



Civil Service Commission

Approval of Promotional Fire Battalion Chief Register

Agenda Date: 3/21/2017
Agenda Item Number:
File Number: 17-0313

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

Title

Approval of Promotional Fire Battalion Chief Register

Recommended Action

Staff Recommendation:

Staff recommends the Promotional Fire Battalion Chief Register be certified effective March 21, 2017.

Body

Staff Contact:

Mike Buchanan, Assistant Chief, Olympia Fire Department
Nicole Camus, Secretary, Human Resources

Background and Analysis:

The Civil Service Commission approved a fire battalion chief promotional process in October 2016. The process included a using Public Safety Testing's promotional testing services which involved an assessment center.

The testing process included a candidate orientation, assessor preparation, exercises including a written test, strategic command exercise, technical/leadership interview, project/presentation, and supervision/discipline exercise. The exam was completed in two days and measured eight dimensions of the battalion chief position, which were selected based on a task analysis and survey of incumbents and fire department leadership.

Assessors included OFD Battalion Chief Pat Noonan (technical advisor), Seattle Fire Battalion Chief Paul Atwater, Central Whidbey Island Fire Chief Hartin, TCOMM Dispatcher Brian Trevorow (role player) OFD Captain Kevin Bossard (role player), OFD Deputy Chief Greg Wright (technical advisor), Lacey Fire Chief Brooks, Tumwater Fire Assistant Chief McGarva, OFD Assistant Chief Rob Bradley (technical advisor), East Olympia Fire Chief Peterson, Eugene Fire Battalion Chief Todd Schwartz, OFD Battalion Chief J.D. Young (technical advisor), Olympia Sr Personnel Analyst Hyun Allister, Seattle Fire Battalion Chief Ben Haskell, Olympia Personnel Analyst Carl Watts (role player)

Findings: Five candidates passed the exam and have been placed on the register in accordance with their scores. Final ranking scores range from 84.42%-72.01%.

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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