



JOB ANNOUNCEMENT: Entry-Level Firefighter

Shoreline Fire Department is hiring for the position of
Entry Level Firefighter.

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.

Application Process

Post date: Tuesday, April 1, 2025

Application Period: April 1, 2025 - May 23, 2025

Applications must be submitted through the National Testing Network (NTN).

For full job description visit our website at:
www.ShorelineFire.com

Applications deadline: May 23, 2025, 4:00pm PST.

Tentative Dates

Pre-Screening Interviews: June 9-13, 2025

Panel Interviews: June 23-27, 2025

Executive Interviews: July 14-16, 2025

A skills assessment and physical agility test will be incorporated into the hiring process.

Employment Begins: January 2026

New hires will attend an 18-week Recruit Academy and EMT Class.

Application Requirements

All testing must be completed by May 23, 2025

- 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 22, 2024 and May 23, 2025).
- Complete a valid CPAT test within the previous year (between May 22, 2024 and May 23, 2025). Verifiable CPAT certifications will be accepted from NTN or a licensed testing facility.
- If you are a Veteran requesting Veteran's preference, submit Form DD214 or NGB Form 22 and the Department's scoring criteria declaration form to employment@shorelinefire.com by May 23, 2025 at 4:00 p.m.

SALARY RANGE

\$7,472.85 – 10,675.50

Salary is based on the 2024 Collective Bargaining Agreement with IAFF Local 1760. Subject to change with new 2025 contract. Please refer to the website for Wage Scale & Current CBA:
www.shorelinefire.com

BENEFITS

- Comprehensive Medical, Dental & Vision (100% premium costs paid for employee and eligible dependents)
- State Retirement System Pension (LEOFF 2)
- 457 Deferred Compensation Plans
- Healthcare Reimbursement Account / VEBA
- Long-term Disability Insurance
- Wellness Program
- Life Insurance
- Clothing Allowance
- Education Incentive / Tuition Reimbursement
- Paid Sick Leave, Vacation, Holiday Pay
- Veterans are eligible for GI Bill reimbursements during Recruit School
- Medical Expense Reimbursement Plan (MERP)



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MINIMUM REQUIREMENTS

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

- **Age Requirement:** Candidates must be at least 20 years of age or older by Jan 1, 2026.
- **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 22, 2024 and May 23, 2025)
- **CPAT:** A validated current CPAT test completed within the past 1 year (between May 22, 2024 and May 23, 2025)

TERMS & CONDITIONS

Veteran's Preference: Candidates requesting veteran's preference will be asked to submit documentation (a long-form DD214 or NGB Form 22) which indicates the nature of the discharge as well as the Department's scoring criteria declaration form 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 206-533-6572 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