

This examination was given using the chain oral testing process, and candidates were given ten minutes to respond to each question. Candidate responses to each question were rated on a five-point scale (1 to 5) from nil response through optimum according to determinations made by the SMEs. Oral communication for each question was also rated on the five-point scale. This five-point scale includes 5 as the optimal response, 4 as a more than acceptable passing response, 3 as a minimally acceptable passing response, 2 as a less than acceptable response, and 1 as a much less than acceptable response. The appellant received the following scores for the technical component for each question, in order: 2, 3, 2 and 3. He received the following scores for the oral communication component for each question, in order: 5, 4, 2 and 4.

On appeal, the appellant challenges his score for the technical components of the Supervision and Fireground Operations Management scenarios. As a result, the appellant's test material, video, and a listing of PCAs for the scenario were reviewed.

CONCLUSION

The Supervision scenario indicated that the Mayor informs the candidate that the Fire Department is over budget in repair and maintenance of apparatus and equipment, claiming that maintenance reports, and repair orders, budget justifications, and related procedures are confusing, outdated, and make little to no sense. The Mayor states that the current system is causing a significant waste of money and effort, and asks the candidate to do something about it. The scenario indicates that there are several new promotions to Deputy Fire Chief (DFC) and company officer line positions, in addition to the Fire Chief appointment. At a monthly meeting, the candidate informs the DFCs that the Mayor believes the Fire Department is suffering from organizational stagnation, and the candidate orders the DFCs to review their areas of responsibility and submit detailed reports and recommendations at the next meeting. Most of the DFCs submit detailed reports, however, two of the newly appointed DFCs state that they delegated that assignment to company officers but did not receive reports back. DFC Hicks stated that his officers told him there was nothing wrong with the current system and see no reason to change anything, and he agrees with them. DFC Hudson states that he had other, more pressing assignments, and did not have time to ensure that the reports were done. The scenario asked candidates to respond to the questions based on the texts *Managing Fire and Emergency Services* and *The Fire Chief's Handbook*, and their experience. Question 1 asked candidates for specific actions to be taken regarding the failure of the two DFCs to submit their reports as ordered. Question 2 asked for actions to be taken to improve/guide the DFCs with their assignment.

The assessor noted that the appellant missed the opportunities to advise them of the benefits of forming a committee from their personnel (question 2); to establish a timeline/goals for receipt of the reports (question 2); and to ensure the draft interim reports are reviewed before the final report is due (question 2). On appeal, the appellant states that he said he would review reports, and that he established a timeline management, and goals and/or importance of doing reports.

In reply, as to reviewing reports, the appellant stated that he would review the files of the parties involved, which was an action unrelated to those listed by the assessor. As to the action of establishing a timeline/goals for receipt of the reports, the appellant stated, "I think a big thing is ah time management. I think one of the deputy's comments was they didn't have time to, to get it done. Well, I would explain to him how you need to make the time to get that done, and be accountable, and be a leader. You are a deputy in the fire department. I would speak directly with ah Deputy Chief Hicks and Hudson about the effects of not doing their job properly, apathy. I would also like to know about ah, putting them on probation if that was appropriate, or demotions, why we have to write them up ah, using ah, as I said before earlier a progressive ah discipline steps." While the appellant discusses time management in this response, he did not establish a timeline or goals for receipt of the reports. It is noted that, for question 1, the appellant received credit for explaining the value of improving accuracy of reports and record keeping, but his response in this discussion is not the same as establishing a timeline/goals for receipt of the reports. The appellant did not respond to each question individually, but gave one response for both. He also provided a lot of information that was not relevant to either question. He missed the actions noted by the assessor, and his score of 2 for this component is correct.

The Fireground Operations Management scenario involved a report of a dumpster fire. It is 1630 hours on a day in December, 34°F, and wind is blowing from south to north at 15 miles per hour, and gusting to 25 miles per hour. Upon arrival, initial units report that a dumpster and a backhoe are on fire in front of a three-story, light-weight, wood-frame construction building composed of 24 two-story condominium units that are under construction. Access to individual units are through breezeways. Aided by the wind, fire has extended through the breezeway blocking the main exits for four upper units in this section of the building, and flames have extended through the breezeway to the courtyard. Fed by the vinyl siding, fire has extended up the exterior of the courtyard and is impinging on the eaves of the roof. Five construction workers are currently on the second and third floor balconies on the courtyard side, awaiting rescue. One construction worker has jumped from a second floor balcony on side C and is in need of assistance. A second alarm has been struck, and the candidate's response as Fire Chief has been requested. The candidate arrives immediately behind second alarm units and finds that all first-alarm units are committed to rescue operations. As such, there has been no formal command system established, and second alarm

companies are operating without any clear direction. The scenario asked candidates to base their response on the reference *Fire Officer's Handbook of Tactics*, and their experience. Question 1 asked for specific actions to be taken upon arrival to gain control of the incident scene. Question 2 indicated that, 15 minutes after the candidate's arrival, interior crews on division 2 report heavy fire involvement in the attic area. This question asks for specific actions to be taken after receiving the interior crew's progress report.

The assessor indicated that the appellant missed the opportunities to assign a victim tracking officer (question 1), and to notify a mutual aid coordinator (question 1). On appeal, the appellant argues that he called EMS who would perform victim tracking, and that an "automatic" mutual aid coordinator is assigned when he called for mutual aid to assist with staging and management of incoming apparatus.

In reply, the appellant received credit in question 1 for requesting EMS, and assigning a victim tracking officer is a separate response. This was a formal examination setting, and candidates were required to verbalize their knowledge regarding the questions. If the appellant believed that EMS would be tracking victims, he needed to have indicated this in his response. The appellant assigned various officers, but he did not assign a victim tracking officer. Similarly, if the appellant thought that a mutual aid coordinator would be assigned by someone else, or "automatically" when he called for mutual aid to assist with staging and management of incoming apparatus, he needed to have identified that information in his response to indicate that he was aware that there would be a mutual aid coordinator. The appellant called for mutual aid, but he did not assign a mutual aid coordinator, and credit cannot be given for information that is implied or assumed. The appellant did not take either action listed by the assessor and his score of 3 for this component is correct.

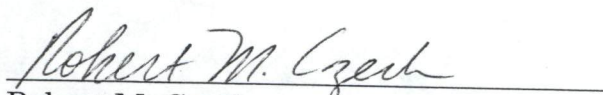
A thorough review of appellant's submissions and the test materials indicates that the decision below is amply supported by the record, and appellant has failed to meet his burden of proof in this matter.

ORDER

Therefore, it is ordered that this appeal be denied.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION
THE 17th DAY OF MAY, 2017



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Chairperson
Civil Service Commission

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