



Thurston County Fire Protection District 8

Proudly Serving Northeast Thurston County Since 1953

Announcement: Seeking Lieutenant Applicants

Thurston County Fire Protection District 8 (South Bay Fire Dept.) is currently accepting applications for the position of Lieutenant with the intent to hire up to three (3) additional Lieutenants in January 2026.

Minimum Qualifications:

- Must have a high school diploma or GED;
- Valid Washington State Driver's License at time of hire;
- 36 months experience as a full-time career firefighter (Within the last 48 months)
- IFSAC Fire Officer I, and Instructor I, or equivalent certifications; and
- Current Washington State or NREMT certification and be able to meet Thurston County Medic 1 EMT reciprocity within 90 days of hire.
- Incident Safety Officer
- NWCG certifications for S-130, S-180 and L-190 (or Wildland FF2 Red Card)
- NIMS 100, 200, 700 and 800
- Blue Card Incident Command (Applicants with other command training are eligible to apply)

Desired Qualifications & Skills:

- Experience as a qualified driver-operator
- IFSAC Fire Officer II,
- IFSAC Fire Instructor II,
- NWCG Wildland FF2 (Red Card)
- Blue Card Incident Command Train-The-Trainer

Benefits:

Benefits are negotiated between the District and IAFF Local 2903. CBA may be found at <https://www.southbayfire.com>. Benefits include health, vision, & dental, orthodontia insurance for employee and dependents, \$1,200-\$2,000 annual paid Health Reimbursement Account (HRA), Medical Expense Reimbursement Plan (MERP), Matching Deferred Compensation retirement plan, LEOFF 2 retirement, life and disability insurance, vacation, up to 288 hours of holiday pay, tuition reimbursement and sick leave. Starting Salary \$112,422 (Note: This is 2025 rate; 2026 COLA increases not yet included)

Work Schedule:

The 24-hour shift position is a 49.9 hour per week position with 13.5 Kelly days annually

Application Process:

Completed District application found online <https://www.southbayfire.com> include a cover letter, resume and copies of any relevant certifications submitted by May 13th 2025. Applications may be delivered to our main station located at 3506 Shincke Rd. NE, Olympia, WA 98506 or emailed to heidis@southbayfire.com.

Testing Process:

Selected Applicants will be invited to an Assessment Center Conducted on May 28th or 29th, that will include an Interview process. Finalists will be invited to the Chief's interview.

Start Date: Estimate date: January 1st 2026

For questions please contact
AC Brandon LeMay at 360.491.5320. LeMay@SouthBayFire.com