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Civil Service Commission

Approval of Promotional Fire Lieutenant Register

Agenda Date: 4/16/2019

Agenda Item Number: 5.B

File Number: 19-0371

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

Title

Approval of Promotional Fire Lieutenant Register

Recommended Action

Staff Recommendation:

Staff recommends the Promotional Fire Lieutenant Register be certified effective April 16th, 2019.

Body

Staff Contact:

Mike Buchanan, Assistant Chief, Olympia Fire Department

Nicole Camus, Personnel Analyst, Human Resources

Background and Analysis:

The Civil Service Commission approved a fire lieutenant promotional process in December 2018. The process included using Public Safety Testing's promotional testing services which involved an assessment center, as well as a written and tactical exam.

The testing process included a candidate orientation, assessor preparation, written exam, tactical, and assessment center. Assessment center exercises included an oral presentation, practical scenarios/critical thinking, and administrative scenarios. The exam was completed over three days and measured eight dimensions of the fire lieutenant position, which were selected based on a task analysis and survey of incumbents and fire department leadership.

Assessors included South Bay Fire AC Brandon LeMay, Lacey Fire LT Jake Fouts, Griffin Fire Assistant AC Andrew Schaffran, Citizen Steve Bremer, Lacey Fire Lt Rob Randall, Lacey Fire LT Aaron Hammond, and Lt Rob Smith. Role Players were South Bay FF Jake Zvirdys and Lacey Fire FF Robert Gottbreht. Subject Matter Experts from OFD were BCs Greg Rightmier, Todd Carson, and JD Young.

Findings: Four candidates passed the exam and have been placed on the register in accordance with their scores. Final ranking scores range from 82.70 - 75.60.

Policy Reference:

RCW 41.12.040, Organization Commission-Secretary-Powers and Duties of Commission, 9

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- Civil Service Rules, Rule IV Examinations
- Civil Service Rules, Rule V, Registers