: | Opens: Monday, May 8, 2023 | Closes: Monday, May 29, 2023 (at 4pm) |
|---------------------------------------|-------------------------------|--|
| Pre-screening Phone Interview | June 5-9, 2023 | 150 candidates |
| Skills Assessment and Panel Interview | June 20-23, 2023 | 40-50 candidates |
| Chiefs Interview and Agility Course | June 27, 28, 29, 2023 | 25 candidates |
| Employment Starts | August 23, 2023 | New hires will be sent to a 18 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), Shoreline Fire Department 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 Opportunity Policy Statement: Shoreline 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: Candidates 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

Mail the waiver request to the address on the form. It will be forwarded to the department who will make the final decision. The process may take several weeks. Submitting a fee waiver request does not exempt the candidate from meeting testing deadlines.

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
For questions regarding this position email: employment@shorelinefire.com