



EMPLOYMENT OPPORTUNITY

LATERAL FIREFIGHTER/EMT HIRING LIST

DATE OPEN: July 15, 2025

DATE CLOSED: August 15, 2025

WAGES: Step 3: 24 to 35 months of full-time career employment = \$7,931.00
Step 2: 36 + months (3 years) or more of full-time career employment = \$8,371.62
(Once a lateral completes 12 months of employment, they shall move to the next step.)

OPENINGS: 2 Immediate openings

ANNOUNCEMENT: S.E. Thurston Fire Authority will begin the testing process to establish a hiring list for career Lateral Firefighter/EMT's.

**WORK
SCHEDULE:** Forty-eight/Ninety-six (48/96)

MINIMUM QUALIFICATIONS TO APPLY:

1. High school diploma or equivalent
2. Valid Washington State driver's license (by hire date)
3. Ability to pass a driver and pre-employment background screening
4. Minimum of 2 (two) years of experience as a Washington State EMT or NREMT and in good standing.
5. IFSAC FF1 Certification
6. Minimum of 2 years of full-time professional firefighter experience, with at least 12 consecutive months of employment within the past 24 months with a municipal fire department or similarly sized fire district.

BENIFITS:

- 100% employer-paid medical, dental, and vision for employee and their eligible dependents.
- \$1,200 annual HRA and \$75/month MERP.
- LEOFF 2 retirement
- Deferred Compensation employer matching at 5% in 2025 and 6% in 2026.
- Retirement Medical for employee age 53+ with 20+ years of service with SETFA are eligible for employer-paid medical until age 65 or Medicare eligibility.
- 18 Kelly Days, 3 Personal Days, vacation accrual, sick leave.
- Tuition reimbursement and education incentive pay are also available.

PROCESS: Please read the following instructions carefully for applying for this position.

To Submit an Application:

1. Visit <https://sethurstonfire.org/> to obtain a PDF version of the application or complete the electronic version of the application on-line [SETFA Career Employment](#). You may also obtain a copy of the position description and download the Background Waiver.
2. You must complete the SE Thurston Fire Authority application in its entirety to include the supplemental application. You must sign the application.

To Submit an application continue on next page

3. You must complete all the information on the Background Waiver. It must also be notarized prior to submitting your application.
4. You must submit the following documents with your application:
 - ☐ Supplement to Application
 - ☐ A copy of your High School Diploma or equivalent.
 - ☐ If requesting Veterans' Preference, a copy of DD214.
 - ☐ Proof of valid Washington State driver's license (by hire date)
 - ☐ A current 5-year driving abstract.
 - ☐ Proof of High school diploma or equivalent
 - ☐ Other certifications listed under Desired Qualifications in the job descriptions.
5. The deadline for applying is **August 15, 2025**. Postmarks will not be accepted.
 - A. E-mail certification documents to: hire@setfa.org, or
 - B. Hand-deliver or FEDEX/UPS application and documents to:
709 Mill Rd SE
Yelm, WA 98597
 - C. U.S. Postal Service:
S.E. Thurston Fire Authority
P.O. Box 777,
Yelm, WA 98507

**IMPORTANT
DATES:**

August 15, 2025, Applications Due

August 27th & 28th, 2025, Oral Board & Practical Assessment

September 1, 2005, Job Offers

October 1, 2025, Start Date

Questions? NO PHONE CALLS, email only at hire@setfa.org