

Thursday, April 18, 2024
College Place Civil Service Commission - Special Hybrid Meeting

12:00 P.M.

In-Person at College Place City Hall, 625 S College Avenue, College Place Washington

Agenda: <https://go.boarddocs.com/wa/cocp/Board.nsf/goto?open&id=D28Q3B6721FD>

Meeting may be viewed at: Live Stream on City of College Place, Washington YouTube at https://www.youtube.com/channel/UCbx3qrqzLDL_05NusReSI-g/featured

Or you may call this number to listen: 1-669-900-9128

ID# 893 2485 4286 Phone controls: *6 - toggle mute/un-mute and *9 - raise hand

Link for public: <https://us06web.zoom.us/j/89324854286>

1. OPENING ITEMS

Subject :	1.01 Call To Order
Meeting :	Apr 18, 2024 - College Place Civil Service Commission - Special Hybrid Meeting
Category :	1. OPENING ITEMS
Access :	Public
Type :	Procedural

Public Content

Subject :	1.02 Roll Call
Meeting :	Apr 18, 2024 - College Place Civil Service Commission - Special Hybrid Meeting
Category :	1. OPENING ITEMS
Access :	Public
Type :	Information, Procedural

Public Content

Commission Chair - Vacant

Commission Vice Chair - Bill Kelly

Commissioner JoAnn Wiggins

Commissioner Anthony Boyle

Civil Service Secretary, Shawn Doering
City Clerk, Sherri St. Clair

Subject :	1.03 Public Comment
Meeting :	Apr 18, 2024 - College Place Civil Service Commission

Category : - Special Hybrid Meeting
Access : 1. OPENING ITEMS
Type : Public
Procedural

2. CONSENT AGENDA

Subject : 2.01 Approval of the April 18, 2024 Agenda
Meeting : Apr 18, 2024 - College Place Civil Service Commission
- Special Hybrid Meeting
Category : 2. CONSENT AGENDA
Access : Public
Type : Information
Subject : 2.02 Approval of the April 11, 2024 Minutes
Meeting : Apr 18, 2024 - College Place Civil Service Commission
- Special Hybrid Meeting
Category : 2. CONSENT AGENDA
Access : Public
Type : Minutes
Minutes : [View Minutes](#) for Apr 11, 2024 - College Place Civil
Service Commission - Hybrid Me
Subject : 2.03 Approve Consent Agenda
Meeting : Apr 18, 2024 - College Place Civil Service Commission
- Special Hybrid Meeting
Category : 2. CONSENT AGENDA
Access : Public
Type : Action (Consent)
Recommended Action : Motion to approve the consent agenda which includes
the agenda for April 18, 2024 and the minutes from April
11, 2024.

Consent

Our adopted rules of Parliamentary Procedure, The Standard Code of Parliamentary Procedure, provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through previous review either during the budget process, at a workshop, or by subcommittee review and recommendation. Documentation concerning these items has been provided to all Commissioners and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any Commissioner.

3. REGULAR AGENDA

Subject : 3.01 Certification of the Fire Lieutenant Eligibility List
Meeting : Apr 18, 2024 - College Place Civil Service Commission
- Special Hybrid Meeting

Category :	3. REGULAR AGENDA
Access :	Public
Type :	Action
Recommended Action :	Motion to approve the Fire Lieutenant Eligibility List and certify the top six names to the Chief

Public Content

At the Civil Service meeting on February 22, 2024, Commissioners approved the testing process to establish a Fire Lieutenant Eligibility List. The written test and oral board interviews were held on April 8, 2024, and the practical exam was held on April 11, 2024.

Per the Civil Services Rules below, six names will be certified to the Chief as there are four open Fire Lieutenant positions.

10.05.03 - CERTIFICATION. If a vacancy is to be filled from a promotional or original register, the Secretary shall certify to the appointing authority the names of the three available eligibles that stand highest on the appropriate register. If less than three names are on the list the Commission may certify the available names or decide by majority vote to retest and establish a new eligibility list.

10.05.05 - MULTIPLE VACANCIES. If two or more vacancies are to be filled from any of the above registers other than the reinstatement register, the name of one additional person shall be certified for each additional position.

File Attachments

[Fire Lieutenant Eligibility List 4.2024.pdf \(135 KB\)](#)
[Fire Lieutenant-Certified Chiefs List 4.2024.pdf \(405 KB\)](#)

Administrative File Attachments

[Bartlett-Lieutenant.pdf \(2.538 KB\)](#)
[Downs-Lieutenant.pdf \(2.354 KB\)](#)
[Drury-Lieutenant.pdf \(2.420 KB\)](#)
[Evensen-Lieutenant.pdf \(2.510 KB\)](#)
[Nilsson-Lieutenant.pdf \(1.773 KB\)](#)
[Williams-Lieutenant.pdf \(2.369 KB\)](#)
[Fire Lieutenant Final Scoring-2024.pdf \(130 KB\)](#)

Subject :	3.02 Certification of the Fire Marshal Eligibility List
Meeting :	Apr 18, 2024 - College Place Civil Service Commission - Special Hybrid Meeting
Category :	3. REGULAR AGENDA
Access :	Public
Type :	Action
Recommended Action :	Motion to approve the Fire Marshal Eligibility List and certify the only qualified applicant to the Chief

Public Content

At the Civil Service meeting on February 22, 2024, Commissioners approved the testing process to establish a Fire Marshal Eligibility List. Following the review of Experience & Qualifications of the two applicants, it was determined that only one held all of the required qualifications. As there was only one eligible candidate there was no oral board interview held and that candidate is being referred to the eligible list for your approval.

Civil Service Rule 10.05.03 - CERTIFICATION. If a vacancy is to be filled from a promotional or original register, the Secretary shall certify to the appointing authority the names of the three available eligibles that stand highest on the appropriate register. If less than three names are on the list the Commission may certify the available names or decide by majority vote to retest and establish a new eligibility list.

File Attachments

[Fire Marshal Eligibility List 4.2024.pdf \(127 KB\)](#)
[Fire Marshal-Certified Chiefs List 4.2024.pdf \(399 KB\)](#)

Administrative File Attachments

[Boose-Fire Marshal.pdf \(1.194 KB\)](#)
[Drury-Fire Marshal.pdf \(774 KB\)](#)

Subject :	3.03 Cancellation of the May meeting
Meeting :	Apr 18, 2024 - College Place Civil Service Commission - Special Hybrid Meeting
Category :	3. REGULAR AGENDA
Access :	Public
Type :	Action
Recommended Action :	Motion to cancel the May 9, 2024, regular Civil Service Meeting
Subject :	3.04 Any Other Business for the Good of the Order
Meeting :	Apr 18, 2024 - College Place Civil Service Commission - Special Hybrid Meeting
Category :	3. REGULAR AGENDA
Access :	Public
Type :	

4. CLOSING ITEMS

Subject :	4.01 Conclusion - Motion to conclude the meeting
Meeting :	Apr 18, 2024 - College Place Civil Service Commission - Special Hybrid Meeting
Category :	4. CLOSING ITEMS
Access :	Public
Type :	Procedural



CITY OF COLLEGE PLACE

HUMAN RESOURCES DEPARTMENT

625 South College Avenue
College Place, WA 99324
509-529-1200

April 17, 2024

Anthony Boyle, Commissioner
Bill Kelly, Commission Vice-Chair
JoAnn Wiggins, Commissioner

Re: Fire Lieutenant Testing

Dear Commissioners:

As a result of the open and competitive testing process, which concluded on April 11, 2024, to establish a Fire Lieutenant Eligibility List, the following list is outlined for your approval and certification:

Rank	Name
1	Evensen, Patrick
2	Downs, Emily
3	Williams, Troy
4	Drury, Charlie
5	Bartlett, Logan
6	Nilsson, Trenton

Respectfully,

A handwritten signature in blue ink that reads 'Shawn Doering'.

Shawn Doering
Civil Service Secretary

Certified by:

Anthony Boyle, Commissioner

Bill Kelly, Commissioner

JoAnn Wiggins, Commissioner

City of College Place

Civil Service Commission

Anthony Boyle, Commissioner
Bill Kelly, Commission Vice-Chair
JoAnn Wiggins, Commissioner

Shawn Doering
Civil Service Secretary
sdoering@cpwa.us
509-394-8508

April 17, 2024

Chief David Winter
College Place Fire Department
629 S College Ave
College Place, WA 99324

Dear Chief Winter,

On April 18, 2024, the Civil Service Commission approved an updated certified eligibility list. Per Civil Service Rule 10.05.05, six names are being certified as there are four open Fire Lieutenant positions. Below are the certified eligible applicants for the position of Fire Lieutenant:

Name
Bartlett, Logan
Downs, Emily
Drury, Charlie
Evensen, Patrick
Nilsson, Trenton
Williams, Troy

Respectfully,

Anthony Boyle,
Commissioner

Bill Kelly,
Commissioner

JoAnn Wiggins,
Commissioner

Logan Bartlett

1924 E Alder ST, Walla Walla, WA 99362

+1 (509) 520 4858 | BartlettKLogan@gmail.com

College Place Fire Department,

I am writing to express my interest in the position of Lieutenant that has opened for our organization. As a current firefighter EMT employed by the city of College Place, WA, and I believe I would be a strong fit for this position.

With a working knowledge of fire suppression, EMS response, and leadership strategies that I have gained from working full time hours with our department, I hope to present myself as a strong candidate for this role. Having had the pleasure of working in the fire service for over five years, I am a dedicated hard-working individual that is always looking for an opportunity to learn, and always willing to go the extra mile. There is additional information about my qualities and skill set in my attached resume.

I am confident my skill set and drive would be an excellent addition to your organization. Please feel free to contact me through phone or my email with any questions you may have. I appreciate your consideration and look forward to hearing from you.

Sincerely,

Logan Bartlett.

Logan Bartlett

1924 E Alder ST, Walla Walla, WA 99362

+1 (509) 520 4858 | BartlettKLogan@gmail.com

EDUCATION

College Place Fire Department; College Place Washington, USA

IFSAC Firefighter II

Company Officer

National Registry Emergency Medical Technician (NREMT)

Wildland Firefighter II

ICS 100, 200, 300, 700, & 800

Completion: May 2021

Completion: June 2021

Completion: May 2020

Completion: June 2019

Completion: June 2019

Walla Walla Washington Regional Fire Academy, USA

IFSAC Firefighter I

IFSAC Hazmat Awareness

IFSAC Hazmat Operations

Completion: May 2019

Completion: May 2019

Completion: March 2019

INTERNSHIPS/RELEVANT WORK EXPERIENCE

College Place Fire Department, USA

Resident Volunteer/Professional Firefighter

(Jan.2019 – Present)

- Prepare for and respond to emergency calls for structure fire, medical and wildland emergencies alike, and to record documentation accordingly.
- Train new members in various required skills in a clear and engaging way.
- Having become a full time paid career Firefighter in 2022, duties expanded to include administrative responsibilities as well as repair and maintenance of tools and fire nozzles.

Courtyard Marriott, Walla Walla Washington, USA

Bartender

(Nov.2017 – Feb.2020)

- Responsible for the mixology of beverages as well as hosting guests and waiting tables in a fast-paced, dynamic environment. Often times, being the only staff member working the bar and restaurant, I had to ensure customer satisfaction through efficient process management and friendly customer service.

RELEVANT SKILLS

- Able to prepare clear and concise written reports or correspondence.
- Has a working knowledge of ESO EHR, Microsoft Word, Excel.
- Small tool and motor maintenance
- Developing crew leadership abilities

EXTRA-CURRICULAR ACTIVITIES

Interests: Hiking, Snowboarding, Rock Climbing, Jogging, Cooking (spent 4 years as a cook & chef).

