



Civil Service Commission

Approval of Promotional Fire Lieutenant Register

Agenda Date: 2/20/2018
Agenda Item Number: 5C
File Number: 18-0189

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 February 20, 2018.

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 January 2018. 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 an employee meeting, an oral presentation, administrative written scenarios, and a tactical exercise. The exam was completed in one day 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 Lacey Fire BC Tim Hulse, Fire Dist. 9 BC Andy Speier, Tumwater Captain Brian Hurley, Tumwater Lieutenant Andrew Fink, Griffin Fire Assistant Chief Andrew Schaffran, OFD Emergency Coordinator Patrick Knouff (role player), Fire Dist. 9 Assistant Chief Sean Ferdinand, Tacoma Fire Captain Casey Novak, Olympia HR Carl Watts (role player), Tacoma Fire Lieutenant Derrick Murrell, Lacey Fire Lieutenant Russ Lutz.

Findings: Seven candidates passed the exam and have been placed on the register in accordance with their scores. Final ranking scores range from 87.34-71.57.

Policy Reference:

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

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☐ Civil Service Rules, Rule V, Registers