



# EMPLOYMENT OPPORTUNITY

## ENTRY-LEVEL FIREFIGHTER/EMT HIRING LIST

**DATE OPEN:** July 15, 2025

**DATE CLOSED:** August 29, 2025

**WAGES:** Annually \$84,597.36 - \$105,746.76

**ANNOUNCEMENT:** SE Thurston Fire Authority is establishing a hiring list for career Entry-Level Firefighter/EMT's. Candidates will be eligible for hire depending on department need and at the discretion of administration.

**WORK SCHEDULE:** Forty – Eight hr. work week based on a Forty-eight/Ninety-Six (48/96) Schedule

**MINIMUM QUALIFICATIONS:** High school diploma or equivalent; valid Washington State driver's license (by hire date); at least 18 years of age; ability to pass a driver and pre-employment background screening.

**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 and
- 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 carefully read all instructions for applying for this position.

Interested candidates should visit Public Safety Testing at [www.publicsafetytesting.com](http://www.publicsafetytesting.com) or call 866-HIRE-911 to create an account and apply on-line for **S.E. Thurston Fire Authority**. The written exam must be completed by **August 12th, 2025**. The CPAT must be completed by **August 29th, 2025**. (See the PST calendar for available testing dates).

Applicants who successfully complete the written exam may be invited to continue in the hiring process. If selected to move forward, you will be contacted by a department representative with instructions to complete additional paperwork. All required documents must be submitted by the specified deadline to remain eligible.

Applicants invited to the hiring process, should expect to participate in further testing processes including but not limited to an interview, chief's interview, background check, physical exam, psychological exam, drug testing.

**Questions? NO PHONE CALLS, email only at [hiring@setfa.org](mailto:hiring@setfa.org)**

Please note: Unsolicited applications and resumes will not be considered.

**SE THURSTON FIRE AUTHORITY  
ENTRY LEVEL FIREFIGHTER  
APPLICATION PROCESS**

**PROCESS:** Please carefully read all instructions for applying for this position. Failure to follow the instructions will result in your application being denied. You must complete all required paperwork by the given date and time to move on in the process. The deadline for applying is **August 29, 2025, by 5pm**.

Successful applicants should expect to participate in further testing processes including but not limited to an interview, assessments, chief's interview, background check, physical exam, psychological exam, and drug testing.

**APPLICATION INSTRUCTIONS:**

1. You may complete the application electronically online or download and print a paper version. Position descriptions and the Background Waiver are also available for download.
2. You must complete the SE Thurston Fire application in its entirety. You must sign the application.
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
  - ☒ You must have passed the CPAT (Public Safety Testing or National Testing Network) within one year of the date of this application close date and submit a copy of your certificate.
  - ☒ 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 29, 2029, by 5pm**. Postmarks will not be accepted.
  - A. E-mail certification documents to: [hiring@setfa.org](mailto:hiring@setfa.org), or
  - B. Hand-deliver or FEDEX/UPS application and documents to:  
**709 Mill Rd SE Yelm,  
WA 98597**, or via
  - C. U.S. Postal Service:  
**S.E. Thurston Fire Authority  
P.O. Box 777,  
Yelm, WA 98507**