REFERENCES

- Troy Williams | Direct Supervisor: College Place Fire Department | (509) 529 6506
- Patrick Evensen | Training Officer: College Place Fire Department | (509) 529 6506
- Edward Higganbotham | Firefighter: College Place Fire Department | (509) 540 2398
- Tawn Smith-mcqueen | Restaurant supervisor: Courtyard Marriott | (509) 386 2120

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

LOGAN K BARTLETT

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00100.c

Introduction to Incident Command System, ICS-100

Issued this 8th Day of April, 2019

Michael J. Shearon

Deputy Superintendent

Emergency Management Institute

Federal Emergency Management Agency



Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

LOGAN K BARTLETT

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course;

IS-00200.b

**ICS for Single Resources and
Initial Action Incident, ICS-200**

Issued this 6th Day of April, 2019

Michael J. Sizemore

Deputy Superintendent

Emergency Management Institute

Federal Emergency Management Agency





WASHINGTON STATE

EMERGENCY MANAGEMENT DIVISION



Certificate of Completion

Presented to

Logan Bartlett

In Recognition of the Successful Completion of

ICS-300 Intermediate ICS for Expanding Incidents

Thursday, January 14, 2021

Contact: Hours - 21

**Franklin County
Emergency Management**

**Robert Ezelle
WA State EMD, Director**

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

LOGAN K BARTLETT

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00700.b

**An Introduction to the National Incident
Management System**

Issued this 8th Day of April, 2019

Michael J. Sharon

Deputy Superintendent

Emergency Management Institute

Federal Emergency Management Agency



Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

LOGAN K BARTLETT

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00800.c

National Response Framework, An Introduction

Issued this 8th Day of April, 2019

Michael J. Sharon

Deputy Superintendent

Emergency Management Institute

Federal Emergency Management Agency



CERTIFICATE OF ACHIEVEMENT

*The College Place Fire Department
hereby recognizes*

LOGAN BARTLETT

Qualified as

COMPANY OFFICER

*For fire service leadership and officer development through successful completion
of the 60 hour 2021 Lead Academy*


TRAINING OFFICER PATRICK EVENSEN


DATE 6/11/21



State of Washington



CERTIFICATE OF COMPETENCY

Awarded to

Logan K. Bartlett

for demonstrated commitment to protecting the lives and property
of citizens from fire by meeting all requirements for certification as

Firefighter II

*Issued on 12/4/2019 according to NFPA Standard 1001, 2019 Edition
in compliance with requirements established by the
International Fire Service Accreditation Congress*



IFSAC Seal #3094874
IFSAC ID Ibart04141996



John R. Colver
Chief



State of
Washington

CERTIFICATE OF COMPETENCY

Awarded to

Logan K. Bartlett

for demonstrated commitment to protecting the lives and property
of citizens from fire by meeting all requirements for certification as

Firefighter I

*Issued on 5/31/2019 according to NFPA 1001 in compliance with requirements
established by the International Fire Service Accreditation Congress*



IFSAC Seal #2855968
IFSAC ID lbat04141996



John R. Bates
Chief

This Certificate is Awarded to

LOGAN BARTLETT

For the Successful Completion of

S-131 Advanced Firefighter New Curriculum

COURSE NUMBER - COURSE NAME

June 9, 2019

COURSE START and END DATES

John Boose

Lead Instructor Name (printed)

John Boose
Lead Instructor Signature



CPFD

Host Unit

College Place, WA

Location (City, State)

Candidate Name: Logan

Interview Date: 4/8/24

Interviewer Name: Randy Chamberlain

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

Use the following as a guide when scoring the candidates responses to the questions. Each question is worth a maximum of five (5) points. There is space available for assessor's comments about the candidate's responses and identification with the dimensions being measured. There is *a total of fifty (50) points possible* for the oral interview which will be the percentage score.

- 5 STRONG:** A score of five does not mean that the participant is perfect or without weakness. Rather, that the candidate demonstrated ability indicating they are likely to be able to perform strongly in that category when promoted to the next higher level.
- 4 MORE THAN ADEQUATE:** A score of four means that the candidate demonstrated skills indicating they are more likely to perform more than adequately when promoted and is still capable of improving his/her level of performance to a considerable degree with additional time and training.
- 3.5 ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

- 3 BELOW ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform below a competent level when promoted. Additional training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.
- 2 LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: Logan Bartlett

Interview Date: 4/8/24

Interviewer Name: Randy Chamberlain

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? Yes No
Can you perform the essential functions of the job with or without reasonable accommodation? Yes No

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

Leadership fire dept only
ICS 300 Leadership

Rating: 0 1 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? If nothing from supervisor then – Tell us what areas you have identified for yourself.

Learned to be more expressive thru fire service

Rating: 0 1 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

Problems with L.N. Curtice
Parks arrived after engine arrival

Rating: 0 1 2 3 3.5 4 5

Candidate Name: Logan

Interview Date: _____

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

check with people one on one
work with WW on reports

Rating: 0 1 2 3 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

Shift supervisor had difference of opinion
asking question of leadership

Rating: 0 1 2 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

pt had emotional issues
transferred no prob

Rating: 0 1 2 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

bring fun aspects into training

Rating: 0 1 2 3 3.5 4 5

Candidate Name: hogan

Interview Date: 4/8/23

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

more EMS training

Rating: 0 1 2 3 3.5 4 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

does not believe much will change

Rating: 0 1 2 3 3.5 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

Example setter
push volunteers

Rating: 0 1 2 3 3.5 4 5

Do you have any questions for the panel?

Fire Lieutenant

Please return all interview materials to Human Resources.

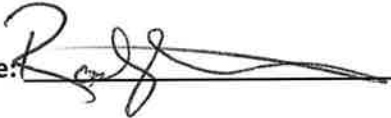
Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

medic school current

Evaluator Signature:  Date: 4/8/24 Overall Score: 225

Candidate Name: Logan Bartlett

Interview Date: _____

Interviewer Name: G. Peasley

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

Use the following as a guide when scoring the candidates responses to the questions. Each question is worth a maximum of five (5) points. There is space available for assessor's comments about the candidate's responses and identification with the dimensions being measured. There is *a total of fifty (50) points possible* for the oral interview which will be the percentage score.

- 5 **STRONG:** A score of five does not mean that the participant is perfect or without weakness. Rather, that the candidate demonstrated ability indicating they are likely to be able to perform strongly in that category when promoted to the next higher level.
- 4 **MORE THAN ADEQUATE:** A score of four means that the candidate demonstrated skills indicating they are more likely to perform more than adequately when promoted and is still capable of improving his/her level of performance to a considerable degree with additional time and training.
- 3.5 **ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

- 3 **BELOW ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform below a competent level when promoted. Additional training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.
- 2 **LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: LB

Interview Date: _____

Interviewer Name: _____

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? ~~Yes~~ **No**

Can you perform the essential functions of the job with or without reasonable accommodation? ~~Yes~~ **No**

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

2022-Present, reading books

Rating: 0 1 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then* – Tell us what areas you have identified for yourself.

Strength/communication - talking w/o emotion

Rating: 0 1 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

Forgot to answer email, learned to follow up earlier

Rating: 0 1 2 3 3.5 4 5

Candidate Name: LB

Interview Date: _____

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

going to trainings to show paid staff "not much here"
membership volunteers. attempt to work w/WWFO

Rating: 0 1 2 3 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

talking with them about their style

Rating: 0 1 2 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

take listening solo w/pt

Rating: 0 1 2 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

train to members liking & use that to help them

Rating: 0 1 2 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

Look at policy

Rating: 0 1 2 3 3.5 4 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

no change

Rating: 0 1 2 3 3.5 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

example setter, help give them a voice

Rating: 0 1 2 3 3.5 4 5

Do you have any questions for the panel?

Question for LT. Bannock about LT position.

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature:  _____ Date: _____ Overall Score: 24

Candidate Name: Logan Bartlett

Interview Date: 04.08.2024

Interviewer Name: Paul Benwick

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

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There may be a need for closer supervision than in the two preceding categories.

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- 2 LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? ☒ Yes ☐ No

Can you perform the essential functions of the job with or without reasonable accommodation? ☒ Yes ☐ No

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

started in 2019

ODA locally

Rating: 0 1 ☒ 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then* – Tell us what areas you have identified for yourself.

Communication - Working on changing affect.

Rating: 0 1 2 ☒ 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

charge of tool maintenance, failed to close the loop with LIA Larkin

Finished closing the loop

Rating: 0 1 ☒ 2 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

Participate in optional trainings.

Work on volunteers. Foster mentors.

Good working relations with WWFD.

Rating: 0 1 2 ③ 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

Moved shift. Differing opinion of supervisor. Asked questions to learn their leadership approach.

Rating: 0 1 ② 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

Medical ph.

Rating: 0 1 ② 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

Implement what interests them in training.

Rating: 0 1 2 3 ③.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

Lack of a policy pertaining to EMS. Went to medic school.

Rating: 0 1 ② 3 3.5 4 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

Blind going into L.T. roll. Not a change from buddy to boss.

Rating: 0 ① 2 3 3.5 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

Be an example setter. Rely heavily on volunteers. Continue to work with volunteers.

Rating: 0 1 2 ③ 3.5 4 5

Do you have any questions for the panel?

Fire Lieutenant

Please return all interview materials to Human Resources.

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature: Paul Buil Date: 4-8-24 Overall Score: 23.5

CPFD Assessment Center 2024 Simulator Exercise Score Sheet		Candidate: <u>Logan</u>	
EXERCISE #1 – Simulator Exercise		Assessor: <u>Todd Hays</u>	
Size-up/Tactical Assignment Worksheet (25 points possible) <i>The candidate manages the incident with safety and efficiency as priorities.</i>			Rating <u>20</u>
Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)			
0	1	2	3
No Evidence	Weak	Less Than Adequate	Below Adequate
3.5	4	5	
Adequate	More Than Adequate	Strong	
Objective Criteria/Report			Rating
Communication <i>The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.</i>			3.5
<u>Rpt radio, clear commands</u>			
Incident Objectives/Tactical Assignments <i>The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.</i>			3
<u>Searched for floor, which was clear and tenable</u>			
Incident Safety/Crew safety <i>The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.</i>			3.5
<u>No safety or accountability RIT was established.</u>			
Decision Making & Problem Solving (Incident Mitigation) <i>The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.</i>			3
<u>needed to prioritize a bit better</u>			
Command Presence <i>The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.</i>			3.5
<u>very calm and clear</u>			
Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!			

EVALUATOR SIGNATURE Todd Hays DATE 11/1/24 TOTAL SCORE 36.5 /50

Log

Tactical WS

Initial Radio Report

Building/Area Description:

Size: Small Medium Large Mega

Height: 1 2 3 4 5

Occupancy Type: Hm

Problem Description:

Nothing Showing Smoke Showing Working Fire Defensive Fire Conditions

Location of the Problem: 2nd A

Initial Incident Action Plan:

- Tasks: Supply-line Fast-attack HZSP Defensive Op
- Location: A
- Objectives: Primary Search Fire Control

Strategy: Offensive Defensive

Resource Determination:

Upgrade alarm Cancel Assn. Additional Alarm - 2nd

Assume & Name Command Ok and

Follow-Up Report

Results of the 360:

Completed Not Completed

Stories from the Charlie Side

How many?

Basement:

Yes/No Day-Light

+

Any Changes to IAP?

Yes No

Accountability Location:

Alpha Bravo Charlie Delta

Unit Assignment

Unit: B1

Tasks: BB Back of A304

Location: —

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: 3412

Tasks: inside / RTT

Location: near 2nd

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: DD

Tasks: —

Location: —

Objectives: P/S F/C L/C O/D

Command Transfer

Unit Rundown:

Transfer CAN: —

Unit: — Assume Command:

Strategy:

Resource Determination:

Yes No

Off. Def.

Upgrade Cancel Additional

CAN Report: Unit: —

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

can
good copy
y/can

2004

DISPATCH TIME: _____

Benchmarks → Safety Officer – All Clears – On-Deck/RIT

<u>ELAPSED TIME</u>	<u>TACTICAL</u>	<u>FUNCTIONAL</u>	<u>PARS</u>
• 5 min → Confirm Strategy • 10 min → Strategy – Air Mgmt • 15 min → On Deck • 20 min → Rotate Co's Air Mgmt • 25 min → Rotate Co's Air Mgmt	□ Primary Search □ Fire Control □ Water Supply □ Strategy □ On-Deck □ All Clear □ Secondary AC □ Loss Stopped □ Exposures	□ Accountability □ Logistics □ Gas □ Electrical □ Investigation □ Traffic Control □ Red Cross □ Rehab	□ All Clear □ Fire Control □ 10/20/30 Minutes □ HazMat Event □ Missing FF □ No PAR

UNIT	TASK	LOCATION	OBJECTIVE

CPFD Assessment Center 2024 Simulator Exercise Score Sheet		Candidate: <i>Logan Bartlett</i>				
EXERCISE #1 – Simulator Exercise		Assessor: <i>S. Ogers</i>				
Size-up/Tactical Assignment Worksheet (25 points possible) <i>The candidate manages the incident with safety and efficiency as priorities.</i>		Rating 20				
Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)						
0	1	2	3	3.5	4	5
No Evidence	Weak	Less Than Adequate	Below Adequate	Adequate	More Than Adequate	Strong
Objective Criteria/Report						Rating
Communication <i>The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.</i>						3.5
<i>Clear communications, not sure how well he heard radio communication.</i>						
Incident Objectives/Tactical Assignments <i>The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.</i>						3
<i>Backing E3011 craft to route. Did not address life safety or assign search. E3412 crew was placed on deck the PIT over primary search</i>						
Incident Safety/Crew safety <i>The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.</i>						3.5
<i>good with crew safety however Incident safety was not fully met not putting search as priority.</i>						
Decision Making & Problem Solving (Incident Mitigation) <i>The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.</i>						3.5
<i>good with the ground presence but could have adapted his tactics to resolve the challenge of victims search not being managed</i>						
Command Presence <i>The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.</i>						3.5
<i>gave good explanation afterwards however given clear assignments in confidence.</i>						
Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!						

