

## **Paramedic Lieutenant Testing Plan - 2025**

### **Four-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: 40%**

Dimensions rated:

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

70% is the minimum passing score

**Steps 3: Oral Board: 40%**

70% is the minimum passing score.

**Final Score: WPR (20%), Assessment Center (30%), and Oral Board (50%) scores combined to create the final ranking.**

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

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