

FAQs – FF TESTING

EAST PIERCE FIRE & RESCUE ENTRY-LEVEL FIREFIGHTER POSTING

ACCEPTING APPLICATIONS: October 2, 2023 – November 12, 2023

FOR ADDITIONAL EMPLOYMENT-RELATED FAQs PLEASE REFER TO [FAQs – EPFR FF CAREERS](#)

How do I apply for this position?

There are two things you will need to do before the application close date to be considered an applicant.

1. Apply online with East Pierce Fire & Rescue (EPFR) through GovernmentJobs
 - [Job Opportunities | East Pierce Fire & Rescue \(governmentjobs.com\)](#)
 - You will be required to complete the online application and upload a resume
2. Test with National Testing Network (NTN) and select East Pierce Fire & Rescue (vouchers may be available – please see information in the ‘testing fee’ section below). Candidates must also complete the Public Safety Self Assessment (PSSA) as it is considered in the candidate’s overall score.
 - [FIREFIGHTER Jobs | Find Public Safety Jobs | National Testing Network](#)

What do I need to know about the NTN Test?

Please refer to the Candidate FAQs on the NTN website

- [Candidate Frequently Asked Questions | National Testing Network](#)

Is there a testing fee?

We offer a limited number of vouchers annually to cover the fee of a new test. There are no financial criteria to receive a voucher, however you must meet the minimum requirements outlined below and may only receive 1 voucher per year. To request a voucher, email humanresources@eastpiercefirerescue.org. We will typically reply within 72 hours. *Please note, vouchers will only be offered if still available.

EPFR minimum requirements:

- 21 years of age by start date
- Valid Driver's License
- High school graduate or GED certification
- Legally authorized to work in the U.S.
- Ability to read, write, and speak the English language

I received my voucher, how do I use it?

Schedule a test with NTN by visiting their website and choosing Firefighter Jobs, select East Pierce Fire & Rescue, continue to follow the instructions. You will enter the voucher information in the pay section.

- [Public Safety Careers | Firefighter Jobs | Police Officer Jobs | National Testing Network](#)

I have already paid for my test scores to be submitted to EPFR, can I get reimbursed?

Unfortunately, we cannot process reimbursements.

I already have a test score I would like to use, and would just like to add EPFR, can I use a voucher for that?

No, the vouchers are only good for a new test. You will have to pay for the additional fee to add EPFR as a new department.

How do I request testing accommodation due to a disability?

Please refer to the Candidate FAQs on the NTN website

- [Candidate Frequently Asked Questions | National Testing Network](#)

Is there an application fee?

No, we do not charge an application fee. Online applications are only accepted via our Careers webpage with a free GovernmentJobs account.

- [Job Opportunities | East Pierce Fire & Rescue \(governmentjobs.com\)](#)

I can't make changes to my application. Do I need to submit another application?

Yes. When you reapply most of your information is saved with your GovernmentJobs account and will automatically populate. You can then edit what you need to. Please note, it will create a duplicate record, so only the most recent application will be considered. Previous versions of your applications will be declined.

I am having issues with GovernmentJobs, can you help?

We do not have the ability to reset passwords or troubleshoot your account. For GovernmentJobs technical assistance, please call them directly at 855-524-5627 or visit their website.

- [GovernmentJobs | FAQ | Frequently asked questions.](#)

What is required for veterans' preference?

You must attach documentation (DD214, NGB form 22 or equivalent) to your online application prior to the close date if claiming preference.

How soon after the exam will I have my score?

Generally, we will receive the scores within 7 calendar days after the application close date. Top candidates will be invited to continue in the district selection process.

- We use the NTN's recommended scoring method which includes the candidate's PSSA score.
- Because of the weighted formula, we do not share candidate scores

Am I able to review my exam to see which questions were missed?

No, we contract with NTN and there is no review option.

Is an Emergency Medical Technician (EMT) certification required to apply as an entry-level Firefighter?

No. An EMT course is part of our Academy, which results in certification upon successful completion.

If I already have my EMT certification, will I need to attend the EMT course?

Yes, all recruits will need to attend the full Academy, including the EMT course.

What if I have a Paramedic certification?

Candidates will be hired for the position advertised and will need to attend the full Academy. Candidates hired as FF/EMTs that possess a Paramedic certification can request consideration for FF/PM after the successful completion of their probationary period.

Do I need a current Candidate Physical Abilities Test (CPAT) to apply?

No, CPAT is not required to apply, however it is a condition of employment. If you receive a conditional offer, you will be required to complete the CPAT. Candidates with a valid CPAT certification completed within one year prior to the start date will not need to test again. We accept CPAT certification from any testing agency which provides CPAT in accordance with the International Association of Fire Fighters standards.

Do you accept lateral candidates?

Yes. To be considered a lateral candidate, in addition to the advertised minimum requirements, candidates must be:

- A member in good standing with a minimum of one (1) year field experience as a full-time career Firefighter/EMT by the application close date and must have been employed as such within the last 6 months of the close date
- Current EMT-B certified
- IFSAC FFI and FFII certified

If lateral candidates are hired as part of an entry-level recruit class process, they may start at a higher salary step depending on experience and will still be required to attend the Fire Academy with the other recruits which may include an EMT class.

How will I be contacted by the District?

Only candidates that have applied online with EPFR (placing them in our system) will be contacted via email. If you only applied at NTN, but not through our website you will not be contacted. Candidates will be notified if they advance in the process or not.

What are the next steps of the process?

Candidates successfully completing each component will advance to the next step. Please note all dates are subject to change. There are no candidate exceptions made to the scheduled dates

- Candidates that have completed both the NTN test and EPFR application process by the close date will be selected for pre-screen interviews based on NTN scores
 - Candidates will be notified by November 20
- Pre-screen Interviews conducted virtually

- November 29 & 30
- Oral Board Interviews conducted at EPFR Headquarters (HQ)
 - December 12 & 13
- Chief Interviews conducted at EPFR HQ
 - December 13 & 14
- Establish list and extend conditional offers, anticipate extending 6 offers
 - December 15
- Pre-employment process will include CPAT (candidates with valid CPAT certification completed within one year prior to the start date will not need to test again), medical exam, drug screening, psychological assessment, and comprehensive background investigation with criminal history and driving record – EPFR pays all costs associated with the pre-employment process
- Confirmed offers
 - February 2, 2024
- Anticipated start date
 - March 13, 2024

The pre-employment process includes successfully passing a background investigation including criminal history and driving record review. Are there automatic disqualifiers for employment?

We encourage candidates to review [RCW 43.43.830](#) for information on background checks. Findings from a civil adjudication proceeding and/or convictions of crimes listed within the RCW are possible disqualifications. Records are reviewed on an individual basis as a condition of employment. Employees must have the ability to legally operate a vehicle in Washington State and are required to provide proof of a current/valid driver's license prior to hire date.

What are the details of your Fire Academy?

Candidates that have received confirmed offers attend the Pierce County Fire Training Consortium (PCFTC) Recruit Academy. This Academy includes EMT-B, FFI, FFII, and Hazardous Materials Awareness Operations certifications. Candidates are not required to have these certifications prior to application. Candidates with these certifications upon hire will still be required to attend the full Academy. The Academy typically runs 22-25 weeks. Candidates receive full salary while attending.

The Academy is not open to the public. It is only for career firefighters hired by one of the PCFTC departments.