EVALUATOR SIGNATURE *[Signature]* DATE *4/11/24* TOTAL SCORE *70* /50

Tactical WS

Vogon
Bartlett
20

Initial Radio Report

WTAC
Utilities

Building/Area Description:

Size: ☒ Small ☐ Medium ☐ Large ☐ Mega

Height: 1 ☒ 2 ☐ 3 ☐ 4 ☐ 5

Occupancy Type: Warehouse A

Problem Description:

Nothing Showing ☒ Smoke Showing ☐ Working Fire ☐ Defensive Fire Conditions ☐

Location of the Problem: 2nd A

Initial Incident Action Plan:

- Tasks: Supply-line ☒ Fast-attack ☐ HZSP ☐ Defensive Op ☐
- Location: _____
- Objectives: Primary Search ☐ Fire Control ☒

Strategy: ☒ Offensive ☐ Defensive

Resource Determination:

Upgrade alarm ☐ Cancel Assn. ☐ Additional Alarm ☒ hold

Assume & Name Command

Blue

Follow-Up Report

Results of the 360:

Completed ☒ Not Completed ☐

Stories from the Charlie Side

How many?

Basement:

2-1

Yes/No ☒ Day-Light ☐

Any Changes to IAP?

Yes ☐ No ☒

Accountability Location:

Alpha ☐ Bravo ☐ Charlie ☐ Delta ☐

mobile

Unit Assignment

Unit: E3011

Tasks: FA

Location: 2nd A

Objectives: P/S ☒ L/C ☐ O/D ☐

Unit Assignment

Unit: E1

Tasks: BB, BV

Location: 2nd A

Objectives: P/S ☐ F/C ☐ L/C ☐ O/D ☐

Unit Assignment

Unit: 3412

Tasks: outside

Location: _____

Objectives: P/S ☐ F/C ☐ L/C ☐ O/D ☒

Command Transfer

Unit Rundown:

Transfer CAN:

Unit: _____ Assume Command: _____

Strategy: _____

Resource Determination: _____

☒ Yes ☐ No

Off. ☐ Def. ☐

Upgrade ☐ Cancel ☐ Additional ☐

CAN Report: Unit: _____

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved: _____

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

no/needs

Search?

DISPATCH TIME: _____

Benchmarks → Safety Officer – All Clears – On-Deck/RIT

<u>ELAPSED TIME</u>	<u>TACTICAL</u>	<u>FUNCTIONAL</u>	<u>PARS</u>
• 5 min → Confirm Strategy • 10 min → Strategy – Air Mgmt • 15 min → On Deck • 20 min → Rotate Co's Air Mgmt • 25 min → Rotate Co's Air Mgmt	□ Primary Search □ Fire Control □ Water Supply □ Strategy □ On-Deck □ All Clear □ Secondary AC □ Loss Stopped □ Exposures	□ Accountability □ Logistics □ Gas □ Electrical □ Investigation □ Traffic Control □ Red Cross □ Rehab	□ All Clear □ Fire Control □ 10/20/30 Minutes □ HazMat Event □ Missing FF □ No PAR

UNIT	TASK	LOCATION	OBJECTIVE

CPFD Assessment Center 2024 Simulator Exercise Score Sheet		Candidate: <u>Logan Bartlett</u>	
EXERCISE #1 – Simulator Exercise		Assessor: <u>Wes Granth</u>	
Size-up/Tactical Assignment Worksheet (25 points possible) <i>The candidate manages the incident with safety and efficiency as priorities.</i>			Rating 20
Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)			
0	1	2	3
No Evidence	Weak	Less Than Adequate	Below Adequate
			3.5
			Adequate
			4
			More Than Adequate
			5
			Strong
Objective Criteria/Report			Rating
Communication <i>The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.</i>			4
<u>Good communication, payed attention to radio traffic</u>			
Incident Objectives/Tactical Assignments			2
<i>The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.</i>			
<u>Fire control was addressed but candidate failed to assign primary search, therefore did not address life safety.</u>			
Incident Safety/Crew safety			3.5
<i>The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.</i>			
<u>Candidate incorrectly stated there is no basement, but later corrected it verbally. RIT was assigned.</u>			
Decision Making & Problem Solving (Incident Mitigation)			2
<i>The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.</i>			
<u>Candidate was decisive but failed to address life safety</u>			
Command Presence			3
<i>The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.</i>			
<u>Candidate second guessed his decisions, though instructions were clear</u>			
Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!			

EVALUATOR SIGNATURE [Signature] DATE 4-11-24 TOTAL SCORE 34.5 /50

Tactical WS

Logan Bartlett

Initial Radio Report

Building/Area Description:

Size: Small Medium Large Mega

Height: 1 2 3 4 5

Occupancy Type: Home

Problem Description:

Nothing Showing Smoke Showing Working Fire Defensive Fire Conditions

Location of the Problem: 2A

Initial Incident Action Plan:

- Tasks: Supply-line Fast-attack HZSP Defensive Op
- Location: A
- Objectives: Primary Search Fire Control

Strategy: Offensive Defensive

Resource Determination:

Upgrade alarm Cancel Assn. Additional Alarm A10/EMS

Assume & Name Command

Command ✓

3011 Ent 4
2-nd
Column, 1st

11

2nd B/B
3rd O/D

Follow-Up Report

Results of the 360:

Completed Not Completed

Stories from the Charlie Side

How many?

Basement:

Yes/No Day-Light

Any Changes to IAP?

Yes No

Accountability Location:

Alpha Bravo Charlie Delta

Mike

2

Unit Assignment

Unit: 3011

Tasks: FA

Location: Down

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: E1

Tasks: B/B, Backup me

Location: 23

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: 3412

Tasks: O/D R/T/Rehab

Location: _____

Objectives: P/S F/C L/C O/D

NO
Primary
Search

Command Transfer

Unit: _____ Assume Command:

Yes No

Unit Rundown:

Strategy:

Off. Def.

Transfer CAN:

Just

Resource Determination:

Upgrade Cancel Additional

CAN Report:

Unit: _____

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

People, matter, PPE

□ □ □

DISPATCH TIME: _____

Emily Downs

March 1, 2024

edowns@cpwa.us

(503)-724-6442

College Place Fire Department

RE: Fire Lieutenant

I was motivated to submit my letter of interest and resume, upon learning that the College Place Fire Department has promotional testing for a Fire Lieutenant position. For several years I have made education my main focus studying Interdisciplinary studies, with the completion of a Bachelor of Science degree from Western Oregon University. Then continuing my education by attending Central Washington University and obtaining my paramedic certificate. Now I'm excited to transition my focus to furthering my career with my new knowledge and skill set.

I believe being genuine and nurturing, along with being professional and driven, is an essential combination for individuals in the emergency services. I have strong leadership, decision-making and time management skills. Additionally, my abilities extend to critical thinking and team building with proficiency in organization. It's a personal mission of mine to empower and improve other's outlook and life circumstances. Working with individuals from diverse backgrounds has provided me with an understanding and awareness of differences in both individuals and organizations. These qualities will help support College Place's mission while reflecting positively on the professionalism and competencies of its employees and volunteers.

For further details regarding my qualifications, background, and contributions please take a moment and review my resume. I believe that I can successfully be the Fire Lieutenant you're seeking and I'm looking forward to the opportunity to interview and test for the Lieutenant position.

Sincerely,

Emily Downs

Emily Downs
(503)-724-6442
edowns15@mail.wou.edu

EDUCATION:

Central Washington University, WA April 2022-September-2023 **GPA: 3.6 Major: Paramedicine**
-Achieved Dean's list multiple terms -Earned Certificate of Completion

Western Oregon University, Monmouth, OR September 2015-December 2018 **GPA: 3.61 Major:**
Interdisciplinary Studies
-Achieved Dean's list multiple terms -Earned Bachelors of Science

Chemeketa Community College, Salem, OR September 2013-June 2015 **GPA: 3.5** Earned Associate
Degree
-Achieved Dean's list Student Athlete - Basketball

EXPERIENCE:

College Place Fire Department, College Place, WA-
FireFighter/Paramedic January 2019 – Current -Respond to medical and fire calls in
College Place and surrounding cities. - Supervise, train and mentor “A shift.” -Work together
with colleges to provide the best quality of care. -Order, track and maintain EMS equipment.
Active instructor for EMT and Fire academy.

Costco WholeSale, Portland, OR — Food Service
July 2015-June 2018 -Clean and maintain a safe workplace according
to Oregon health laws -Work together with coworkers to provide fast
service

BAlive Chiropractic, Walla Walla, WA— Data Entry
February 2018-March 2018 -Work quickly and efficiently to enter data into
program -Work with confidential information and discard it appropriately -Had
to work independently unless asked to perform another task

Roger Adventist School, Walla Walla, WA— Basketball
Coach
February 2018-March 2018 -Work and teach 20 fifth and sixth grade
girls basic basketball skills -Create daily schedule for practice, and
coach throughout their games -Create a safe environment for the
children while teaching through God

Habitat for Humanity— Volunteer
September 2012-June 2013, July 2018-Present -Volunteer time to
help build homes -Worked rain or shine next to new homeowners
-Worked alongside and with other volunteers to build multiple homes

Region 8 Fire Training Council

OFFICER DEVELOPMENT ACADEMY

FALL



2021

THIS CERTIFICATE OF COMPLETION ACKNOWLEDGES THE EFFORTS OF

Emily Downs

FOR A COMMITMENT TO FIRE SERVICE LEADERSHIP DEVELOPMENT THROUGH
SUCCESSFUL COMPLETION OF THE REGION 8 OFFICER DEVELOPMENT ACADEMY,
INCLUDING THE TRAINING REQUIREMENTS OUTLINED IN NFPA 1021, FIRE OFFICER I



Captain Fred Hector
Walla Walla Fire Department



Training Officer Patrick Evenson
College Place Fire Department



Captain Bill Box
Walla Walla County Fire District #4

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

EMILY DOWNS

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00100.c

Introduction to Incident Command System, ICS-100

Issued this 11th Day of April, 2019

A handwritten signature in black ink, appearing to read "MJ Sharon".

Michael J. Sharon

Deputy Superintendent

Emergency Management Institute

Federal Emergency Management Agency



Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

EMILY DOWNS

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00200.c

Basic Incident Command System for Initial Response

Issued this 12th Day of April, 2019

Michael J. Sharon

Deputy Superintendent

Emergency Management Institute

Federal Emergency Management Agency



Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

EMILY DOWNS

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00700.b

**An Introduction to the National Incident
Management System**

Issued this 12th Day of April, 2019

Michael J. Sharon

Deputy Superintendent

Emergency Management Institute

Federal Emergency Management Agency

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

EMILY DOWNS

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00800.c

National Response Framework, An Introduction

Issued this 12th Day of April, 2019

Michael J. Sharon

Deputy Superintendent

Emergency Management Institute

Federal Emergency Management Agency

This Certificate is Awarded to

EMILY A DOWNS

For the Successful Completion of

S-130/190, IS-100, and L-180 Human Factors

COURSE NUMBER - COURSE NAME

April 7, 14, 28, and May 5, 2019

COURSE START and END DATES

John Boose

Lead Instructor Name (printed)

Lead Instructor Signature



College Place Fire

Host Unit

College Place, WA

Location (City, State)

Incident Qualification Card

Name:

DOWNES, EMILY ANN

Resource Identification

WAWAS, WFS, WASES, 36, 36M01,

Fitness/Expires:

A 05/21/2024

Year:

2023

Haz Qualification

Typ

WF

FFI2

Firefighter Type 2

NAT

07/07/27

WF

EMTF

Emergency Medical Technician,

ST

07/31/23

Lvl

Exp

Date

Haz Trainee Qualification
Typ

Lvl Exp
Date

Skills:

Allergies:

Emergency Contact:

Certifying Official

CALLAN WILKINS

TRAINING COORDINATOR

05/25/2023



This Certificate is Awarded to

EMILY DOWNS

For the Successful Completion of

S-131 Advanced Firefighter New Curriculum

COURSE NUMBER - COURSE NAME

June 9, 2019

COURSE START and END DATES

John Boose

Lead Instructor Name (printed)

John Boose
Lead Instructor Signature



CPFD

Host Unit

College Place, WA

Location (City, State)

Candidate Name: Emily Downs
Interviewer Name: Randy

Interview Date: 4/8/24

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

Use the following as a guide when scoring the candidates responses to the questions. Each question is worth a maximum of five (5) points. There is space available for assessor's comments about the candidate's responses and identification with the dimensions being measured. There is *a total of fifty (50) points possible* for the oral interview which will be the percentage score.

