

## **FAQs – Firefighter/Paramedic TESTING**

### **EAST PIERCE FIRE & RESCUE (EPFR)**

#### **FF/PM POSTING**

**Paramedic Certification required by August 31, 2024**

**ACCEPTING APPLICATIONS: March 20-April 30, 2024**

**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 part of their NTN testing prior to the close date 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](mailto:humanresources@eastpiercefirerescue.org). We will typically reply within 72 hours. Please note, vouchers will no longer be available after a week prior to the close date.

#### **EPFR minimum requirements:**

- Paramedic Certification by August 31, 2024
- Graduated from a CAAHEP accredited Paramedic Program
- 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 not be considered.

***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 a Paramedic certification required to apply?**

A Paramedic certification is required for this position. We do allow applicants that are currently enrolled or recently graduated from a CAAHEP accredit Paramedic Program to apply while preparing for certification. You must obtain your WA State or National Registry EMT-P certification by August 31, 2024. To learn more about National Registry visit [National Registry of Emergency Medical Technicians \(nremt.org\)](https://www.nremt.org).

**How do I get my Paramedic certification?**

EPFR requires graduation from a [CAAHEP Paramedic Program](https://www.caahep.org). Programs are generally 1-2 years. After completion of an accredited program, you can apply for testing at [National Registry of Emergency Medical Technicians \(nremt.org\)](https://www.nremt.org).

**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 two (2) years of continuous service as a professional Firefighter/Paramedic by the application close date with no greater than a 6-month gap of employment prior to the first day of employment with EPFR.

If lateral candidates are hired as part of an entry-level recruit class process, they will be required to attend the Fire Academy with the other recruits.

**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 in the 2024 calendar year and are subject to change. There are no candidate exceptions made to the scheduled dates.

- Candidates that have completed both the NTN test, including the PSSA, and EPFR application process by the close date will be selected for pre-screen interviews based on NTN scores
  - Candidates will be notified by May 8

- Pre-screen Interviews conducted virtually
  - May 15 and May 16
- Oral Board Interviews conducted at EPFR Headquarters (HQ)
  - June 10
- Chief Interviews conducted at EPFR HQ
  - June 11
- Establish list and extend conditional offers
  - June 17
- 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
  - August 16
- Anticipated start date
  - October 1

***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.