



Department of Human Resources & Civil Service

Open Competitive Exam Announcement

Please Post Conspicuously

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OC-65579

Fire Chief

- Examination Date: **March 4, 2023**
- Application Deadline: **January 9, 2023** – Applications must be submitted online or filed in our office by 5PM or postmarked by this date.
- Who May Apply: **Qualified applicants**
- Salary: **\$130,000 annually (Barnard Fire District)**
\$148,174 annually (Gates Fire District)
\$140,000 annually (Henrietta Fire District)
\$130,000 - \$145,000 annually (Irondequoit Fire District)
\$135,000 - \$150,000 annually (St. Paul Boulevard Fire District)
Varies with other agencies
- Employment Opportunities: **The results of this exam may be used to fill vacancies, which may occur during the life of the eligible list.**

A Promotional exam is also being offered for qualified employees of **Barnard, Gates, Henrietta, Irondequoit, North Greece, Ridge Road and St. Paul Boulevard Fire Districts.**

Minimum Qualifications:

Candidates must meet the following minimum requirements on or before the date of the written exam:

Graduation from high school or possession of an equivalency diploma plus EITHER:

- (A) Graduation from a regionally accredited or New York State registered college or university with an Associate's degree plus three (3) years paid full-time or its part-time equivalent** experience in a fire district as a Fire Captain or higher rank; OR,
- (B) Graduation from a regionally accredited or New York State registered college or university with an Associate's degree plus six (6) years volunteer* experience as a Fire Chief, Assistant Fire Chief or similar rank; OR,
- (C) An equivalent combination of experience defined by the limits of (A), and (B) above.

*Volunteer experience, for the purposes of these minimum qualifications, must be documented by submission of a signed letter from the chief/director of the participating district or department stating the title(s) of the positions and months and years of volunteer service.

Effective June 2, 2021, except in the City of New York (a city with a population of 1 million or more) all fire Chiefs (paid or volunteer) who work in a fire department or company that employs six (6) or more paid fire fighters must meet minimum qualifications established by the State Fire Administrator.

MINIMUM STANDARDS FOR CAREER FIRE CHIEFS

Civil Service Law section 58-a and 19 New York Codes, Rules and Regulations (NYCRR) section 426.9 establish minimum qualifications for fire chiefs appointed pursuant to the Civil Service Law. In addition, General Municipal Law section 204-dd and 9 NYCRR Part 227 establish minimum qualifications for fire chiefs of a career and combination fire departments. To be

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eligible for provisional or permanent appointment as fire chief, pursuant to Civil Service Law, the candidate must meet the following:

- 1.) Possess National Certification Fire Officer III, pursuant to National Fire Protection Association (NFPA) 1021 Standard for Fire Officer Professional Qualifications or possess the training, education, experience, or combination thereof, determined by the State Fire Administrator (see guidance below); and
- 2.) Meet the core competencies for incident commander established by the State Fire Administrator, pursuant to General Municipal Law §204-dd and 9 NYCRR Part 227 (<http://www.dhSES.ny.gov/ofpc/regs/firechiefminqualifications.cfm>).

Guidance regarding alternatives to meet the fire chief minimum education qualification requirement:

The State Fire Administrator will consider alternative training, education, experience, or a combination thereof, as appropriate and adequate substitute(s) for the NFPA 1021 Fire Officer III certification. Alternate training, education and/or experience may include the following:

- 1.) Possess New York State (NYS) Supervisory Level 1 certification, pursuant to 19 NYCRR 426.9, or National Certification Fire Officer 1, pursuant to NFPA 1021, and 10 or more years of service as the fire chief, subject to Civil Service Law §58-a; or
- 2.) National Certification Fire Officer 1, pursuant to NFPA 1021 and completion of the National Fire Academy, Executive Fire Officer Program and supervisory experience above first-line supervisor; or
- 3.) National Certification Fire Officer II, pursuant to NFPA 1021, supervisory experience above first-line supervisor, and 60 college credits.

MINIMUM STANDARDS for FIRE CHIEF of a CAREER or COMBINATION FIRE DEPARTMENT

General Municipal Law §204-dd and 9 NYCRR Part 227 establish minimum qualifications for fire chiefs, volunteer or career, of a fire department with six (6) or more paid, civil-service appointed career firefighters. To be eligible for election or appointment as the Fire Chief, a candidate must meet the core competencies established by the State Fire Administrator for Incident Commander, based upon the Recommended Best Practices for Firefighter Training. A career fire chief appointed pursuant to the Civil Service Law must also meet the minimum qualifications established pursuant to Civil Service Law §58-a and 19 NYCRR Section 426.9.