- 5 **STRONG:** A score of five does not mean that the participant is perfect or without weakness. Rather, that the candidate demonstrated ability indicating they are likely to be able to perform strongly in that category when promoted to the next higher level.
- 4 **MORE THAN ADEQUATE:** A score of four means that the candidate demonstrated skills indicating they are more likely to perform more than adequately when promoted and is still capable of improving his/her level of performance to a considerable degree with additional time and training.
- 3.5 **ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

- 3 **BELOW ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform below a competent level when promoted. Additional training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.
- 2 **LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? Yes No

Can you perform the essential functions of the job with or without reasonable accommodation? Yes No

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

Lead resident
Managing 7-10 people in a shift

Rating: 0 1 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? If nothing from supervisor then – Tell us what areas you have identified for yourself.

try to do 1st completed on every shift
Otep instructor

Rating: 0 1 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

CPR - Auto pulse fail
check equipment

Rating: 0 1 2 3 3.5 4 5

Candidate Name: Emily

Interview Date: _____

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

hard work
doing any and all tasks

Rating: 0 1 2 3 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

Lead residents communicated to each other

Rating: 0 1 2 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

pt family expected more qualification

Rating: 0 1 2 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

talk to each member individually

Rating: 0 1 2 3 3.5 4 5

Candidate Name: Emily

Interview Date: _____

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

plug example

Rating: 0 1 2 3 3.5 4 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

respecting each other

Rating: 0 1 2 3 3.5 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

communicators

Rating: 0 1 2 3 3.5 4 5

Do you have any questions for the panel?

Fire Lieutenant

Please return all interview materials to Human Resources.

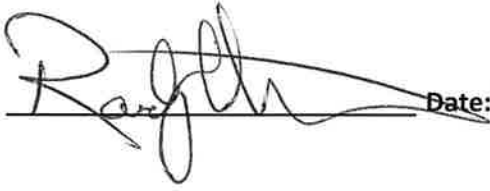
Page 4

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature:  Date: 4/8/24 Overall Score: 33

Candidate Name: Emily Downs

Interview Date: 4/8/24

Interviewer Name: G. Peasley

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

Use the following as a guide when scoring the candidates responses to the questions. Each question is worth a maximum of five (5) points. There is space available for assessor's comments about the candidate's responses and identification with the dimensions being measured. There is *a total of fifty (50) points possible* for the oral interview which will be the percentage score.

- 5 STRONG:** A score of five does not mean that the participant is perfect or without weakness. Rather, that the candidate demonstrated ability indicating they are likely to be able to perform strongly in that category when promoted to the next higher level.
- 4 MORE THAN ADEQUATE:** A score of four means that the candidate demonstrated skills indicating they are more likely to perform more than adequately when promoted and is still capable of improving his/her level of performance to a considerable degree with additional time and training.
- 3.5 ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

- 3 BELOW ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform below a competent level when promoted. Additional training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.
- 2 LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: ED

Interview Date: _____

Interviewer Name: _____

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? **Yes No**

Can you perform the essential functions of the job with or without reasonable accommodation? **Yes No**

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

Exps, lead Assistant

Future Planning

Rating: 0 1 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then* – Tell us what areas you have identified for yourself.

- making lists for day

- Public speaking

Rating: 0 1 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

medical call, failed equipment,

reminded crew about truck checks

Rating: 0 1 2 3 3.5 4 5

Candidate Name: ED

Interview Date: _____

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

Hard work

Rating: 0 1 2 3 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

talked with the person -DIRECT-

Rating: 0 1 2 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

Dealing with family and the new employees

Rating: 0 1 2 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

Find the reason, what they want and what is expected from
Mr.

Rating: 0 1 2 3 3.5 4 5

Candidate Name: ED

Interview Date: _____

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

Rating: 0 1 2 3 3.5 4 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

Respect, camaraderie, growing pains, work together

Rating: 0 1 2 3 3.5 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

Rating: 0 1 2 3 3.5 4 5

Do you have any questions for the panel?

Fire Lieutenant

Please return all interview materials to Human Resources.

Candidate Name: ED

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature:  _____ Date: _____ Overall Score: 40

Candidate Name: Emily Downs

Interview Date: 04-08-2024

Interviewer Name: Paul Smith

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

Use the following as a guide when scoring the candidates responses to the questions. Each question is worth a maximum of five (5) points. There is space available for assessor's comments about the candidate's responses and identification with the dimensions being measured. There is *a total of fifty (50) points possible* for the oral interview which will be the percentage score.

- 5 **STRONG:** A score of five does not mean that the participant is perfect or without weakness. Rather, that the candidate demonstrated ability indicating they are likely to be able to perform strongly in that category when promoted to the next higher level.
- 4 **MORE THAN ADEQUATE:** A score of four means that the candidate demonstrated skills indicating they are more likely to perform more than adequately when promoted and is still capable of improving his/her level of performance to a considerable degree with additional time and training.
- 3.5 **ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

- 3 **BELOW ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform below a competent level when promoted. Additional training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.
- 2 **LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

- 1 WEAK:** A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.
- 0 NOT DEMONSTRATED:** A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? ☒ Yes ☐ No

Can you perform the essential functions of the job with or without reasonable accommodation? ☒ Yes ☐ No

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

5 yrs exp 9 mo to lead resident.
1 yr 9 mo to supervisor and in charge of EMS.
Going to classes privately medic

Rating: 0 1 2 ☒ 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then* – Tell us what areas you have identified for yourself.

strongly, dedication, hard work, get work done
weakness, public speaking and communication

Rating: 0 1 2 ☒ 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

CPR in D-H, auto pulse failed. Check done by partner.

Rating: 0 ☒ 1 2 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

Building trust is hard. Earned trust through hard work. Making connections.

Rating: 0 1 2 3 3.5 ④ 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

Lead resident was senior FF. Butted head on new role. Lead wanted more responsibility. Conversation how can I help you.

Rating: 0 1 2 3 3.5 ④ 5

6. Tell us about your most difficult customer experience and how you resolved it.

Difficult situation was Dr. Unhappy with care. Signed refusal.

Rating: 0 1 2 3 3.5 ④ 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

Everyone is motivated by different reasons. I try to understand their goals. Keep them around. help fill their needs.

Rating: 0 1 2 3 3.5 ④ 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

Policy on shoreline. We will follow policy.

Rating: 0 1 2 3 3.5 (4) 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

Been a supervisor for 3 years. Respect, growing pains. Can hinder friendship.

Rating: 0 1 2 3 3.5 (4) 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

Understanding their needs. Give them opportunity.

Rating: 0 1 2 3 3.5 (4) 5

Do you have any questions for the panel?

Fire Lieutenant

Please return all interview materials to Human Resources.

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature: Paul Phil Date: 4-8-24 Overall Score: 35

**CPFD Assessment Center 2024
Simulator Exercise Score Sheet**

Candidate:

Emily Downs

EXERCISE #1 – Simulator Exercise

Assessor:

Wes Granath

Size-up/Tactical Assignment Worksheet (25 points possible)

The candidate manages the incident with safety and efficiency as priorities.

Rating

25

Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. **(25 points possible)**

0	1	2	3	3.5	4	5
No Evidence	Weak	Less Than Adequate	Below Adequate	Adequate	More Than Adequate	Strong

Objective Criteria/Report

Rating

Communication

The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.

5

Great communication, closed loop. Assignments matched initial plan.

Incident Objectives/Tactical Assignments

The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.

5

Assignments were correct & appropriate, prioritizing life safety & incident stabilization. Fire attack & search assigned on 2nd floor.

Incident Safety/Crew safety

The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.

5

Mobile command utilized, RIT not established due to life safety priorities. Prioritized safety by making entry with crew.

Decision Making & Problem Solving (Incident Mitigation)

The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.

4

Good job addressing problems and anticipating further, such as ventilation.

Command Presence

The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.

4

Confident, great command presence

Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!

EVALUATOR SIGNATURE

Wes Granath

DATE

4-11-24

TOTAL SCORE

49

/50

Tactical WS

Emily Pouns

Initial Radio Report

Building/Area Description:

Size: Small Medium Large Mega

Height: 1 2 3 4 5

Occupancy Type: home

Problem Description:

Nothing Showing Smoke Showing Working Fire Defensive Fire Conditions

Location of the Problem: 2nd A

Initial Incident Action Plan:

- Tasks: Supply-line Fast-attack HZSP Defensive Op
- Location: A 4th
- Objectives: Primary Search Fire Control

Strategy: Offensive Defensive

Resource Determination:

Upgrade alarm Cancel Assn. Additional Alarm A301

Assume & Name Command

w/AC, command

BMR 4
w/AC JES
Column

Follow-Up Report

Results of the 360:

Completed

Not Completed

Stories from the Charlie Side

How many? 2

Basement:

Yes/No

Day-Light

Any Changes to IAP?

Yes

No

Accountability Location:

Alpha Bravo Charlie Delta

Mobile

11

2nd B/B
SA/se

A301
3rd Hydrant
SA/B 360

Unit Assignment

Unit: 3011

Tasks: FA

Location: 2A

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: E1

Tasks: SA/se

Location: 2nd floor

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: 3412

Tasks: back 2nd floor

Location: _____

Objectives: P/S F/C L/C O/D

Command Transfer

Unit: _____ Assume Command: _____

Yes

No

Unit Rundown:

Strategy: _____

Off.

Def.

vent

Transfer CAN:

Resource Determination:

Upgrade Cancel Additional

CAN Report: Unit: _____

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

ppe, dows

mode entry

balloon frame

422

DISPATCH TIME: _____

Benchmarks → Safety Officer – All Clears – On-Deck/RIT

<u>ELAPSED TIME</u>	<u>TACTICAL</u>	<u>FUNCTIONAL</u>	<u>PARS</u>
• 5 min → Confirm Strategy • 10 min → Strategy – Air Mgmt • 15 min → On Deck • 20 min → Rotate Co's Air Mgmt • 25 min → Rotate Co's Air Mgmt	□ Primary Search □ Fire Control □ Water Supply □ Strategy □ On-Deck □ All Clear □ Secondary AC □ Loss Stopped □ Exposures	□ Accountability □ Logistics □ Gas □ Electrical □ Investigation □ Traffic Control □ Red Cross □ Rehab	□ All Clear □ Fire Control □ 10/20/30 Minutes □ HazMat Event □ Missing FF □ No PAR

UNIT	TASK	LOCATION	OBJECTIVE

CPFD Assessment Center 2024 Simulator Exercise Score Sheet		Candidate: <u>Emily Darns</u>	
EXERCISE #1 – Simulator Exercise		Assessor: <u>5 Dagers</u>	
Size-up/Tactical Assignment Worksheet (25 points possible) <i>The candidate manages the incident with safety and efficiency as priorities.</i>			Rating 24
Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)			
0	1	2	3
No Evidence	Weak	Less Than Adequate	Below Adequate
3.5	4	5	
Adequate	More Than Adequate	Strong	
Objective Criteria/Report			Rating
Communication <i>The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.</i>			4.5
<u>Communicated w crew in E3011 well. Close loop communications with units. Clear communications and kept radio traffic to a minimum.</u>			
Incident Objectives/Tactical Assignments <i>The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.</i>			4.5
<u>good decisions prioritizing life safety & fire.</u>			
Incident Safety/Crew safety <i>The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.</i>			4.5
<u>established who has crew w/ing and their abilities along with proper PP2. maintained situation - 1 summary and communicated the need for extended safety.</u>			
Decision Making & Problem Solving (Incident Mitigation) <i>The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.</i>			4.5
<u>Overall Emily showed that she understood the challenges and had a plan to adapt tactics</u>			
Command Presence <i>The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.</i>			4
<u>Clear and in charge. thought process was on par for the scenario</u>			
Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!			

EVALUATOR SIGNATURE 
 DATE 4/11/24
 TOTAL SCORE /50

Tactical WS

Emily
1/2/21
24

Initial Radio Report

UTAC
A3021
VtityS

Building/Area Description:

Size: Small Medium Large Mega

Height: 1 2 3 4 5

Occupancy Type: home

Problem Description:

Nothing Showing Smoke Showing Working Fire Defensive Fire Conditions

Location of the Problem: 2nd A

Initial Incident Action Plan:

- Tasks: Supply-line Fast Attack HZSP Defensive Op
- Location: A
- Objectives: Primary Search Fire Control

Strategy: Offensive Defensive

Resource Determination:

Upgrade alarm Cancel Assn. Additional Alarm

Assume & Name Command

in 4th st

Follow-Up Report

Results of the 360:

Completed Not Completed

Stories from the Charlie Side

How many? 1

Basement:

Yes/No Day-Light

Any Changes to IAP?

Yes No

Accountability Location:

Alpha Bravo Charlie Delta

mobile

Unit Assignment

Unit: E3011

Tasks: FA

Location: 2nd A

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: E1

Tasks: BB & stretch

Location: 2nd

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: E3412

Tasks: BU

Location: 2nd

Objectives: P/S F/C L/C O/D

Command Transfer

Unit Rundown:

Transfer CAN:

Unit: Assume Command:

Strategy:

Resource Determination:

Yes No

Off. Def.

