

## SFFD H2 Exam Process      May 8, 2009

### APPLICATION PROCESS RE-OPENED

The Chief stated that the Department of Human Resources (DHR) “is leaning” toward re-opening the application process. UFSW thinks it is important that we state why so as to dispel any nebulous rumors that are surfacing. The H2 application process is still moving forward, but it may very well do so by also re-opening the process. The rumors that DHR is leaning toward re-opening the application process is not because of a lack of women and Asian American applicants and it is not due to some photocopies of the applications having been rejected while others were accepted.

DHR is simply re-opening the process because at the time that the original application process surfaced many months ago, it was at a time when it was in the middle of the Fall semester for most community colleges that offer EMT classes at bargain basement tuition (EMT is a minimum requirement, along with CPAT) and it was at a time when it was too late for those same candidates to register for the Spring semester (deadline for most community colleges had passed).

### JOB ANNOUNCEMENT

Hence, it was a bad time for the Job Announcement to have been published, as it had a potential disparate impact on those from lower socio-economic backgrounds, particularly since the only other viable option was to enroll in a private EMT program that can cost candidates up to \$2500.00. For those candidates that shelled out the cash, do not feel bad. At the very least, you got the EMT portion over with, allowing you to focus on building your resume with Fire Science courses.

DHR also recognized that candidates would have had to expend \$130 to take the CPAT, something that again would have had a disparate impact on those from lower socio-economic backgrounds. Faced with this conundrum, DHR decided it would be best to explore re-opening the application process with a new Job Announcement that not only offers information on how to obtain the CPAT at bargain basement discounts and scholarships, but the timing of the announcement would allow candidates ample time to enroll in an EMT class at the local community colleges.

### HOW TO APPLY

Folks who are not already in the application process can start immediately by completing an interest card online at the SFFD site and they will be contacted. The new application period will be two days in mid June, perhaps the 13th and 14th. Those who have already completed an application and submitted it need not do anything. UFSW asked what the Chief expected the number of applicants to increase by when re-opening the process, to which she responded anywhere from “1,500 to 2,000.”

### ELIGIBILITY LIST

The Eligibility List will consist of 1,500 to 2,000 candidates who make the cut from having passed the written, a list that will be posted by the “end of the year.” Because the H2 hiring is not budgeted for this fiscal year, the Chief mentioned that no H2s will be hired until after the end of this fiscal year (June 2010). She anticipates that “200 to 400” candidates will be hired throughout the course of span of this Eligibility List, which lasts three years, with the possibility of extending for a fourth year. The number of hires will depend on two things: retirements and budget.

### EXAM:

The Chief stated that DHR’s plan to hold the exam in August is “a bit ambitious.” When UFSW asked what she felt was more reasonable, the Chief stated that September would be more reasonable. This written exam will be held throughout the course of one month with DHR attempting to test a possible 8,000 candidates. The exam will be broken into three phases, perhaps each phase consisting of two components out of six total, all to get thousands of candidates through the testing process.

### TEST SITE

The testing will be conducted at a testing center on Cesar Chavez. When I inquired about any security breach concerns with the exam, UFSW was assured by the Chief that this matter was looked into and will not be an issue. The test vendor will more likely be Personnel Decisions, Inc. or PDI.

#### SELECTION CRITERIA

The selection process will be by statistically valid grouping and banding. The Chief stated that a class of 36 probationary firefighters going through the Tower would probably be more realistic than classes of 50. Each class, as you know, may be about three months long, as all candidates will be EMTs.

#### VETERANS

Veterans will receive extra consideration in the selection process as stated in the Job Announcement. This also includes if a veteran gets deployed overseas during the exam. They will receive special accommodation. The same will apply for those with learning disabilities. Be sure to contact the exam unit and ensure that they are aware of your reasonable accommodations request.