

Fire Lieutenant Testing Plan - 2025

Three-Step Process:

Developed and administered by PublicSafetyTesting.com for steps 2 and 3.

Step 1: Candidate Screening

- HR and the Deputy Fire Chief will review candidates to verify qualifications.
- Candidates who meet the qualifications will be invited to participate in Step 2.

Step 2: Work Performance Rating: 20%

The WPR is a testing component that objectively incorporates the candidate's prior work performance into the promotional testing process:

Dimensions Rated:

- Demonstrates responsible and ethical behavior.
- Demonstrates the agency's mission and values.
- Demonstrates quality of work.
- Demonstrates quantity of work.
- Demonstrates leadership.

All candidates will proceed to the assessment center.

Step 3: Assessment Center: 80%

Dimensions rated:

- Oral Communication
- Written Communication
- Interpersonal Insight
- Problem Analysis
- Judgement
- Decisiveness
- Planning and Organization
- Delegation and Control

70% is the minimum passing score

Consideration for list approval at the February 13, 2025, Civil Service Commission meeting.

Step 4: The top seven (7) candidates are eligible for Chief's Interview and any may be selected