Upgrade Cancel Additional

CAN Report: Unit: _____

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

2000 2001 2002

DISPATCH TIME: _____

Benchmarks → Safety Officer – All Clears – On-Deck/RIT

<u>ELAPSED TIME</u>	<u>TACTICAL</u>	<u>FUNCTIONAL</u>	<u>PARS</u>
• 5 min → Confirm Strategy • 10 min → Strategy – Air Mgmt • 15 min → On Deck • 20 min → Rotate Co's Air Mgmt • 25 min → Rotate Co's Air Mgmt	□ Primary Search □ Fire Control □ Water Supply □ Strategy □ On-Deck □ All Clear □ Secondary AC □ Loss Stopped □ Exposures	□ Accountability □ Logistics □ Gas □ Electrical □ Investigation □ Traffic Control □ Red Cross □ Rehab	□ All Clear □ Fire Control □ 10/20/30 Minutes □ HazMat Event □ Missing FF □ No PAR

[illegible]

**CPFD Assessment Center 2024
Simulator Exercise Score Sheet**

Candidate:

Emily

EXERCISE #1 – Simulator Exercise

Assessor:

Todd & Reiny

Size-up/Tactical Assignment Worksheet (25 points possible)

The candidate manages the incident with safety and efficiency as priorities.

Rating

23

Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)

0	1	2	3	3.5	4	5
No Evidence	Weak	Less Than Adequate	Below Adequate	Adequate	More Than Adequate	Strong

Objective Criteria/Report

Rating

Communication

The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.

5

Clear, concise communication, right radio & RIT too,

Incident Objectives/Tactical Assignments

The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.

5

*Understand problem and how to mitigate
RIT assigned for problem*

Incident Safety/Crew safety

The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed and accountability board is utilized effectively.

4

*in safety RIT, tactics, but everything was assigned
and managed for quick mitigation & safety*

Decision Making & Problem Solving (Incident Mitigation)

The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.

5

Processed issues + anticipated what was needed

Command Presence

The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.

5

Solid, calm, clear

Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!

EVALUATOR SIGNATURE

Todd & Reiny

DATE

11/14/24

TOTAL SCORE

47 /50

Emily

Tactical WS

Initial Radio Report

Building/Area Description:

Size: Small Medium Large Mega

Height: 1 2 3 4 5

Occupancy Type: Ho

Problem Description:

Nothing Showing Smoke Showing Working Fire Defensive Fire Conditions

Location of the Problem: 2nd Floor A

Initial Incident Action Plan:

- Tasks: Supply-line Fast-attack HZSP Defensive Op
- Location: A7
- Objectives: Primary Search Fire Control

Strategy: Offensive Defensive

Resource Determination:

Upgrade alarm Cancel Assn. Additional Alarm

Assume & Name Command upl st com

Follow-Up Report

Results of the 360:

Completed Not Completed

Stories from the Charlie Side

How many?

2

Basement:

Yes/No Day-Light

Any Changes to IAP?

Yes No

Accountability Location:

Alpha Bravo Charlie Delta

Unit Assignment

Unit: E1

Tasks: Back / Stages

Location: 2nd Floor

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: 3412

Tasks: H/LT Back

Location: Back 2d Fl

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: PD

Tasks: _____

Location: _____

Objectives: P/S F/C L/C O/D

Command Transfer

Unit: _____ Assume Command:

Yes No

Unit Rundown:

Strategy:

Off. Def.

Transfer CAN:

Resource Determination:

Upgrade Cancel Additional

CAN Report: Unit: _____

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

Good crew talk

Back due to better frame
can sub on egg on 2nd

10. *Journal of the American Medical Association*, 1997; 278: 1039-1044.

DISPATCH TIME: _____

100

Charlie Drury

841 Suncrest Terrace, College Place, WA 99324
(509)540.9931 wahoo_42@hotmail.com

On March 6, 2024

Shawn Doering, Human Resource Manager
City of College Place
629 S College Ave.
College Place, WA 99324

Dear Shawn Doering,

I am a career firefighter with the College Place Fire Department with over 20 years combined career and volunteer firefighting experience. I have operated for most of those years in a leadership role. I am excited that there is an opportunity to become an officer within the department that I have grown up in and love.

My years of experience have involved supervising career and volunteer firefighters at either the company level, or as the overall supervisor of our resident volunteer firefighter program. At the company level, I have responded to thousands of emergencies and have both led and directed others in successful mitigation of emergencies in structural, wildland, hazardous materials, and emergency medical arenas. On larger scale incidents, I have successfully managed personnel assigned to me while executing tasks assigned by superiors in the chain of command. For many years, I have been the go-to person for annual ladder, and hose testing, and have been the point of contact for fleet-management concerns.

On the education and training side of my career, I am an EMS Evaluator, an IFSAC Evaluator, and I am currently completing my training to be an IFSAC Senior Evaluator. I have participated as an instructor, and as an assistant with the regional fire academy, as well as EMT class. I am an EVIP Instructor, and I have taught multiple EVIP classes. I have actively and regularly participated in, and facilitated, training sessions for myself, and my crew members as well as other personnel on the department.

In addition to my years of experience, some of my key strengths include:

- Being committed to ongoing education and training, as well as keeping up with the changing landscape of tools and skills needed to be a great firefighter.
- Ensuring clear instruction and providing real-world training opportunities to others as they arise through my strong oral and written communication skills.
- Always representing the department, and my badge through my professionalism on and off the clock, as well as my calm demeanor during emergencies
- Caring for fellow firefighters by ensuring they have the tools to succeed on the job, including post-incident support if necessary.

I am excited for this new opportunity and look forward to the testing process.

Sincerely,
Charlie Drury



Charlie Drury

841 Suncrest Terrace, College Place, WA 99324
wahoo_42@hotmail.com | (509) 540.9931

SUMMARY

Firefighter/EMT with 20+ years combined volunteer and career experience in structural and wildland firefighting. I'm looking to utilize my experience in emergency response, instruction, and supervisory roles to advance my career as a Lieutenant with the College Place Fire Department.

PROFESSIONAL EXPERIENCE

Firefighter/EMT

*College Place Fire Department, College Place, WA
September 2007–Present*

- Provide high quality fire, and emergency medical response to the citizens of College Place, surrounding communities, and visitors as a career member of a team of career and volunteer responders.
- At various times over the past 15+ years, provide leadership and supervisory oversight to shift personnel, residents, and volunteers in several different capacities.
- Provide initial, on-going, and remedial training opportunities as needed for department members in various stages of their development
- Work seamlessly and competently with agencies within our county and around Washington State to accomplish incident objectives, as well as actively participate in opportunities for learning and growth with peers and subordinates.

Volunteer Firefighter/EMT

*College Place Fire Department, College Place, WA
January 2004–September 2007*

- Provide high quality fire and emergency medical response to the citizens of College Place, surrounding communities, and visitors as a volunteer member of a team of career and volunteer responders
- Provide supervisory oversight, training, and leadership as a lead resident to resident volunteer personnel assigned to my shift.
- Learn as much as I can about safe and effective performance of emergency response duties in preparation for a career as a firefighter.

EDUCATION

Bachelor of Arts in Mass Communication 2007
Walla Walla University, College Place, WA

Associates of Applied Arts and Sciences in Fire Science 2006
Walla Walla Community College, Walla Walla, WA

ADDITIONAL SKILLS

- IFSAC Evaluator, IFSAC Senior Evaluator (Complete March 2024), EMS Evaluator, EVIP 3.0 Instructor, Red-card certified Engine Boss, WW County EMS and Trauma Council member,
- AAU girls basketball coach

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

CHARLIE O DRURY

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00100

**Introduction to the Incident Command System,
(ICS 100)**

Issued this 28th Day of November, 2007

A handwritten signature in black ink, appearing to read "Cortez Lawrence".

Cortez Lawrence, PhD
Superintendent
Emergency Management Institute

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

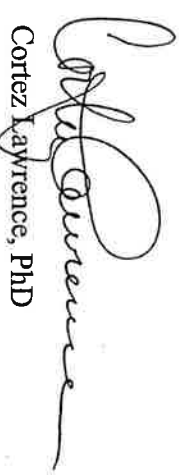
CHARLIE O DRURY

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00200

**ICS for Single Resources and
Initial Action Incidents**

Issued this 28th Day of November, 2007



Cortez Lawrence, PhD
Superintendent
Emergency Management Institute

CERTIFICATE OF TRAINING

awarded to

Charlie Drury

for successful completion of

I-300 Intermediate ISC for Expanding Incidents

January 30, 2008

DATE

INSTRUCTOR

John Boal
David Winter



NATIONAL WILDFIRE

COORDINATING GROUP

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

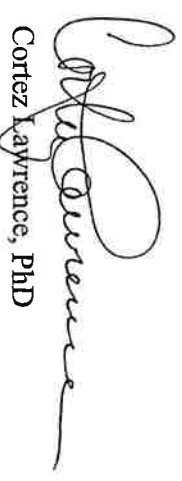
CHARLIE O DRURY

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00700

**National Incident Management System
(NIMS) an Introduction**

Issued this 30th Day of November, 2007



Cortez Lawrence, PhD
Superintendent
Emergency Management Institute

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

CHARLES O DRURY JR.

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00800.d

National Response Framework, An Introduction

Issued this 22nd Day of January, 2021



0.3 IACET CEU

Jeffrey D. Stern, Ph.D.
Superintendent
Emergency Management Institute
Federal Emergency Management Agency

State of



Washington

Certificate of Competency

Awarded to
Charlie O. Drury

for demonstrated commitment to protecting the lives and property
of citizens from fire by meeting all requirements for certification as

Fire Instructor 1

*Issued on 4/17/2006 according to NFPA 1041
in compliance with requirements established by the
International Fire Service Accreditation Congress*



John R. Salvo
Chief

Washington State Department of Health

By the authority of RCW 18.73

Charles Omer Drury

is granted

Emergency Medical Technician Certification



Status
ACTIVE

Effective Date
05/23/2023

Initial Issuance
07/01/2005

Credential Number
EMT.ES.01172768

Expiration Date
07/31/2026

Secretary

Personal Copy of Your Certification

Washington State Department of Health

By the authority of RCW 18.73

Charles Omer Drury

is granted

Emergency Medical Technician Certification



Status
ACTIVE

Secretary

Credential Number
EMT.ES.01172768
Expiration Date
07/31/2026



State of
Washington

CERTIFICATE OF COMPETENCY

Awarded to

Charles O. Drury

for demonstrated commitment to protecting the lives and property
of citizens from fire by meeting all requirements for certification as

Hazardous Materials Operations

*Issued on 1/22/2022 according to NFPA Standard 1072, Chapters 5, 6.2, and 6.6, 2017 Edition
in compliance with requirements established by the
International Fire Service Accreditation Congress*



IFSAC Seal #3196109
IFSAC ID cdnr08081979



John R. Calver
Chief

Walla Walla County EMS

DOH EMS Course Number: I22 36 004

Course Credential Number: TRNG.ES.1355204-Course

Course Location: Walla Walla, WA

This is to Verify

Charles O. Drury

Successfully Completed the following Washington State DOH approved course:

Emergency Medical Service Evaluator

Date of Completion: September 21, 2022

This document does not grant Washington State Certification

Heather M. Lee

ES00119530

Heather M. Lee

09/21/2022

Lead EMS Instructor Printed Name

DOH Registry #

Lead EMS Instructor Signature

Date

Incident Qualification Card				
Name: DRURY, CHARLIE OMER				
Resource Identification WAWAS,WFS,WASES,36,36M01,			Fitness/Expires: A 05/28/2024	Year: 2023
Haz Typ	Qualification		Lvl	Exp Date
WF	ENGB Engine Boss, Single Resource		NAT	07/24/25
WF	FFT2 Firefighter Type 2		NAT	07/24/25
WF	EMTF Emergency Medical Technician,		ST	07/31/26
WF	FFT1 Firefighter Type 1		NAT	07/24/25
Haz Typ	Trainee Qualification		Lvl	Exp Date
Skills:				
Allergies:				
Emergency Contact:				
Certifying Official CALLAN WILKINS  TRAINING COORDINATOR 05/25/2023				

Candidate Name: Charlie

Interview Date: 4/8/24

Interviewer Name: Bandy

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

Use the following as a guide when scoring the candidates responses to the questions. Each question is worth a maximum of five (5) points. There is space available for assessor's comments about the candidate's responses and identification with the dimensions being measured. There is *a total of fifty (50) points possible* for the oral interview which will be the percentage score.

- 5 STRONG:** A score of five does not mean that the participant is perfect or without weakness. Rather, that the candidate demonstrated ability indicating they are likely to be able to perform strongly in that category when promoted to the next higher level.
- 4 MORE THAN ADEQUATE:** A score of four means that the candidate demonstrated skills indicating they are more likely to perform more than adequately when promoted and is still capable of improving his/her level of performance to a considerable degree with additional time and training.
- 3.5 ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

- 3 BELOW ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform below a competent level when promoted. Additional training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.
- 2 LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: Charlie

Interview Date: 4/8/24

Interviewer Name: _____

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

< Have you reviewed the job description for this position? Yes No
Can you perform the essential functions of the job with or without reasonable accommodation? Yes No

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

past experience as lead resident
Wildland Experience

Rating: 0 1 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then – Tell us what areas you have identified for yourself.*

+ Flexible

and

Rating: 0 1 2 3 3.5 4 5

- ✓ 3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

left rookie at station due to slow response

Rating: 0 1 2 3 3.5 4 5

Candidate Name: Charlie

Interview Date: 4/8/24

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

* feels like he's approachable
* assists with training other dept.
* Home depot
* wanting to do more

Rating: 0 1 2 3 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

* Find out others strengths
* Caitlyn Example

Rating: 0 1 2 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

in home care facility issues

Rating: 0 1 2 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

Find Strengths + reasons to volunteer

Rating: 0 1 2 3 3.5 4 5

Candidate Name: Charlie

Interview Date: 4/8/24

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

facial hair standards

Rating: 0 1 2 3 3.5 4 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

not aware of buddy to current status

Rating: 0 1 2 3 3.5 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

1st tier of supervisor

model the job to rookies

Rating: 0 1 2 3 3.5 4 5

Do you have any questions for the panel?