Special Requirements:

If you are appointed, you will be required to have a valid license, without restrictions or conditions, to operate a motor vehicle in New York State or otherwise demonstrate your capacity to meet the transportation needs of the job.

Candidates will be required to pass a pre-employment drug test for employment with Monroe County Government.

** part time equivalent experience is as follows:

- 0-9 hours per week = no credit
- 10-19 hours per week = 1/4 (one-quarter) of full-time work
- 20-29 hours per week = 1/2 (one-half) of full-time work
- 30 hours or more per week = full-time work

Work experience must be paid full-time, or its part-time equivalent. Employment dates, average number of hours worked per week, and job duties must be included.

Residency Requirement:

There is no residency requirement to participate in the examination.

Description of Duties:

This is an administrative position responsible for the supervision, direction, and integration of the activities of a paid fire department or a combination fire department comprised of career and volunteer staff within a fire district. Overall administration and accomplishment of objectives of the district and establishing major district practices, planning long-term programs, and determining fiscal and financial objectives are other responsibilities of the position. Work is performed in accordance with the policies and objectives outlined by a Board of Fire Commissioners and reviewed by the Board via conferences, reports and success of the district's programs and activities. Duties include organizing, planning, and directing fire prevention, suppression and emergency medical response activities. Duties also include responding to fire alarms to direct fire scene operations. The employee reports directly to, and works under the general supervision of the Board of Fire

Commissioners with wide leeway allowed for independent judgment. General supervision is exercised over subordinate staff.

Scope of Examination:

The **written, multiple-choice test** will cover knowledge, skills and/or abilities in such areas as:

Educating and interacting with the public

These questions test for knowledge of techniques used to interact effectively with individuals and/or community groups, to educate or inform them about topics of concern, to publicize or clarify agency programs or policies, to negotiate conflicts or resolve complaints, and to represent one's agency or program in a manner in keeping with good public relations practices. Questions may also cover interacting with others in cooperative efforts of public outreach or service.

Preparing written material

These questions test for the ability to present information clearly and accurately, and to organize paragraphs logically and comprehensibly. For some questions, you will be given information in two or three sentences followed by four restatements of the information. You must then choose the best version. For other questions, you will be given paragraphs with their sentences out of order. You must then choose, from four suggestions, the best order for the sentences.

Fire administration job simulation exercise

This job simulation exercise tests for the ability to develop and maintain fire department programs and activities. The questions will be based on a simulated set of administrative issues that a Chief Officer may be asked to analyze and respond to in a working day. The questions cover such areas as organizational relationships, planning, staffing, managing resources, budgeting, public relations, rules and regulations, and political and social concerns impacting the fire service.

Fire emergency job simulation exercise

This job simulation exercise tests for the ability to manage an emergency incident. The emphasis is on command-level actions and decisions in handling the incident from start to finish. The questions will cover such areas as principles and tactics of firefighting, accountability at a fire scene, hazardous materials, cause investigation, emergency medical care, community relations, and the incident command system, including interacting with other agencies and the media.

Administrative supervision

These questions test for knowledge of the principles and practices involved in directing the activities of a large subordinate staff, including subordinate supervisors. Questions relate to the personal interactions between an upper level supervisor and their subordinate supervisors in the accomplishment of objectives. These questions cover such areas as assigning work to and coordinating the activities of several units, establishing and guiding staff development programs, evaluating the performance of subordinate supervisors, and maintaining relationships with other organizational sections.

Calculators and Reference Materials:

Most civil service written tests do not require the use of a calculator or slide rule. However, the use of calculators is **ALLOWED** for this exam. Candidates have the option of bringing a hand-held, quiet, battery or solar-powered arithmetic calculator or a slide rule to the test room. Candidates will not be permitted to use calculators containing spell check, dictionary, language translator, address or telephone book, personal digital assistants, or typewriter keyboard features, or any similar devices. You may not bring books or other reference materials.

A **"Guide to Taking the Written Test for the Fire Chief/Assistant Fire Chief"** is available at the Monroe County Civil Service Office in Room 210, County Office Building, 39 West Main Street, Rochester, NY 14614. The guide is also available on the Monroe County Web Site listed at the bottom of this page or by sending a self-addressed, stamped envelope to the above address. This guide contains sample test questions similar to the question that will be used in this written test.

This written examination is being prepared and rated in accordance with Section 23(2) of the Civil Service Law. The provisions of the New York State Civil Service Law, Rules and Regulations dealing with the preparation and rating of examinations, as well as establishment and certification of eligible lists for positions in the classified service will apply to this examination.

----- **BASIC CIVIL SERVICE INFORMATION** -----

Applications:

If you are applying for more than one exam, a separate application is required for each exam. Applications may be obtained at the address or web-site indicated at the bottom of the first page of this announcement.

Candidates must record the Exam Number and Title on the Application.

