

# Montgomery County Fire and Rescue Service

## Fire Chief's General Order

**FCGO: 17-09**  
**August 28, 2017**  
**Page 1 of 2**

**TO:** All MCFRS Uniformed Career Personnel

**FROM:** Fire Chief Scott E. Goldstein



**SUBJECT:** Promotional Exam Scoring and Selection

The following changes are in effect for the promotional exams and selections for the ranks of Master Firefighter, Lieutenant and Captain.

- Candidates will receive 0.2 points for each full year of uniformed career service in MCFRS, for a maximum of 5 points. These seniority points will be added as the final step to the overall promotional score to give the candidate a final score. Seniority points cannot be used to move a failing grade to a passing grade.

*Example: Employee A has an overall score of 78.50 on the Lieutenant exam. This employee was hired 6/1/2001, and the close of the exam application was 10/1/2017. Employee A has 16 full years of uniformed career service for an additional 3.2 points (16 x 0.2). The final score would be adjusted to 81.70 (78.50 + 3.2).*

- Candidates will be individually notified of their overall promotional score, and their ranking by final score. In cases of a tie score, the most senior candidate will be ranked higher.

*Example: Employee A had the highest final score, and will be notified of their #1 ranking. Employee B with the second highest final score will be notified of their #2 ranking. Employee C and D have the next highest final score, which is a tie, and Employee D is more senior – Employee D will be ranked #3 and employee C will be ranked #4.*

- Employees will be listed alphabetically in the category corresponding to their score range, not by their ranking.

**FCGO: 17-09**  
**Promotional Exam Scoring and Selection**  
**August 28, 2017**  
**Page 2 of 2**

- Selection for promotion will normally be made in order of the final score ranking in the respective category (Well Qualified and Qualified). However, the Fire Chief continues to retain the authority to make final promotional decisions in accordance with applicable Personnel Regulations, MCFRS Policy, and relative provisions in the current Collective Bargaining Agreement.