Fire Lieutenant

Please return all interview materials to Human Resources.

Page 4

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature:  Date: 4/2/24 Overall Score: 31

Candidate Name: Charlie Drury

Interview Date: 4/8/24

Interviewer Name: G. Peasley

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

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Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? **Yes No**

Can you perform the essential functions of the job with or without reasonable accommodation? **Yes No**

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

18 yrs leadership

Rating: 0 1 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then* – Tell us what areas you have identified for yourself.

- Self motivated, no checkup needed, flexible, morale boost

- gathering data

Rating: 0 1 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

left resident @ station

Rating: 0 1 2 3 3.5 4 5

Candidate Name: C. Drury

Interview Date: _____

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

Helping with trainings and providing time w/crow, SAM, community events

Rating: 0 1 2 3 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

What are their strengths, how can they help.

Rating: 0 1 2 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

Dealing with AMS, giving time to customer

Rating: 0 1 2 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

Learn the WHY

Rating: 0 1 2 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

Facial Hair,

Rating: 0 1 2 3 3.5 4 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

I'm already the Boss

Rating: 0 1 2 3 3.5 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

Our job to make the volunteers successful.

Rating: 0 1 2 3 3.5 4 5

Do you have any questions for the panel?

How to be a boss

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature: _____



Date: _____

Overall Score: _____

39

Candidate Name: Charlie Ocury

Interview Date: 04-08-2024

Interviewer Name: Paul Henwick

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

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Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

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- 0 NOT DEMONSTRATED:** A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? ☒ Yes ☐ No

Can you perform the essential functions of the job with or without reasonable accommodation? ☒ Yes ☐ No

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

At LP in some capacity for 20 yrs. I've had some form of leadership.
In charge of resident program. Shift supervisor.

Rating: 0 1 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? If nothing from supervisor then – Tell us what areas you have identified for yourself.

Strengths: I am fairly self motivated I am flexible. Job needs to be fun.

Rating: 0 1 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

Resident routinely late, struggled to motivate him. Left resident at a fire. Argument ensued, resident left. Could have been a more compassionate leader.

Rating: 0 1 2 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

I have been the same person. Remained consistent.

Rating: 0 1 2 3 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

Resident program has lots of diffent backgrounds. Learn their strenghts and know they mesh with my weakness.

Rating: 0 1 2 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

Irate patient family.

Rating: 0 1 2 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

Find ways to incorporate what motivates people into the day.
Know what they want.

Rating: 0 1 2 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

Facial hair standard not equally enforced.

It is what it is.

Rating: 0 1 2 (3) 3.5 4 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

I haven't been buddy. Change would not be dramatic.

Rating: 0 1 2 (3) 3.5 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

career staff job is to support volunteers. Provide them what they need.

Rating: 0 1 2 (3) 3.5 4 5

Do you have any questions for the panel?

Fire Lieutenant

Please return all interview materials to Human Resources.

Page 4

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature: Paul Kril Date: 4-8-24 Overall Score: 33

CPFD Assessment Center 2024 Simulator Exercise Score Sheet		Candidate: Charlie Dwy	
EXERCISE #1 – Simulator Exercise		Assessor:	
Size-up/Tactical Assignment Worksheet (25 points possible) <i>The candidate manages the incident with safety and efficiency as priorities.</i>			Rating 18
Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)			
0	1	2	3
No Evidence	Weak	Less Than Adequate	Below Adequate
			3.5
			Adequate
			4
			More Than Adequate
			5
			Strong
Objective Criteria/Report			Rating
Communication <i>The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.</i>			2
Candidate did not use closed-loop communication. For example, he announced "next engine perform booster backup" but when E1 arrived he never contacted them to make that assignment.			
Incident Objectives/Tactical Assignments <i>The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.</i>			2
Candidate correctly assigned fire attack on floor 2, but then assigned search on 1st floor, which was completely clear. Candidate failed to assign primary search on the fire floor. 3rd engine never assigned despite life safety not yet being fully addressed.			
Incident Safety/Crew safety <i>The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.</i>			3
Command was properly established. Crew accountability maintained. Improperly identified basement and said there was not one, which is a safety issue because there obviously is a basement.			
Decision Making & Problem Solving (Incident Mitigation) <i>The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.</i>			3
Candidate was decisive and identified challenges, however priorities were incorrect			
Command Presence <i>The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.</i>			5
Confident in voice, decisions clear			
Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!			

EVALUATOR SIGNATURE Mike Nelson DATE 4-11-24 TOTAL SCORE 33 /50

Tactical WS

Charlie
Drum

Initial Radio Report

3011 ENR
column, not clear

Building/Area Description:

Size: Small Medium Large Mega

Height: 1 2 3 4 5

Occupancy Type: None

Problem Description:

Nothing Showing Smoke Showing Working Fire Defensive Fire Conditions

Location of the Problem: A-2

Initial Incident Action Plan:

- Tasks: Supply-line Fast-attack HZSP Defensive Op
- Location: 2nd
- Objectives: Primary Search Fire Control

Strategy: Offensive Defensive

Resource Determination:

Upgrade alarm Cancel Assn. Additional Alarm W/AE, util

Assume & Name Command 4th command

Follow-Up Report

Results of the 360:

Completed Not Completed

Stories from the Charlie Side

How many? 2nd

Basement:

Yes/No Day-Light

wrong 0

Any Changes to IAP?

Yes No 4

Accountability Location:

Alpha Bravo Charlie Delta

"B/D 1st floor" next morning

Unit Assignment

Unit: 3011 3/3

Tasks: FA

Location: 2nd floor

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: E1 1/3

Tasks: BB 1st floor

Location: Not really assigned

Objectives: P/S F/C L/C O/D
1st floor - why?

Unit Assignment

Unit: 3412 Not assigned

Tasks: 0/3

Location:

Objectives: P/S F/C L/C O/D

Command Transfer

Unit Rundown:

Transfer CAN:

Unit: Assume Command:

Strategy:

Resource Determination:

Pass Command Yes No

Off. Def.

Upgrade Cancel Additional

CAN Report: Unit:

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

PPE, certified people, ready to go, older houses

Not interior?

Tactical Worksheet

ADDRESS: _____

DISPATCH TIME: _____

Benchmarks → Safety Officer – All Clears – On-Deck/RIT

<u>ELAPSED TIME</u>	<u>TACTICAL</u>	<u>FUNCTIONAL</u>	<u>PARS</u>
• 5 min → Confirm Strategy • 10 min → Strategy – Air Mgmt • 15 min → On Deck • 20 min → Rotate Co's Air Mgmt • 25 min → Rotate Co's Air Mgmt	□ Primary Search □ Fire Control □ Water Supply □ Strategy □ On-Deck □ All Clear □ Secondary AC □ Loss Stopped □ Exposures	□ Accountability □ Logistics □ Gas □ Electrical □ Investigation □ Traffic Control □ Red Cross □ Rehab	□ All Clear □ Fire Control □ 10/20/30 Minutes □ HazMat Event □ Missing FF □ No PAR

UNIT	TASK	LOCATION	OBJECTIVE

CPFD Assessment Center 2024 Simulator Exercise Score Sheet		Candidate: <u>Charlie Drury</u>	
EXERCISE #1 – Simulator Exercise		Assessor: <u>S O'gung</u>	
Size-up/Tactical Assignment Worksheet (25 points possible) <i>The candidate manages the incident with safety and efficiency as priorities.</i>			Rating 18
Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)			
0	1	2	3
No Evidence	Weak	Less Than Adequate	Below Adequate
3.5	4	5	
Adequate	More Than Adequate	Strong	
Objective Criteria/Report			Rating
Communication <i>The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.</i>			3.5
<i>Communicated initially well with crews on E3011 however needed to close loops on pre assignment & unit arrival</i>			
Incident Objectives/Tactical Assignments <i>The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.</i>			3.5
<i>addressed fire appropriately, however assigned PS of 1st floor that was clear over searching 2nd floor fire floor</i>			
Incident Safety/Crew safety <i>The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.</i>			4
<i>Managed units and put his Engine crew safety priority</i>			
Decision Making & Problem Solving (Incident Mitigation) <i>The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.</i>			3.5
<i>Well known pre fire of area, good floor control. Needs to put life safety 1st on 2nd floor search stayed outside while crew worked & 2 on 2nd floor.</i>			
Command Presence <i>The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.</i>			3.5
<i>Charlie was confident and in charge, needed to close loop on communications and stay informed on progress</i>			
Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!			

EVALUATOR SIGNATURE [Signature] DATE 3/11/24 TOTAL SCORE /50

19

Tactical WS

Charlie Drury

Initial Radio Report

✓ TAC

Building/Area Description:

Size: ☒ Small ☐ Medium ☐ Large ☐ MegaHeight: 1 ☒ 2 ☐ 3 ☐ 4 ☐ 5Occupancy Type: home

Problem Description:

Nothing Showing ☐ Smoke Showing ☐ Working Fire ☒ Defensive Fire Conditions ☐Location of the Problem: A 2nd

Initial Incident Action Plan:

- Tasks: Supply-line ☒ Fast attack ☒ HZSP ☐ Defensive Op ☐
- Location: 2nd
- Objectives: Primary Search ☐ Fire Control ☐

Strategy: ☒ Offensive ☐ Defensive

Resource Determination:

Upgrade alarm ☐ Cancel Assn. ☐ Additional Alarm ☒

Assume & Name Command

4th st

Follow-Up Report

Results of the 360:

Completed ☒ Not Completed ☐

Stories from the Charlie Side

How many? 0

Basement:

Yes ☒ No ☐ Day-Light ☒

Any Changes to IAP?

Yes ☐ No ☒

Accountability Location:

Alpha ☒ Bravo ☐ Charlie ☐ Delta ☐

Unit Assignment

Unit: 3011Tasks: FALocation: 2ndObjectives: P/S ☒ F/C ☐ L/C ☐ O/D ☐

Unit Assignment

Unit: 21Tasks: BB / PSLocation: 1stObjectives: P/S ☒ F/C ☐ L/C ☐ O/D ☐

Unit Assignment

Unit: 3412Tasks: Not AssignedLocation: -3Objectives: P/S ☐ F/C ☐ L/C ☐ O/D ☐

Command Transfer

Unit: Assume Command:Yes ☒ No ☐

Unit Rundown:

Strategy:

Off. ☐ Def. ☐

Transfer CAN:

Resource Determination:

Upgrade ☐ Cancel ☐ Additional ☐

CAN Report: Unit: _____

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

1000

DISPATCH TIME: _____

Benchmarks → Safety Officer – All Clears – On-Deck/RIT

<u>ELAPSED TIME</u>	<u>TACTICAL</u>	<u>FUNCTIONAL</u>	<u>PARS</u>
• 5 min → Confirm Strategy • 10 min → Strategy – Air Mgmt • 15 min → On Deck • 20 min → Rotate Co's Air Mgmt • 25 min → Rotate Co's Air Mgmt	□ Primary Search □ Fire Control □ Water Supply □ Strategy □ On-Deck □ All Clear □ Secondary AC □ Loss Stopped □ Exposures	□ Accountability □ Logistics □ Gas □ Electrical □ Investigation □ Traffic Control □ Red Cross □ Rehab	□ All Clear □ Fire Control □ 10/20/30 Minutes □ HazMat Event □ Missing FF □ No PAR

UNIT	TASK	LOCATION	OBJECTIVE

**CPFD Assessment Center 2024
Simulator Exercise Score Sheet**

Candidate:

Charlie

EXERCISE #1 – Simulator Exercise

Assessor:

Todd Hays

Size-up/Tactical Assignment Worksheet (25 points possible)

The candidate manages the incident with safety and efficiency as priorities.

Rating

20

Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. **(25 points possible)**

0	1	2	3	3.5	4	5
No Evidence	Weak	Less Than Adequate	Below Adequate	Adequate	More Than Adequate	Strong

Objective Criteria/Report

Rating

Communication

The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.

4

Clear radio communication

Incident Objectives/Tactical Assignments

The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.

3

Did not get second crew to read the 2nd search. At 2nd way, ladder not as priority.

Incident Safety/Crew safety

The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.

3.5

Sent crew to mitigate problem, could have used more resources on 2nd floor.

Decision Making & Problem Solving (Incident Mitigation)

The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.

3.5

Mixed bagged, but knew what the main problem was.

Command Presence

The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.

4

Calm, clear, concise

Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!

