

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

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August 18, 2023
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TO: All MCFRS Uniformed Career Personnel

FROM: Interim Fire Chief John Kinsley



SUBJECT: Captain Promotional Exam Scoring and Selection

The following changes are in effect for the promotional exam and selection for the rank of Captain.

- Candidates will receive 0.5 seniority points for each full year of uniformed career service in MCFRS beyond year 10 completed by the closing date of the exam application, up to a maximum of 5 points.

<i>Years</i>	<i>Points</i>
11	0.5
12	1.0
13	1.5
14	2.0
15	2.5
16	3.0
17	3.5
18	4.0
19	4.5
20	5.0

- These seniority points will be added to the assessment center score to give the candidate a final score. Seniority points cannot be used to move a failing score to a passing score.

Example: Employee A has an assessment center score of 78.5870 on the captain's exam. This employee was hired 6/1/2001, and the closing date of the exam application was 10/1/2017. Employee A has 16 full years of uniformed career service for an additional 3.0 points. The final score would be adjusted to 81.5870 (78.5870 + 3.0).

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- Candidates will be individually notified of their final score, and their ranking. 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.

- Candidates will be listed on the appropriate eligible list according to the promotional bulletin.
- 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 relevant provisions in the current Collective Bargaining Agreement.