



## IMPORTANT FIREFIGHTER TESTING INFORMATION & FREQUENTLY ASKED QUESTIONS

### EAST PIERCE FIRE & RESCUE FIREFIGHTER POSTING ACCEPTING APPLICATIONS: July 1 – September 1, 2026

#### **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, upload a resume, and provide any required documentation
2. Complete all the testing requirements with National Testing Network (NTN) AND choose East Pierce Fire & Rescue as a department (vouchers available and must be requested before scheduling your test – please see information in the 'Testing Fee' section below).
  - [FIREFIGHTER Jobs | Find Public Safety Jobs | National Testing Network](#)
  - BEFORE THE CLOSE DATE CANDIDATES MUST COMPLETE ALL OF THE FOLLOWING WITH NTN:
    - Firefighter – FireTEAM Written Exam
    - Public Safety Self-Assessment Part 1 (PSSA)
    - Personal History Questionnaire
    - Pre-recorded virtual interview (details provided in the *Pre-Recorded Interview* section below)

#### **What are the 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

#### **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?**

NTN does charge a candidate fee; however, to eliminate the cost to our applicants, we have vouchers available to cover the fee of a new test. *There are no financial criteria to receive a voucher, however you cannot receive more than 1 voucher per year.* You must apply online with EPFR and meet EPFR minimum requirements, as indicated above. *Once that is done, email [humanresources@eastpiercefirerescue.org](mailto:humanresources@eastpiercefirerescue.org) to request a voucher.* We will reply within 72 hours. If you

have applied online and meet the minimum requirements, you will receive the voucher number via email. *\*Please note, vouchers will only be offered through August 28, 2026.*

***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. Unfortunately, you will have to pay for the small NTN fee to add EPFR as a new department.

***How do I request testing accommodation?***

Please refer to the Candidate FAQs on the NTN website

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

***Pre-recorded Interview***

As part of the application process, applicants must complete the pre-recorded interview with NTN. Applicants will be guided through 5 interview questions provided below and allotted 2 minutes per question. We strongly suggest you take the time to prepare genuine and applicable responses.

When you select EPF&R, you will be assigned the pre-recorded interview. You can complete the interview at your convenience any time before the close date. You will need a computer with strong Wi-Fi connection and will want to ensure there are no distractions.

1. In two minutes or less, tell us about yourself including your education, work history, and why you have chosen to pursue firefighting.
2. What drew you to East Pierce Fire & Rescue, and how does our motto 'Where Compassion and Action Meet' show up in the way you serve others?
3. Tell us about a situation where success depended on working closely with a team. What was your role and how did you contribute to the group's success?
4. Tell us about a time you turned a difficult customer or peer interaction into a positive outcome. What steps did you take?
5. Give an example of sustained, physically or mentally demanding work. What strategies did you use to ensure you delivered quality work throughout?

**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 or add documents. Please note, it will create a duplicate record, only the most recent application will be considered, so you will want to ensure you have completed and attached all required information to each application. Previous versions of your applications will be declined, we will not consolidate all applications.

**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.](#)

**Do you offer Veteran's Preference?**

Yes. Please review the Washington State Careers webpage at [Veterans' Preference - careers.wa.gov](#) for veteran definitions and preference categories. Preference is added to final, passing NTN score. You must *attach documentation (DD214, NGB form 22 or equivalent) to your online application BEFORE THE APPLICATION CLOSE DATE if claiming preference.*

**Do I need to submit my NTN test scores?**

No. We receive the scores directly from NTN, typically within 7 calendar days after the application close date. Top candidates, based on test scores and the pre-recorded virtual interview, 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?**

Paramedic certifications that meet the district's requirements will be considered based on the operational needs of the District. To be considered, the candidate must have graduated from a [CAAHEP accredited Paramedic Program](#) and have their EMT-P certification with WA State or National Registry by the close date. Candidates offered a Firefighter/Paramedic position will not be required to attend the EMT course during the Academy. Instead, FF/PMs will be assigned to the EMS Division for ALS assessment and training, county certification, and protocol familiarization.

**Do you accept lateral candidates?**

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

- Have a minimum of two (2) years of continuous service as a professional firefighter or firefighter/paramedic by the application close date
- No greater than a 6-month gap of employment as a professional firefighter or firefighter/paramedic prior to the first day of employment with EPF&R.

If lateral candidates are hired as part of an entry-level recruit class process, they will begin as either FF2 or FFPM2 of the wage scale and may be required to attend the Fire Academy with the other recruits.

**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.

**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?**

Please note all dates are subject to change. There are no exceptions made to the scheduled dates.

- Candidates that have completed all the requirements with NTN and the EPFR application process by the close date of September 1, 2026 will be selected for interviews based on their NTN scores and the pre-recorded virtual interview.
  - All candidates will be notified by September 14, 2026.
- Oral Board Interviews conducted in-person at EPFR Headquarters (HQ)
  - September 28-30, 2026
- Chief Interviews conducted in-person at EPFR HQ
  - September 29-October 1, 2026

- Establish list and extend conditional offers
  - October 5, 2026
- 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
  - ~November 16, 2026
- Anticipated start date
  - January 4, 2027

**Are there automatic disqualifiers for employment?**

The pre-employment process includes successfully passing a background investigation including criminal history and driving record review. 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 Red Knights Recruit Fire 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. Further details of the academy will be provided by the Training Division during the onboarding/pre-academy process.

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

**What is the probationary period?**

All new entry-level employees shall be on a probationary status from their start date to twelve (12) months after the completion of the fire academy.

All new lateral employees shall be on a probationary status for a period of twelve (12) months from the date of hire.

**What is the work schedule for your firefighters?**

EPFR personnel work a “modified Detroit 56” which is three 24-hour shifts (0800 to 0800) every nine days. Once you complete the in-house training, you will be assigned to one of the three

shifts (A, B, or C Shifts). Below is an example of the rotations. Green represents A Shift, red represents B Shift, and blue represents C Shift.

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Kelly Days (K-Days): A K-Day is a twenty-four (24) hour shift taken off to reduce average hours worked within a 27-day work cycle. Twenty-four (24) hour shift personnel shall receive approximately 16 K-Days per year.

**What type of benefits are offered?**

This position is represented by IAFF Local 3520. The 2027 base monthly salary for Recruit Firefighter is \$8954 per month. In addition to our competitive pay, generous benefits include:

- District paid medical, dental, vision, VEBA, and Medical Expense Retirement Plan
- Enrollment in the Washington State Law Enforcement Officers and Firefighters (LEOFF) retirement system
- Vacation, Holidays, and Sick Leave
- Deferred Compensation in the amount of 6%
- Life and Disability Insurance
- Longevity
- Educational Incentive and Tuition Reimbursement

**What opportunities does EPFR provide?**

Exciting opportunities include:

- Hazardous Materials Special Operations Team
- Technical Rescue Special Operations Team
- Water Rescue Special Operations Team
- Wildland Special Operations Team
- Paramedic School
- Ad Hoc committees (we regularly utilize personnel for special short-term and long-standing committee work)
- New stations, apparatus, and equipment

**Can I schedule a ride along?**

- Based on volume of candidates, we are unable to accommodate ride-along requests during an open hiring process.

**Who can I contact if I have questions?**

Please contact Human Resources at [humanresources@eastpiercefire.org](mailto:humanresources@eastpiercefire.org).