



FULL-TIME POSITION ANNOUNCEMENT

460 W. Humorist Road, Burbank Washington

Firefighter / EMT & Firefighter / Paramedic (Entry or Lateral Position)

Walla Walla County Fire District 5 is establishing an eligibility list for entry-level or lateral Firefighter / EMT and Firefighter / Paramedic. This eligibility list will be used to fill up to two (2) full-time positions.

Position appointments will be made based on meeting minimum qualifications, merit, demonstrated ability, and fitness. These will be established by testing, examining, and investigating qualified candidates.

Application Procedure

You may obtain an application online at: www.wwcfd5.org

You may also request an application by contacting Administration Assistant Kirsten Cole at kcole@wwcfd5.org Walla Walla County Fire District 5. (509) 547-8341

All required documentation must be received on or before January 10th, 2025 @1600.

Mail or Hand Deliver to

Walla Walla County Fire District 5
Attn: Full-Time Firefighter Position
460 W. Humorist Rd.
Burbank, WA 99323

Applications will not be accepted electronically.

Position Status

Full-time, non-exempt, 24/72 – 48/72 shift schedule, responding from the Fire District's main station. This position performs emergency medical services, firefighting, and assists in Fire/EMS training.

Salary

Salaries are determined through a collective bargaining process.

- Salary range for an entry level Firefighter/Paramedic – Firefighter/EMT for fiscal year 2025 is **\$62,340.12 - \$76,641.70**- base (pending qualifications of the CBA Local #4965)
- Generous vacation and sick leave benefits
- Medical, Dental, Life and Disability Plan
- Life Flight Membership
- Employee Assistance Program
- VEBA Contribution
- MERP Contribution
- Deferred Compensation Contribution
- Certification Incentive Pays

Minimum Qualifications to Apply

- High School Diploma or GED
- Minimum 18 years of age
- Valid Driver's License with acceptable driving record per insurance standards
- Current Washington State EMT-B, Paramedic, or National Registry certification within 3-months of appointment.
- IFSAC Firefighter 1 Certification., or IFSAC FF-1 within 3-months of appointment.
- Must possess the training, physical condition, ability to perform the essential functions effectively, and any marginal functions of the position as specified in the job description.
- Must be a U.S. Citizen at the time of appointment.

Selection Process

- The first phase of the process will consist of an application and minimum qualifications review. Candidates must complete the application and submit it with a cover letter, resume, and supporting documentation. Applications will only be accepted from individuals who meet the minimum requirements established by Walla Walla County Fire District 5. All certifications must be current and up-to-date.
- Candidates who progress through the first phase will be invited to participate in the remaining phases of the evaluation process. Candidates must achieve a minimum score of 75% to be placed on the eligibility list:

- | | |
|-------------------------------|-----------|
| • Physical Agility Assessment | Pass/Fail |
| • EMS Skills Assessment | Pass/Fail |
| • Written Assessment | 50% |
| • Oral Interview Assessment | 50% |

Candidates must complete the following before appointment:

- Background Investigation
- Physical Examination
- Drug Screen

Request for Reasonable Accommodation

If a candidate needs reasonable accommodations for any component of the exam related to a disability, please contact Kirsten Cole at (509) 547-8341 by January 10th, 2025, @1600.

Preference Points for Volunteer Firefighters

Walla Walla County Fire District 5 may grant preference points to candidates who are current Volunteers of Walla Walla County Fire District 5. The volunteer preference points shall be determined using the candidate's volunteer status as of the application deadline. Volunteers shall qualify for an increase of five (5) points added to the final score when the volunteer meets the minimum qualifications and achieves a minimum passing score of 75% in the testing process.

Equal Employment Opportunity

Walla Walla County Fire District 5 (WWCFD5) is an equal employment opportunity employer and does not discriminate based on sex, age, race, color, religion, national origin, mental or physical disability, marital status, or military service, or any state of Washington protected classifications. WWCFD5 does not discriminate against the candidate or employee in hiring or the terms, conditions, and or privileges of employment based on genetic information, pregnancy, childbirth, sexual orientation gender identity, or related medical conditions. WWCFD5 will make reasonable accommodations for qualified employees with physical or mental disabilities and for employees' religious beliefs that conflict with workplace rules or functions. No application will be rejected as a result of a disability that, with reasonable accommodation, does not prevent performance of the essential job duties.