EVALUATOR SIGNATURE

Todd Hays

DATE

11/14/24

TOTAL SCORE

38 /50

charlie

Tactical WS

Initial Radio Report

Building/Area Description:

Size: Small .Medium Large Mega

Height: 1 2 3 4 5

Occupancy Type: Home

Problem Description:

Nothing Showing Smoke Showing Working Fire Defensive Fire Conditions

Location of the Problem: A 2nd

Initial Incident Action Plan:

- Tasks: Supply-line Fast-attack HZSP Defensive Op
- Location: 2nd Fl 3rd fl
- Objectives: Primary Search Fire Control

Strategy: Offensive Defensive

Resource Determination:

Upgrade alarm Cancel Assn. Additional Alarm

Assume & Name Command

Follow-Up Report

Results of the 360:

Completed Not Completed

Stories from the Charlie Side

How many?

2

Basement:

Yes/No + Day-Light

Any Changes to IAP?

Yes No

Accountability Location:

Alpha Bravo Charlie Delta

Unit Assignment

Unit: B 1

Tasks: Back / Puz

Location: 2nd

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: 3412

Tasks: unassigned

Location: stgnd

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: P1

Tasks: _____

Location: _____

Objectives: P/S F/C L/C O/D

Command Transfer

Unit: _____ Assume Command: _____

Yes No

Unit Rundown:

Strategy: _____

Off. Def.

Transfer CAN:

Resource Determination:

Upgrade Cancel Additional

CAN Report: Unit: _____

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

Journal of Management Inquiry 18(6)

DISPATCH TIME: _____

Benchmarks → Safety Officer – All Clears – On-Deck/RIT

<u>ELAPSED TIME</u>	<u>TACTICAL</u>	<u>FUNCTIONAL</u>	<u>PARS</u>
• 5 min → Confirm Strategy • 10 min → Strategy – Air Mgmt • 15 min → On Deck • 20 min → Rotate Co's Air Mgmt • 25 min → Rotate Co's Air Mgmt	□ Primary Search □ Fire Control □ Water Supply □ Strategy □ On-Deck □ All Clear □ Secondary AC □ Loss Stopped □ Exposures	□ Accountability □ Logistics □ Gas □ Electrical □ Investigation □ Traffic Control □ Red Cross □ Rehab	□ All Clear □ Fire Control □ 10/20/30 Minutes □ HazMat Event □ Missing FF □ No PAR

UNIT	TASK	LOCATION	OBJECTIVE

PATRICK EVENSEN

TRAINING OFFICER

March 6th, 2024

To Whom It May Concern,

Contact

629 S. College Ave

509.301.7192

509.529.6506 Ext.4

pevensen@cpwa.us

I am excited to apply for the position of Lieutenant Training Officer. I've been fortunate to experience and take part in the tremendous growth that College Place Fire Department has undergone over the last 6 years. This evolution of the Training Officer position to a rank of Lieutenant is another that I'm hopeful to continue building within our agency. Given my 16 years of fire service experience, 12 with College Place Fire Department and 6 of which have been spent in the position of Training Officer as a Firefighter, I'm grateful for the opportunity to prove I'm the right candidate for this position.

Thank you for your consideration.

Sincerely,

Patrick Evensen

PATRICK EVENSEN

TRAINING OFFICER

CONTACT INFO

629 S. College Ave.
College Place, WA.
99362

C: 509.301.7192
P: 509.529.6506 Ext.4
E: pevensen@cpwa.us

EDUCATION

Walla Walla Community College
- Fire Science Degree
Officers Development Academy
- Fire Officer 1
Wildland S-131 Firefighter I
Boise Fire Academy

CERTIFICATIONS

ICS – 100, 200, 300, 700, & 800
IFSAC – HMA, HMO, FFI, FFII, DO,
DOP, INST-1
IFSAC Evaluator & S.E. Trainee
EMS Evaluator
WFC EVIP Instructor

LEADERSHIP

Walla Walla Regional Fire Academy
Local 4203 President
Local 5033 Founder
Resident Association President
Portland Stair Climb Team Captain
Relay For Life Team Captain

EXPERIENCE

College Place Fire Department
Lead Resident Firefighter-EMT – Volunteer Firefighter-EMT

Columbia County Fire District 3
Career Firefighter-EMT

Boise Fire Department
Career Firefighter-EMT

College Place Fire Department
Training Officer

REFERENCES

[Available upon request]

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

PATRICK EVENSEN

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

IS-100.A:

INTRODUCTION TO THE INCIDENT COMMAND SYSTEM, ICS-100

Issued this 04th Day of June, 2009

Jeffrey D. Stern, Ph.D.

Superintendent

Emergency Management Institute

Federal Emergency Management Agency

0.30 IACET CEU



Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

PATRICK EVENSEN

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

IS-200.A:

ICS FOR SINGLE RESOURCES AND INITIAL ACTION INCIDENTS, ICS-200

Issued this 04th Day of June, 2009

Jeffrey D. Stern, Ph.D.

Superintendent

Emergency Management Institute

Federal Emergency Management Agency





WASHINGTON STATE

EMERGENCY MANAGEMENT DIVISION



Certificate of Completion

Presented to

Patrick Evensen

In Recognition of the Successful Completion of

ICS-300 Intermediate ICS for Expanding Incidents

Monday, December 4, 2023

to

Friday, December 8, 2023

Virtual - King County

Contact: Hours - 21

Robert Ezelle

WA State EMD, Director

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

PATRICK EVENSEN

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

IS-700.A:

**NATIONAL INCIDENT MANAGEMENT SYSTEM (NIMS) AN
INTRODUCTION**

Issued this 04th Day of June, 2009

Jeffrey D. Stern, Ph.D.

Superintendent

Emergency Management Institute

Federal Emergency Management Agency

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

PATRICK EVENSEN

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

IS-800.B:

NATIONAL RESPONSE FRAMEWORK, AN INTRODUCTION

Issued this 20th Day of March, 2016

Jeffrey D. Stern, Ph.D.

Superintendent

Emergency Management Institute

Federal Emergency Management Agency

0.30 IACET CEU



Region 8 Fire Training Council

OFFICER DEVELOPMENT ACADEMY

SPRING



2013

THIS CERTIFICATE OF COMPLETION ACKNOWLEDGES THE EFFORTS OF

PATRICK EVENSEN

FOR A COMMITMENT TO FIRE SERVICE LEADERSHIP DEVELOPMENT THROUGH
SUCCESSFUL COMPLETION OF THE REGION 8 OFFICER DEVELOPMENT ACADEMY,
INCLUDING THE TRAINING REQUIREMENTS OUTLINED IN NFPA 1021, FIRE OFFICER I


CAPT. TODD STUBBLEFIELD
WALLA WALLA FIRE DEPARTMENT


LT. BILL BOX
WALLA WALLA FIRE DISTRICT 4


BC TOM HUNTINGTON
RICHLAND FIRE AND EMERGENCY SVC'S

This Certificate is Awarded to

PATRICK EVENSEN

For the Successful Completion of

S-131 Advanced Firefighter New Curriculum

COURSE NUMBER - COURSE NAME

June 9, 2019

COURSE START and END DATES

John Boose

Lead Instructor Name (printed)

John Boose
Lead Instructor Signature



CPFD

Host Unit

College Place, WA

Location (City, State)

State of
Washington



CERTIFICATE OF COMPETENCY

Awarded to

Patrick J. Evensen

for demonstrated commitment to protecting the lives and property
of citizens from fire by meeting all requirements for certification as

Fire Instructor I

*Issued on 6/4/2014 according to NFPA 1041 in compliance with requirements established by
the International Fire Service Accreditation Congress*



John R. Salas
Chief

Walla Walla County EMS

DOH EMS Course Number: 122 36 004

Course Credential Number: TRNG.ES.1355204-Course

Course Location: Walla Walla, WA

This is to Verify

Patrick J. Evensen

Successfully Completed the following Washington State DOH approved course:

Emergency Medical Service Evaluator

Date of Completion: September 21, 2022

This document does not grant Washington State Certification

Heather M. Lee	ES00119530	<i>Heather M. Lee</i>	09/21/2022
Lead EMS Instructor Printed Name	DOH Registry #	Lead EMS Instructor Signature	Date

Candidate Name: Patrick

Interview Date: 4/8/24

Interviewer Name: Ruby

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

Use the following as a guide when scoring the candidates responses to the questions. Each question is worth a maximum of five (5) points. There is space available for assessor's comments about the candidate's responses and identification with the dimensions being measured. There is *a total of fifty (50) points possible* for the oral interview which will be the percentage score.

- 5 STRONG:** A score of five does not mean that the participant is perfect or without weakness. Rather, that the candidate demonstrated ability indicating they are likely to be able to perform strongly in that category when promoted to the next higher level.
- 4 MORE THAN ADEQUATE:** A score of four means that the candidate demonstrated skills indicating they are more likely to perform more than adequately when promoted and is still capable of improving his/her level of performance to a considerable degree with additional time and training.
- 3.5 ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

- 3 BELOW ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform below a competent level when promoted. Additional training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.
- 2 LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: Patrick

Interview Date: 4/8/23

Interviewer Name: Rashy

- 1 WEAK:** A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.
- 0 NOT DEMONSTRATED:** A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? Yes No

Can you perform the essential functions of the job with or without reasonable accommodation? Yes No

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

Kelly Day's

Rating: 0 1 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then – Tell us what areas you have identified for yourself.*

Passionate about Job

needs to manage time more

Rating: 0 1 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

assist with resident program
needs to communicate with spt.

Rating: 0 1 2 3 3.5 4 5

Candidate Name: Patrick

Interview Date: 4/8/24

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

inventive with techniques

Rating: 0 1 2 3 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

Capt. Box

Rating: 0 1 2 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

Grocery store with Trade
Let them vend

Rating: 0 1 2 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

give people chance to excell

Rating: 0 1 2 3 3.5 4 5

Candidate Name: Patrick

Interview Date: 4/8/21

Interviewer Name: Randy

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

Covid changes

Rating: 0 1 2 3 3.5 4 5

- 9. As a new Lieutenant, how would you handle the change from buddy to boss?

already feels he's already doing so

Rating: 0 1 2 3 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

already doing so

Rating: 0 1 2 3 3.5 4 5

Do you have any questions for the panel?

Candidate Name: Patrick

Interview Date: 4/8/24

Interviewer Name: Randy

Additional Rater Comments:

Evaluator Signature: Randy Date: 4/8/23 Overall Score: 35

Candidate Name: Patrick Evenson

Interview Date: 4/8/24

Interviewer Name: G. Peashy

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

Use the following as a guide when scoring the candidates responses to the questions. Each question is worth a maximum of five (5) points. There is space available for assessor's comments about the candidate's responses and identification with the dimensions being measured. There is *a total of fifty (50) points possible* for the oral interview which will be the percentage score.

- 5 STRONG:** A score of five does not mean that the participant is perfect or without weakness. Rather, that the candidate demonstrated ability indicating they are likely to be able to perform strongly in that category when promoted to the next higher level.
- 4 MORE THAN ADEQUATE:** A score of four means that the candidate demonstrated skills indicating they are more likely to perform more than adequately when promoted and is still capable of improving his/her level of performance to a considerable degree with additional time and training.
- 3.5 ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

- 3 BELOW ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform below a competent level when promoted. Additional training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.
- 2 LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? ~~Yes~~ **No**

Can you perform the essential functions of the job with or without reasonable accommodation? ~~Yes~~ **No**

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

Lead President

Rating: 0 1 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then* – Tell us what areas you have identified for yourself.

- Passionate about job, lots of jobs

- When to say "No"

Rating: 0 1 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

gave over people's head, let them know why & how to fix next time.

Rating: 0 1 2 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

Been part of all of these to have knowledge of their needs.

Rating: 0 1 2 3 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

Learn from them & make yourself better. They might have a reason

Rating: 0 1 2 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

Med. citizen, isolate & let vent

Rating: 0 1 2 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

Rating: 0 1 2 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

COVID

Rating: 0 1 2 3 3.5 4 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

I have already worked in leadership

Rating: 0 1 2 3 3.5 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

Rating: 0 1 2 3 3.5 4 5

Do you have any questions for the panel?

Fire Lieutenant

Please return all interview materials to Human Resources.

Page 4

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature: _____



Date: _____

Overall Score: _____

42.5

Candidate Name: Patrick Evensen

Interview Date: 04-08-2024

Interviewer Name: Paul Renwick

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

Use the following as a guide when scoring the candidates responses to the questions. Each question is worth a maximum of five (5) points. There is space available for assessor's comments about the candidate's responses and identification with the dimensions being measured. There is *a total of fifty (50) points possible* for the oral interview which will be the percentage score.

