

# Montgomery County Fire and Rescue Service FIRE CHIEF'S GENERAL ORDER

FCGO: 22-07

September 15, 2022

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TO: All MCFRS Personnel  
FROM: Fire Chief Scott E. Goldstein   
SUBJECT: Changes to the Promotional Exam Scoring Process

This FCGO rescinds and replaces FCGO 17-09, *Promotional Exam Scoring and Selection*

MCFRS, in cooperation with the International Association of Fire Fighters Local 1664, has made changes to the scoring process for the competitive promotional examinations for Master Firefighter (MFF) and Lieutenant (Lt). These changes are effective immediately and will be applied to the MFF/Lt promotional exam scheduled for this fall, 2022.

Candidates competing in the promotional processes identified above will have supplemental points added to their score to reach a Final Promotional Score. Lieutenant candidates will have their supplemental points added to their Multiple Choice score which will then be used in determining the top 45 or ties with the 45<sup>th</sup> score for advancement to the Lieutenant Assessment Center.

Supplemental points cannot be used to move a failing score to a passing score.

Candidates will receive supplemental points based on their Telestaff profile or the OHR Language Certified Employee List as of the closing date of the Promotional Bulletin:

- 0.5 points for each full year of uniformed career service beginning at the start of year 9 in MCFRS and ending at the closing date of the promotional bulletin. Seniority points will be capped at a maximum of 3.5 points.
- 1 point for each primary heavy driver certification beyond their initial certification; maximum of 2 points
  - Engine
  - Aerial
  - Rescue Squad
- 0.5 points for each certification outlined below; maximum of 2 points
  - Tanker
  - Engine Tanker
  - Brush Engine or Brush Truck
  - Each Secondary Aerial (truck, tower, TDA, All Steer, Mid-mount)
  - Air unit

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- 0.5 points for multi-lingual certification based on the OHR Language Certified Employee List at the closing date of the promotional bulletin; maximum of one language.

***Example:** Employee A has a **Promotional Score** of 78. This employee was hired 6/1/2013, and the close of the exam application was 9/16/2022. Employee A has 9 full years of uniformed career service, for an additional 0.5 points. The employee is certified to drive engine, rescue squad and brush truck. The **final score** would be adjusted to 80 (78 + 0.5 + 1 + 0.5).*

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. Employees C and D have the next highest final score, which is a tie. Employee D is more senior; therefore, Employee D will be ranked #3 and Employee C will be ranked #4.*

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 retains the authority to make final promotional decisions in accordance with applicable Personnel Regulations, MCFRS Policy, and relevant provisions in the current Collective Bargaining Agreement.

An Eligible List will be established and each promotional candidate who receives a passing score of at least 70 will be placed in alphabetical order in the adjectival category of either "Well Qualified" or "Qualified." The final standing for each promotional candidate will be determined as follows:

<b>80 and Above</b>	-	<b>Well Qualified</b>
<b>70 - 79</b>	-	<b>Qualified</b>
<b>Below 70</b>	-	<b>Not Eligible for Promotion</b>

For further questions or clarification, contact the Administrative Services Section Chief.