Timeline and Process Details

- **Application Period Opens** – December 18th, 2024
- **Application Packet Deadline** – All required documentation, questions and requests for reasonable accommodations must be received on or before January 10th, 2025 @1600. Applications will be received Monday through Friday, 8 am to 5 pm (excluding holidays). Send or deliver applications to the address below:

Mail or Hand Deliver to

Walla Walla County Fire District 5
Attn: Firefighter Position
460 W. Humorist Rd.
Burbank, WA 99323

Successful candidates will receive scheduling information via email for the following phases of testing. Please ensure that your email is on your application. If you do not have an email address please contact Kirsten Cole at (509) 547-8341.

- **Physical Agility and Skills Assessment – TBA, 2025**

These components will be held at Walla Walla County Fire District 5 main station located at **460 W. Humorist Rd, Burbank, WA 99323.**

Timelines listed above may be subject to change to meet the needs of the testing process. Candidates will be notified of any changes as they occur.

- **EMS Skills Assessment -Paramedic Only (Pass/Fail)**
- **Written (50%)**
- **Oral Board Interview Assessment (50%)**
- **Physical Agility (Pass/Fail)**
- **Candidates must achieve a minimum score of 75% to be placed on the eligibility list.**
- **Chief's Interviews and final selection using the rule of three (Top 3).**

Employment Application Instructions

- Answer each question fully and accurately
- If you need additional space, continue your answer(s) on a separate sheet of paper
- No action can be taken on this application if it is incomplete and questions are unanswered
- If the application packet is not complete, you will not be considered in the testing process
- Do not sign the application digitally
- Application packets will not be accepted electronically.

Application Submittal

Candidates must include copies of the following items in the application packet:

- Cover letter and resume
- Completed WWCFD 5 application with signature
- Copy of National Registry and/or Washington EMS certifications.
- Copy of ACLS/PALS/other ALS level certifications (Paramedic candidates only)
- Copy of current driver's license
- Copy of High School diploma, GED equivalent, and any college transcripts
- Copy of IFSAC FF-1 Certificate or the timeline process of completion of Cert.

All required documentation, questions, and requests for reasonable accommodations must be received on or before January 10th, 2025 @ 1600. Application packets will be received Monday through Friday, 8 am to 5 pm (excluding holidays).

Physical Agility Assessment

Conditions- The physical agility assessment course is designed to test your base strength and endurance. The course mirrors what firefighters may encounter during a typical structure fire event. This assessment in no way implies that this is the amount of exertion you may experience during a fire event. Generally, it requires much more physical exertion. Comfortable exercise clothing is permitted.

If at any time, you are feeling any chest discomfort, dizziness, or difficulty breathing, you must stop immediately and advise your evaluator of the incident.

All participants will be required to wear a Turn-Out Coat, Helmet, Gloves, and SCBA (w/o mask) during the Physical Agility Evaluation. Must complete the course within (4) minutes

1. **Perimeter Walk/warm up-** Walk around the perimeter of the training grounds infield grass area. (Time will start once the hose bundle is touched at the next station).
2. **Shoulder Carry-** Shoulder carry 50 ft. bundle of 2 ½ hose up a flight of stairs, and place the bundle in a designated location.
3. **Hose Lift-** Lift a 50 ft. roll of 2 ½ hose from the ground with rope from a second-story window, hand over hand, pull through the window, and place the hose bundle on the floor. Lift the 50 ft. roll again, place the bundle through the window, and lower it to the ground without letting the rope slip through your hands. Pick up the 2 ½ hose bundle again to shoulder and come down a separate flight of stairs to a designated location.
4. **Rope Pull-** Pull a 50ft. bundle of 2 ½ hose from the ground with rope, hand over hand, to a fixed anchor 2 ½ stories above the ground and then lower to the ground without letting the rope slide through hands. Repeat.
5. **Hammer Strike-** Strike the tire 10 times using an 8lb. Sledgehammer.
6. **5 gal Pail Carry-** Pick up two (2) 5 gal pails weighing 25lbs. apiece and walk 100ft. Set the pails in a designated location.
7. **Weighted Sled-** Pull a weighted sled at Level #2, 50 feet with rope provided, stop, and then push the weighted sled back to its starting position. (Time stopped).
8. **Aerial Climb-** Climb the 75" Ladder at a 35-degree angle and touch the top rung. This element is not timed.



