



# Entry level & Lateral FF-EMT Job Announcement

**WEST THURSTON REGIONAL FIRE AUTHORITY**  
10828 LITTLEROCK RD. SW OLYMPIA, WA 98512  
(360) 352-1614 <http://www.westthurstonfire.org>

WTRFA is a progressive leader in community service, recognized for achieving operational efficiencies through consolidation while delivering comprehensive emergency services, including fire suppression, rescue, EMS, and BLS patient transport from 3–4 staffed stations. Serving more than 25,000 residents across 156-square-mile area in the south Puget Sound region between Olympia and Centralia, WTRFA’s service area includes urban growth, suburban, rural, commercial, light industrial, and forest lands, with 12 miles of Interstate 5 running through the district. Emergency services are provided by a dedicated team of career and volunteer public service professionals

West Thurston Fire is currently establishing an eligibility list.

**Rank:** Firefighter/EMT **Salary Information:** 2026 \$7518.00-\$8354.00 FF/EMT **Work Shift:** Non-Traditional 24-hours shift  
**Benefit Information:** Medical, dental, vision group plan; LEOFF Retirement Plan; Deferred Comp. (457) Matching; MERP; Paid Leave; Employer has opted out of Social Security.

## Entry Level Required Qualifications (By Date of Hire)

- Must be 21 years of age or older
- Must be a citizen of the United States, or eligible to hold employment in the United States.
- Must be able to read, write and speak effectively in English.
- Valid WASHINGTON State Drivers License
- High School Graduate/GED or equivalent.
- Current National Registry or WA State certified EMT-B. (Successful completion of Thurston County EMT Protocol Test within 30 days of appointment.)
- IFSAC Firefighter I

## Additional Lateral Requirements

- At least one (Two) years of current, uninterrupted service working as a Career FF/EMT.

## Desired Qualifications

- College preferred but not required
- Candidates encouraged to apply without possessing desired qualifications
- ICS 100, 200 & 700
- NWCG FF II (Wildland Red Card) (required within one year of appointment)

## Disqualifiers:

- Criminal Activity, candidates must pass criminal background investigation
- Driving candidates must pass driving record evaluation
- Drug Use candidates must pass drug screening. Illegal drug use or exposure within 3 years.
- Lying or falsifying documents during any stage of the hiring process. Dishonorable discharge from United States armed forces.

## How to Apply:

Applicants must submit a cover letter, completed application, resume, copies of applicable Fire/EMS certifications, a current NTN score, and a CPAT completion certificate. Applications are available on the website [www.wtrfa.com](http://www.wtrfa.com). For questions, please contact Shannon Hemminger. Applicants must also complete the NTN process by visiting National Testing Network Website and selecting West Thurston Regional Fire as the agency. WTRFA will pull the NTN candidate list on August 31, 2026, with interview invitations extended to top candidates during the week of September 14, 2026. Chief interviews are scheduled for September 21, 2026. Completed application packets must be submitted by email to Chief Nathan Drake at [nathan.drake@wtrfa.org](mailto:nathan.drake@wtrfa.org) no later than 1700 on August 31, 2026.

## REQUIRED APPLICATION PACKET CHECKLIST

- Current NTN Score
- Current CPAT Certification within the last 12
- Cover letter with original signature
- Resume`
- Completed WTRFA employment application with original signature
- Copy of current driver’s license and Social Security Card.
- Copy of High School Diploma, Equivalent GED or College Transcript.
- Copies of Firefighter and EMT Certifications