



ABERDEEN FIRE DEPARTMENT ENTRY-LEVEL FIREFIGHTER/PARAMEDIC

QUALIFICATIONS & BENEFITS - 2025

\$7,150 - \$9,041/month, plus generous benefit package

POSITION QUALIFICATIONS

Minimum Requirements:

- At least 18 years of age.
- Valid Washington State Driver's License, or ability to obtain one by date of hire.
- High School Graduate or GED.
- Ability to pass extensive background checks to include criminal, psychological and medical screening.
- Washington State or National Registry Paramedic Certification with the ability to obtain State Certification.
- Current CPAT.

Desirable Qualifications:

- IFSAC Firefighter I. Candidates hired without a IFSAC Firefighter I certification may be subject to attending a Firefighter I academy as part of the probationary process.

POSITION BENEFITS

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| ➤ 24/48 Schedule | ➤ Short/Long-Term Disability Coverage available |
| ➤ 16 Kelly Days per year | ➤ Retiree Medical Expense Reimbursement Plan |
| ➤ Paid Sick, Vacation & Holiday Time Off | ➤ Washington State LEOFF II Retirement Plan |
| ➤ Paid Holidays | ➤ Deferred Compensation Plans with Employer Contribution Match |
| ➤ Medical/Vision/Dental Coverage | ➤ Educational Incentive |
| ➤ Medical Savings Account/VEBA Account | ➤ Longevity Incentive |
| ➤ City paid Life Insurance | |

APPLICATION PROCESS

Application/Written Exam: Visit [National Testing Network](#) to apply. Complete the firefighter written exam through National Testing Network, a passing score of at least 70% is required.

Physical Agility Exam: Proof of completion of a current Candidate Physical Ability Test (CPAT) required to be considered as qualified at time of Oral Board Interviews. Upload certificate to your National Testing Network application.

Oral Board Interview: When the need to establish Civil Service Firefighter/Paramedic Eligibility List arises, the top scoring qualified candidates will be invited to participate in an oral board interview conducted by the Aberdeen Fire Department. A passing score of at least 70% is required on the oral board interview. Candidates with incomplete applications or no valid CPAT will not be considered.

Selection Process: When the need to fill a vacancy from the Firefighter/Paramedic Eligibility List arises, the Fire Chief will interview the top scoring candidates for consideration of filling the vacancy.

Contact the City of Aberdeen Human Resources Department at 360-537-3207, or the Aberdeen Fire Department at 360-532-1254 for further information.

The City of Aberdeen does not discriminate on the basis of race, color, religion, creed, sex, age, marital status, national origin, genetic information, political ideas, or disability in employment or in the provision of services.