

	Who is in charge of promotional processes?	How long does the list last?	Is a contracted vendor used?	Are internal assessors used for any part?	Can the Fire Chief make changes to process as they see fit?	Who is accountable for any problems that may arise?	Are there written standard procedures for promotional tests?	Copy of procedures sent?
Arlington	Texas Civil Service Commission	1 year	yes	no	Appeal to local and civil service	HR to Civil Service commission	yes- texas Civil Service	no
Atlanta								
Austin	Texas Civil Service Commission	1 year	ISO written	no- only written test	Limited in changing with civil service	Grievance	yes	
Columbus	Civil Service	2 years	Local hires consultant to validate the test. Written by city department	no	no - 100% prepared by different department	Grievance procedures in contract	Deptmt of civil service	yes
Dallas	Texas Civil Service Commission	1 year	yes	no	Limited			
Denver	Civil Service Commission. Test development by chief and SME	2 years	Yes	No	Chief decides reading material. Makes recommendations for procedures	Goes through local and then CSC. If needed, tapes and score sheets are viewed.	CSC and employee reps meet quarterly to assess process. Content based on Chief and SME	Yes
Fort Worth	Texas Civil Service Commission	1 year	yes	no	If chief wants to make changes, must bargain with local to set them up	Hr for Process. Validity for vendor. The committee for other questions	Each test is the same- 100 questions.	yes
Houston	Texas Civil Service Commission	1 year	yes	no	With Civil Service approval			
Indianapolis								
Kansas City	Contracted MOA	3 years	yes	no	No- Negotiated in contract			yes
Long Beach	Training division and Civil Service	2 years	no	Yes and Outside	Rule of 5	Civil Service	yes	yes
Louisville								
Memphis	City HR	2 Year	Yes	No	Input for minimum qualifications	City HR Liason	No	Yes
Minneapolis								
Nashville	Nashville HR	3 years	yes	Yes- Union/ Hr / and fire department	Yes- make changes with Civil Service Approval	Separate HR Panel	Yes- at time of test HR develops minimum quals	no test at this time
Omaha	Within contract	2 years	yes	no	Rule of 4	Testing Company and City within contract	Outlined in CBA	yes
Portland	Training division	2 years	yes	no	Yes but lets division chief make decisions	City HR	Yes	Yes

San Diego	Personnel department	no timeline. As needed	Third party for Captians exam. Internal testing for lower ranks.	Both internal and external	Yes, to make final decisions. Peronsell department and civil service board.	With thrid party test, not much. With other tests and interviews feedback on cvivil service board	yes	yes
Seattle								
Tulsa	Personnel Committee composed of 1 Firefighter, 1 Fire Equipment Operator (equivalent to a Lieutenant), and 1 Captain that are all elected at large by our members for 1 year terms. It also has the Training Chief, a Deputy Chief, and the Fire Chief has 1 appointee	No timeline. Just number available	Yes- IO Solutions	No	Personnel Committee. Testing company valiadataes tests	HR and committee is elected 1 year term.	Yes- revied by committee every year	yes