



## Civil Service Commission

### Approval of Promotional Captain - Medical Services Officer Register

**Agenda Date:** 6/16/2020  
**Agenda Item Number:** 5.C  
**File Number:** 20-0491

---

**Type:** decision **Version:** 1 **Status:** Passed

---

#### Title

Approval of Promotional Captain - Medical Services Officer Register

#### Recommended Action

##### Staff Recommendation:

Staff recommends the Promotional Captain - Medical Services Officer Register be certified effective June 16, 2020

#### Body

##### Staff Contact:

Greg Rightmier, Battalion Chief, Olympia Fire Department, 360.709.2703  
Nicole Camus, Human Resources, 360.753.8213

##### Background and Analysis:

The Civil Service Commission approved a Captain - Medical Services Officer promotional process in March 2020. The process included using Public Safety Testing's promotional testing services which involved an assessment center and a written exam.

The testing process included a candidate orientation, assessor preparation, written exam, and assessment center. Assessment center exercises included an oral presentation, practical scenarios/critical thinking, and an interview. The exam was completed in one day and measured five dimensions of the Captain - Medical Services Officer position, which were selected based on a task analysis and survey of incumbents and fire department leadership.

Assessors included Lacey Fire Medical Services Officer Karen Weiss, Division Chief Robb Milano, Vancouver FD, Thurston County Medic One ALS Coordinator Ben Miller-Todd, and Julie Heerlyn, RN Emergency Center Director Providence St Peter Hospital.

**Findings:** Two candidates passed the exam and have been placed on the register with scores ranging 75.79 - 86.22.

##### Policy Reference:

- ☐ RCW 41.12.040, Organization Commission-Secretary-Powers and Duties of Commission, 9
- ☐ Civil Service Rules, Rule IV Examinations
- ☐ Civil Service Rules, Rule V, Registers