

# VALLEY REGIONAL FIRE AUTHORITY

PROUDLY SERVING THE COMMUNITIES  
OF ALGONA, AUBURN, AND PACIFIC



## GETTING STARTED

The Valley Regional Fire Authority has partnered with Public Safety Testing (PST) to conduct the initial testing of candidates consisting of the following components:

- Written Test
- Candidate Physical Ability Test (CPAT)
- Personal History Statement

Register for a testing date through [PublicSafetyTesting.com](http://PublicSafetyTesting.com) to begin the application process with the VRFA.

be a *Difference-Maker*  
at the VRFA



Firefighter/EMT

## BASIC REQUIREMENTS

- At least 21 years of age
- U.S. Citizen or lawful permanent resident
- High school diploma or GED
- Valid driver's license
- Pass the Candidate Physical Abilities Test (CPAT)

The VRFA is an Equal Opportunity Employer

EMT Certification is not required  
at time of application

## WHAT WILL YOUR VRFA STORY BE?

It's more than a job—it's a calling to serve. See how you can strengthen your unique abilities and serve the community when you join the VRFA at [vrfa.org/careers](http://vrfa.org/careers)

✉ [AskTheVRFA@vrfa.org](mailto:AskTheVRFA@vrfa.org)

📍 VRFA Headquarters Station 31  
1101 D Street NE Auburn, WA 98002  
(253) 288-5800





## Entry-Level Firefighter/EMT Examination Process 2020

### *How to Apply*

The Valley Regional Fire Authority has partnered with Public Safety Testing (PST) to conduct the initial testing of candidates which consists of a written test and Candidate Physical Ability Test (CPAT).

**The written test and valid CPAT through Public Safety Testing must be completed by April 23, 2020 to complete the application process.** The VRFA will consider the highest written test score completed within the eligible time-frame.

Your CPAT must be completed with Public Safety Testing to be valid as a component of the application process. CPAT certifications from other fire departments or testing centers will not be accepted.

Please visit [PublicSafetyTesting.com](https://PublicSafetyTesting.com) to complete your application online and select the testing date and/or location most convenient for you.



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For consideration candidates must take the written exam at a scheduled PST administered testing location. **The VRFA does not participate in the PST out-of-state testing process at this time.**

Public Safety Testing can provide additional information regarding the scoring process and the written and CPAT expiration dates for purposes of the testing process. For further information you can contact PST toll-free at 1-866-HIRE-911.

### *Timeline 2020*

The written test and valid CPAT through PST must be completed by **April 23, 2020**

The VRFA will be accepting scores between: **August 15, 2019 – April 23, 2020**

Notifications made to candidates via email no later **April 24, 2020**

Oral Boards: **May 18–22, 2020**

**Fire Academy: September 1, 2020**

## Written Examination

The written examination will be offered on a continual basis through Public Safety Testing. The written examination will determine the top group of candidates to move forward to the oral board panel interview. There will be a minimum passing score of 70% for the written test.

The VRFA currently accepts written test scores submitted from a scheduled PST administered testing location. **The VRFA does not participate in the PST out-of-state testing process at this time.**

**To be considered for hiring in 2020, an applicant must pass the written examination component between August 15, 2019 and April 23, 2020.**

The VRFA anticipates inviting approximately **75 candidates** (subject to scheduling availability) who have completed the application process and have the highest written exam scores, plus any ties, to participate in the oral board panel interview process.

If an applicant declines the invitation to participate in the oral board panel interview process, and a vacant interview slot is created, the VRFA may invite the next candidate with the highest written exam score to participate.



**If a candidate does not respond to the interview notification by the requested date, they will be withdrawn from the process.**

**Notifications will be made via email no later than April 24, 2020.**

## Oral Board Interviews

The oral boards are scheduled for **May 18-22, 2020** and candidates invited to participate will be contacted directly via email to self-schedule online on a first come, first served basis.

There will be a 70% minimum passing score for the oral board panel interview. Final examination scores are comprised of the results of the applicant's written exam (weighted 30%) and oral board panel interview (weighted 70%) and applicable veterans' preference.

If you are claiming **veterans' preference** in accordance with RCW 41.04.010, you must include the commission's **request form on our website: [vrfa.org/careers](http://vrfa.org/careers)** and **a copy of your discharge document (DD214)** at the time of your oral board panel interview.

**Candidates who are late to the oral board process will be withdrawn from further consideration in the entry level process.**



## *Eligibility List*

**Candidates will have their names placed on an eligibility list in rank order of final examination scores.** The eligibility list will remain in effect for six (6) months and may be extended by the Civil Service Commission in six (6) month increments up to two (2) years in total duration.

If an eligibility list is exhausted or not extended by the Commission, the Chief Examiner may identify a group of candidates who have the next highest written examination scores. A new eligibility list would be established.

## *Vacancies*

**In anticipation of vacancies, please complete the Public Safety Testing Personal History Statement (PHS)** . The VRFA makes all hiring decisions after a pre-employment selection process which includes a background investigation, physical ability test, drug test, psychological and medical examination.

Offers of employment will be conditional upon successfully completing the pre-employment process. If the pre-employment background process is satisfactory, the candidate remains on the eligibility list; if not, the conditional offer may be withdrawn and the candidate is removed from the eligibility list.

When a vacancy occurs, the Civil Service Chief Examiner certifies to the VRFA Administrator the appropriate number of names from the eligibility list for consideration. The Commission observes a “*Rule of Five*” in certifying names. The Administrator may interview these individuals and the VRFA has the discretion to hire any of the individuals certified in accordance with the Civil Service Rules. Individuals hired serve a one (1) year probationary period.

## *Benefits*

The VRFA offers a comprehensive benefit package which includes **medical, dental, ortho, and vision insurance coverage**. In addition, the VRFA contributes to a medical expense reimbursement plan and health reimbursement account (VEBA). Firefighters participate in the LEOFF retirement pension program and also have deferred compensation options. The VRFA offers supplemental benefit options and has a tuition reimbursement program!

### **2020 Wages**

Firefighter 4th Class - \$74,301.12 annually

Firefighter 1st Class - \$95,030.40 annually + incentive pay

*Thank you for your interest in the VRFA and the communities we serve.*