

**NOTICE OF EXAMINATION:**  
**ENTRY LEVEL / LATERAL FIREFIGHTER / PARAMEDIC**

**City of Raymond Fire Department**

The City of Raymond is accepting applications for an Entry Level / Lateral Firefighter / Paramedic for the Raymond Fire Department.

Applications for examination will be accepted by the City of Raymond

**Until Position is Filled**

**Firefighter / Paramedic Minimum Qualifications**

- Washington State Paramedic Certification or Current National Registry Paramedic Certification (Washington Paramedic Certification required at time of hire)
- IFSAC Firefighter I or equivalent *desired* at time of hire or within 18 months of hire
- U.S. Citizen or legal permanent resident.
- Minimum age of 21 at time of appointment.
- High School diploma or G.E.D. certificate.
- Valid Washington State driver's license.
- Ability to read and write English as required by RCW 41.12.070.

**Lateral Hire Minimum Qualifications**

- Successful completion of a one-year probationary period with a represented career department. (Desired three years with represented career department).

**Wage, Benefits, & Work Schedule**

- The salary range for a Firefighter/Paramedic is: \$6,960-\$8,283 plus benefits.
- Incentive for Firefighter II, and IV Technician
- Employer pays 100% of insurance premium to include health, vision and dental for employee, spouse and dependents.
- Employer-paid VEBA/HRA account
- RFD work schedule is a Modified Detroit rotation consisting of a 27-day FLSA cycle to include 13 Kelly Days.
- RFD uses a 3-platoon, A-B-C Shift rotation with Floating Position(s)
- Living and education incentives
- Living requirement of residing within a 45-minute commute to fire station.

**Application Procedure**

- Applications are available at Raymond City Hall or by visiting [www.cityofraymond.com](http://www.cityofraymond.com)
- **Submit application, resume and copies of certifications** via mail or in person to City of Raymond clerk-treasurer Kayla MacIntosh, 230 Second Street, Raymond, WA 98577.

**Examination Process**

- **ENTRY LEVEL CANDIDATES** will be required to complete a Physical Abilities Test, Written Examination, and an Oral Board Examination. **LATERAL CANDIDATES** will be required to complete a Physical Abilities Test and Oral Board Examination.
- Following is the testing schedule:
  1. Physical Examination: ***Date and time to be determined***, at the Raymond Fire Hall, 212 Commercial Street, Raymond WA, 98577.

2. Upon successful completion of the physical examination, a written examination will be held at the Raymond City Hall Council Chambers, 230 2<sup>nd</sup> Street, Raymond, WA 98577. The written examination is weighted at 60%.
3. Oral Board Examination: The oral board examination is scheduled after passing the written exam. The oral board is weighted at 40%.
  - Ranking of the applicants on the eligible register shall be based on the results of the examinations.
  - Veterans' preference, as set out in RCW 41.04.005 and 41.04.010 shall be applied when entitled.
  - As openings in the Raymond Fire Department class occur, the Civil Service Examiner will submit the top 3 names on the eligibility list to the Fire Chief for consideration in filling the vacancy. Once certified, civil service registers are typically in place for a year, unless there is cause to abandon the register before that time.

### **About Raymond Fire Department**

Located in the heart of Pacific County in Washington State, the City of Raymond Fire Department is a progressive and growing department that also offers a family-oriented work environment. With a rich history and strong ties to the local community, Raymond Fire is now seeking motivated, team-oriented individuals to join our family.

RFD is a combination Career/Volunteer fire department that provides ALS/BLS and Fire and Rescue services to our citizens. We provide emergency medical services to the majority of North Pacific County, primary fire response for the City of Raymond, and mutual aid fire support to our surrounding jurisdictions. RFD has seen a steady increase in call volume over the last several years while totaling 2,200 in 2025, and on pace to top that number this year.

Just minutes from the beautiful Pacific Ocean to the West, the mighty Columbia River to the South, and the Olympic Mountains to the North, Raymond is an outdoor, adventure-lover's dream. A welcoming and very supportive community with quality school systems help make Raymond a great place to work and raise a family.

This position offers a rewarding opportunity to serve the community, develop essential skills, and make a difference in people's lives. We encourage all qualified applicants to visit Raymond to see if the Raymond Fire Department is a fit for you.



# Raymond Fire



## WE'RE HIRING

**Entry Level and Lateral  
FF/PM  
\$6,960 - \$8,283**

### Comprehensive benefit package

- Modified Detroit schedule
- 13 Kelly-days a year
- Washington State LEOFF Retirement
- Health Insurance Premium covered by Employer for Employee, spouse, and dependent
- VEBA contribution by Employer
- Accrued vacation and sick leave
- Competitive annual wage increase 2027 - 2028
- Living incentive
- 13 Recognized Holiday with pay differential
- Education incentive.
  - 2%-Associates
  - 4%- Bachelors

### Department Profile

- 2,200 reponses in 2025
- 1 paid fire station
- 12 career fire fighters
- IAFF 2776

### Process information

- **Application Deadline: Establishing an eligibility list**
- Physical agility test
- In-Person Written Exam
- Oral Boards
- Chiefs Interview
- Conditional Job Offer
- Background Checks, Medical exam
- Official Employment Offer

### Qualifications

- Washington State Paramedic Certification or Current National Registry Paramedic Certification (Washington Paramedic Certification required at time of hire)
- IFSAC Firefighter I or equivalent desired at time of hire or within 18 months of hire
  - U.S. Citizen or legal permanent resident.
  - Minimum age of 21 at time of appointment
  - High School diploma or G.E.D. certificate.
  - Valid Washington State driver's license.
  - Ability to read and write English

#### Apply at

<https://cityofraymond.com/employment-opportunities/>



#### More Information

360.942.4144  
212 Commercial Street  
Raymond WA 98577

**APPLY NOW**