Note:

Submission of a resume does not relieve you of the responsibility for completing all sections of the official application. The resume is a supplement to the application, and not a substitute for it. To receive credit for a job, basic employment information such as address, name and title of supervisor, average number of hours in the workweek, final salary, reason for leaving, specific job duties, your job title, etc. must be shown.

Certifications and Appointments:

The eligible list resulting from this examination will be established in accordance with the final earned numerical rating of passing candidates regardless of residence. A municipality or district may exercise its right under Section 23 of the Civil Service Law to request an initial certification of eligibles who have been residents of that municipality or district for at least one (1) month on the date of certification and who are also legal residents of the appointing jurisdiction at the time of appointment, in accordance with their numerical rating. After the names of residents have been exhausted the Commission must then certify in regular rank order the names of non-residents on the list.

Background Investigation:

Applicants may be required to undergo a State and national criminal history background investigation, which will include a fingerprint check, to determine suitability for appointment. Failure to meet the standards for the background investigation may result in disqualification.

Special Requirement for Appointment in School Districts and BOCES:

Per Chapter 180 of the Laws of 2000, and by Regulations of the Commissioner of Education, to be employed in a position designated by a school district or BOCES as involving direct contact with students, a clearance for employment from the State Education Department is required.

Veteran's Credits:

Veterans entitled to and wishing to claim additional points must file in the Monroe County Department of Human Resources an Application for Veteran's Credits (VC-1) form, and a copy of their military discharge papers (DD-214). Disabled veterans must also file two (2) copies of an Authorization for Veteran's Disability Record (VC-4) with Veterans Affairs. These forms are available at the Monroe County Department of Human Resources and must be filed within thirty (30) days of the examination date. No credit may be added after the eligible list has been established.

Candidates currently on active duty may apply within thirty (30) days of the examination. Upon discharge, candidates must submit a copy of their military discharge papers (DD-214). Any extra points will be applied upon our receipt of the discharge papers.

Active Military Members:

Special testing arrangements may be available to applicants who are active military members. For further information contact the Monroe County Department of Human Resources before submitting an application.

Children of Firefighters and Police Officers Killed in the Line of Duty:

In conformance with section 85-a of the Civil Service Law, children of firefighters and police officers killed in the line of duty shall be entitled to receive an additional ten points in a competitive examination for original appointment in the same municipality in which his or her parent has served. If you are qualified to participate in this examination and are a child of a firefighter or police officer killed in the line of duty in this municipality, please inform this office of this matter when you submit your application for examination. A candidate claiming such credit must provide the necessary documentation to verify additional credit eligibility within thirty (30) days of the examination date. No credit may be added after the eligible list has been established.

Special Arrangements for Examination:

If you need an alternate test date because you are a Religious Observer [for religious reasons, cannot be tested on date of examination(s)], if you have a disability that requires special accommodations for you to participate in an examination, or if you require any other kind of special accommodations, you must notify us at the address or telephone numbers listed on the front page of this announcement by the application deadline. Indicate your request on the front of your application for each exam, and under separate cover submit a statement outlining the reason for your request, the exam number(s) and title(s), and attach supporting documentation.

Multiple Exam Takers:

Persons also applying for examinations offered by the City of Rochester and/or New York State Civil Service Commission held on the same date must complete a crossfiler form, available from the Monroe County Department of Human Resources, which will provide for special arrangements. Arrangements must be made to take **ALL** examinations at **ONE** test site. Unless this form is filed with the Monroe County Department of Human Resources three (3) weeks prior to the exam date, we cannot ensure that such arrangements will be made. **If you are taking multiple exams on the same date with Monroe County Civil Service Commission only, you do not have to file a cross-filer form.**

Candidates taking more than one (1) exam in **different** exam series will be allowed the specified length of time for each exam, up to a

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maximum of eight (8) hours. Example: If you are taking one (1) exam which allows six (6) hours and another exam in a different series which allows four (4) hours, you must complete both tests in eight (8) hours, but you can spend no more time on each exam than the time allotted for that exam.

Candidates taking more than one (1) exam in the **same** exam series will be allowed up to the specified length of time for each exam. Example: If you are taking two (2) exams in the same series with a maximum time of five (5) hours for each exam, you can spend no more than five (5) hours to complete both exams.

Admission to Examination:

All applications will be reviewed after the "Closing Date for Filing" listed on the front page of this announcement. If there is a problem with your application, you will be notified in writing and given an opportunity to submit additional information to support your application. If there are no problems with your application, you will be sent an admission notice approximately one week before the exam date.

If you have not received your admission notice to appear for the examination **three days** before the date of the exam, call the Monroe County Department of Human Resources at (585) 753-1700.

Issue Date: December 16, 2022