Firefighter EMT & Paramedic

Job Description
03/22/2013

POSITION: Firefighter (IAFF #4965)

SUPERVISED BY: Lieutenant, Captain, Fire Chief

POSITION DESCRIPTION:

The position involves a combination of “all-hazard” functions to include emergency response and mitigation of fire, hazardous materials, emergency medical transport, technical rescue, heavy vehicle and machinery entrapment, swift water, boat operations, and ice rescue. This position requires an understanding of public service functions. In addition to front-line Fire and EMS response duties, the individual occupying this position is required to assist the Fire District with delivering a balanced fire/EMS training program. This program is administered to all District members through training modules, classes, and drills approved by the Fire Chief.

DUTIES AND RESPONSIBILITIES:

- Performs a full range of fire suppression activities, including deploying hose, wearing self-contained breathing apparatus, directing water streams, raising/climbing ladders, and utilizing equipment, such as pike poles, smoke ejectors, and forcible entry tools.
- Performs a variety of emergency medical pre-hospital activities at fire, motor vehicle collisions, and other emergency scenes; administers emergency care at the Basic and Advanced Life Support levels with ambulance transports to regional hospitals.
- Performs a variety of cleaning, maintenance, and minor repair tasks necessary to keep the fire station and related equipment clean, stored properly, and fully functional.
- Checks tools, equipment, supplies, and materials assigned to vehicles used to suppress fires/respond to emergency services calls to ensure that vehicles contain all required tools, equipment, supplies, and materials for compliance with vehicle readiness forms.
- Assists with the development and delivery of basic and advanced fire training courses for members of the District and outside agencies as required. Provides guidance, consultation, and assistance in training and employee development.
- Ability to plan, schedule, direct, motivate, and evaluate the performance of subordinates in a manner conducive to productivity and high morale.
- Assists with coordinating staff and volunteer certifications as required by statute.
- Assists in establishing, monitoring, and reviewing annual budgets.

- Responds to all incidents and may assume command of the incident when appropriate. May be assigned to other areas within the ICS as designated by the Incident Commander.
- Assist in the basic maintenance and minor repair of the fire training facility as directed by the Fire Chief.

KNOWLEDGE, SKILLS & ABILITIES:

- Knowledge of basic and advanced firefighting techniques, ICS, wildland fire operations, and emergency vehicle incident prevention.
- Knowledge and skills of all treatment modalities and advanced-level care within the Paramedic scope of practice.
- Knowledge of human anatomy and physiology, cardiology, and pharmacology.
- Knowledge of medical communication terminology.
- Knowledge of infection control, disease, and injury prevention.
- Skill in establishing and maintaining effective working relationships with business owners/managers, other Fire Departments medical control staff, co-workers, and the general public.
- Skill in following complex oral and written instructions, procedures, and guidelines.
- Skill in communicating using standard telephone and two-way radio equipment.
- Skill in writing clear, accurate, and complete medical and fire reports.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. The employee must frequently lift and/or move up from 50-100 pounds. Arduous physical exertion may be required in unusual situations. Must be able to climb ladders and function at heights, have dexterity to manipulate hoses, fittings, nozzles, and other fire department and emergency care equipment. The employee must be capable of donning and wearing a self-contained breathing apparatus without experiencing disorientation or fear of closed spaces. Specific vision abilities required by this position include close vision, depth perception, and the ability to focus. The employee must have the ability to give verbal orders, and hear and interpret radio communications while doing multiple tasks.

WORK ENVIRONMENT

This position is subject to hazardous working conditions including limited visibility, proximity to electrical currents, moving mechanical parts and equipment, exposure to infectious diseases, hazardous chemicals, fumes, odors, mists, dust, gases, or poor ventilation. Position is subject to all environmental conditions indoors and outdoors. Position requires individuals to wear self-contained breathing apparatus to complete portions of the job's essential functions.