- 5 **STRONG:** A score of five does not mean that the participant is perfect or without weakness. Rather, that the candidate demonstrated ability indicating they are likely to be able to perform strongly in that category when promoted to the next higher level.
- 4 **MORE THAN ADEQUATE:** A score of four means that the candidate demonstrated skills indicating they are more likely to perform more than adequately when promoted and is still capable of improving his/her level of performance to a considerable degree with additional time and training.
- 3.5 **ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

- 3 **BELOW ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform below a competent level when promoted. Additional training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.
- 2 **LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? ☒ Yes ☐ No

Can you perform the essential functions of the job with or without reasonable accommodation? ☒ Yes ☐ No

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

Rating: 0 1 2 3 3.5 ☒ 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then* – Tell us what areas you have identified for yourself.

Passionate about the job.

Don't know when to say no.

Rating: 0 1 ☒ 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

Did not talk to shift supervisors on movement. Apologized and had a mediated discussion.

Rating: 0 1 2 ☒ 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

Worked in all positions. Try to work alongside everyone.

Rating: 0 1 2 3 3.5 ④ 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

Capt. Box.

Rating: 0 1 2 3 ③.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

Grocery store. Let them vent.

Rating: 0 1 2 3 ③.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

Big part of my job. May be motivating them out of the fire service.

Rating: 0 1 2 3 3.5 ④ 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

Can't

Rating: 0 1 2 3 3.5 4 (5)

9. As a new Lieutenant, how would you handle the change from buddy to boss?

Unique situation, I am already a leader. Different roles but want
change things

Rating: 0 1 2 3 3.5 (4) 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

Provide them what they need

Rating: 0 1 2 3 3.5 (4) 5

Do you have any questions for the panel?

Fire Lieutenant

Please return all interview materials to Human Resources.

Page 4

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature: Paul Mil Date: 4-8-24 Overall Score: 37

**CPFD Assessment Center 2024
Simulator Exercise Score Sheet**

Candidate:

Patrick Evensen

EXERCISE #1 – Simulator Exercise

Assessor:

Wes Granath

Size-up/Tactical Assignment Worksheet (25 points possible)

The candidate manages the incident with safety and efficiency as priorities.

Rating

25

Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)

0	1	2	3	3.5	4	5
No Evidence	Weak	Less Than Adequate	Below Adequate	Adequate	More Than Adequate	Strong

Objective Criteria/Report

Rating

Communication

The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.

5

Great communication. Assignments clear and decisive.

Great job multitasking and catching radio traffic while talking.

Identified strategies and objectives.

Incident Objectives/Tactical Assignments

The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.

5

Tactical assignments were appropriate and justified by candidate.

Life safety and stabilization prioritized. Candidate made entry to provide "embedded safety" for his crew.

Incident Safety/Crew safety

The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.

5

Candidate prioritized crew safety and explained it, using the term "embedded safety" as to going in with his crew.

Decision Making & Problem Solving (Incident Mitigation)

The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.

4

Good job identifying challenges and anticipating them.

Correct incident priorities.

Command Presence

The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.

4

Great command presence. Seamless transfer of command to DOB including anticipation of upcoming needs.

Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!

EVALUATOR SIGNATURE

Wes Granath

DATE *4-11-24*

TOTAL SCORE *48* /50

Tactical WS

Patrick Evensen

Initial Radio Report

3011 enl w/4
w-tac, util.
column

Building/Area Description:

Size: Small Medium Large Mega

Height: 1 2 3 4 5

Occupancy Type: home

Problem Description:

Nothing Showing Smoke Showing Working Fire Defensive Fire Conditions

Location of the Problem: 2nd A

Initial Incident Action Plan:

- Tasks: Supply-line Fast-attack HZSP Defensive Op
- Location: A-2
- Objectives: Primary Search Fire Control

Strategy: Offensive Defensive

Resource Determination:

Upgrade alarm ✓ Cancel Assn. Additional Alarm

Assume & Name Command

4th st w-tac 3rd hydrant backlog

Follow-Up Report

Results of the 360:

Completed Not Completed

Stories from the Charlie Side

How many? 2

Basement:

Yes/No Day-Light

Any Changes to IAP?

Yes No

Accountability Location:

Alpha Bravo Charlie Delta

Mobile 5

Unit Assignment

Unit: 3011

Tasks: Fire attack

Location: Vent

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: E1

Tasks: B/O

Location: 2nd St

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: 3412

Tasks: Hydrant

Location: Backy line

Objectives: P/S F/C L/C O/D

Command Transfer

Unit Rundown: passing, not

Transfer CAN: 3411 still enroute

Unit: Assume Command:

Strategy:

Resource Determination: ✓

Yes No

Off. Def.

Upgrade Cancel Additional

CAN Report: Unit: _____

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

CAN ✓
Switch to attitude

by, crews, PPE, scabbles, driver, hydrant, talking w/ crews, expect fires & victims

Important to go in with crew "embedded safety"

⌈ ⌋ ⌈ ⌋ ⌈ ⌋

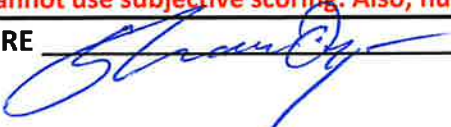
DISPATCH TIME: _____

Benchmarks → Safety Officer – All Clears – On-Deck/RIT

<u>ELAPSED TIME</u>	<u>TACTICAL</u>	<u>FUNCTIONAL</u>	<u>PARS</u>
• 5 min → Confirm Strategy • 10 min → Strategy – Air Mgmt • 15 min → On Deck • 20 min → Rotate Co's Air Mgmt • 25 min → Rotate Co's Air Mgmt	□ Primary Search □ Fire Control □ Water Supply □ Strategy □ On-Deck □ All Clear □ Secondary AC □ Loss Stopped □ Exposures	□ Accountability □ Logistics □ Gas □ Electrical □ Investigation □ Traffic Control □ Red Cross □ Rehab	□ All Clear □ Fire Control □ 10/20/30 Minutes □ HazMat Event □ Missing FF □ No PAR

UNIT	TASK	LOCATION	OBJECTIVE

CPFD Assessment Center 2024 Simulator Exercise Score Sheet		Candidate: <u>Patric Evensen</u>	
EXERCISE #1 – Simulator Exercise		Assessor: <u>G Ongers</u>	
Size-up/Tactical Assignment Worksheet (25 points possible) <i>The candidate manages the incident with safety and efficiency as priorities.</i>			Rating <u>2.5</u>
Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)			
0	1	2	3
No Evidence	Weak	Less Than Adequate	Below Adequate
			3.5
			Adequate
			4
			More Than Adequate
			5
			Strong
Objective Criteria/Report			Rating
Communication <i>The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.</i>			<u>5</u>
<u>Communicated w crews prior to arrival. Excellent job communicating throughout the scenario.</u>			
Incident Objectives/Tactical Assignments <i>The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.</i>			<u>4.5</u>
<u>Tactical assignment matched with P-Tracks objectives understood floor load, floor behavior and reset from the outside until move stairs arrive</u>			
Incident Safety/Crew safety <i>The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.</i>			<u>4.5</u>
<u>Had good protocol with crew for route and pay more than adequate in providing safety for his crew.</u>			
Decision Making & Problem Solving (Incident Mitigation) <i>The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.</i>			<u>4</u>
<u>Pre-fire, Hydrants, prompting crews prior to arrival good job</u>			
Command Presence <i>The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.</i>			<u>4</u>
<u>Confident and organized,</u>			
Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!			

EVALUATOR SIGNATURE  DATE 7/11/24 TOTAL SCORE /50

Tactical WS

W TAC
VH142S

Initial Radio Report

Building/Area Description:

Size: ☒ Small ☐ Medium ☐ Large ☐ Mega

Height: 1 ☒ 2 ☐ 3 ☐ 4 ☐ 5

Occupancy Type: Home

Problem Description:

Nothing Showing ☐ Smoke Showing ☐ Working Fire ☒ Defensive Fire Conditions ☐

Location of the Problem: 2nd A

Initial Incident Action Plan:

- Tasks: Supply-line ☒ Fast-attack ☒ HZSP ☐ Defensive Op ☐
- Location: 2nd A
- Objectives: Primary Search ☒ Fire Control ☒

Strategy: ☒ Offensive ☐ Defensive

Resource Determination:

Upgrade alarm ☐ Cancel Assn. ☐ Additional Alarm ☐

Assume & Name Command ☒

Follow-Up Report

Results of the 360:

Completed ☒ Not Completed ☐

Stories from the Charlie Side

How many? ☒

Basement:

Yes/No ☒ Day-Light ☐

Any Changes to IAP?

Yes ☐ No ☒

Accountability Location:

Alpha ☒ Bravo ☐ Charlie ☐ Delta ☐

Working Command

Unit Assignment

Unit: E3011

Tasks: FA / vent

Location: 2nd A

Objectives: P/S ☒ F/C ☐ L/C ☐ O/D ☐

Unit Assignment

Unit: E1

Tasks: BB / PS

Location: A 2nd

Objectives: P/S ☒ F/C ☐ L/C ☐ O/D ☐

Unit Assignment

Unit: E3412

Tasks: Hydram + BU

Location: 2nd A

Objectives: P/S ☐ F/C ☐ L/C ☐ O/D ☐

Command Transfer

Unit: Assume Command:

Yes ☐ No ☐

Unit Rundown:

Strategy:

Off. ☐ Def. ☐

Transfer CAN:

Resource Determination:

Upgrade ☐ Cancel ☐ Additional ☐

CAN Report: Unit: _____

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

[illegible]

DISPATCH TIME: _____

Benchmarks → Safety Officer – All Clears – On-Deck/RIT

<u>ELAPSED TIME</u>	<u>TACTICAL</u>	<u>FUNCTIONAL</u>	<u>PARS</u>
• 5 min → Confirm Strategy • 10 min → Strategy – Air Mgmt • 15 min → On Deck • 20 min → Rotate Co's Air Mgmt • 25 min → Rotate Co's Air Mgmt	□ Primary Search □ Fire Control □ Water Supply □ Strategy □ On-Deck □ All Clear □ Secondary AC □ Loss Stopped □ Exposures	□ Accountability □ Logistics □ Gas □ Electrical □ Investigation □ Traffic Control □ Red Cross □ Rehab	□ All Clear □ Fire Control □ 10/20/30 Minutes □ HazMat Event □ Missing FF □ No PAR

UNIT	TASK	LOCATION	OBJECTIVE

**CPFD Assessment Center 2024
Simulator Exercise Score Sheet**

Candidate:

Patric

EXERCISE #1 – Simulator Exercise

Assessor:

Todd & Leira

Size-up/Tactical Assignment Worksheet (25 points possible)

The candidate manages the incident with safety and efficiency as priorities.

Rating

24

Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)

0	1	2	3	3.5	4	5
No Evidence	Weak	Less Than Adequate	Below Adequate	Adequate	More Than Adequate	Strong

Objective Criteria/Report

Rating

Communication

The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.

5

Good com w/crew, radio coms were solid, apply use radio,

Incident Objectives/Tactical Assignments

The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.

5

Number of

Incident Safety/Crew safety

The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.

4

Assignments were adequate for safety, did not establish safety, RIT or accountability, but utilized it.

Decision Making & Problem Solving (Incident Mitigation)

The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.

5

Had a solid plan

Command Presence

The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.

5

then what he wanted and was solid in inquiry ever on how what was needed. Solid and calm, great.

Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!

EVALUATOR SIGNATURE

Todd & Leira

DATE

4/24

TOTAL SCORE

48

/50

Patric

Tactical WS

Initial Radio Report

Building/Area Description:

Size: Small Medium Large Mega

Height: 1 2 3 4 5

Occupancy Type: 4

Problem Description:

Nothing Showing Smoke Showing Working Fire Defensive Fire Conditions

Location of the Problem: 2nd fl

Initial Incident Action Plan:

- Tasks: Supply-line Fast-attack HZSP Defensive Op
- Location: Att
- Objectives: Primary Search Fire Control

Strategy: Offensive Defensive

Resource Determination:

Upgrade alarm Cancel Assn. Additional Alarm

Assume & Name Command 9/12 st

Follow-Up Report

Results of the 360:

Completed Not Completed

Stories from the Charlie Side

How many?

2

Basement:

Yes/No Day-Light

+

Any Changes to IAP?

Yes No

Accountability Location:

Alpha Bravo Charlie Delta

Unit Assignment

Unit: B1

Tasks: BB, pay

Location: 2nd fl

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: 3412

Tasks: look/backup

Location: 2nd

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: DD

Tasks: _____

Location: _____

Objectives: P/S F/C L/C O/D

Command Transfer

Unit Rundown:

Transfer CAN:

Unit: DD Assume Command:

Strategy:

Resource Determination: —

Yes No

Off. Def.

Upgrade Cancel Additional

CAN Report: Unit: _____

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

Hydrant
Very thank one conversation

1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 2679, 26

DISPATCH TIME: _____

Benchmarks → Safety Officer – All Clears – On-Deck/RIT

<u>ELAPSED TIME</u>	<u>TACTICAL</u>	<u>FUNCTIONAL</u>	<u>PARS</u>
• 5 min → Confirm Strategy • 10 min → Strategy – Air Mgmt • 15 min → On Deck • 20 min → Rotate Co's Air Mgmt • 25 min → Rotate Co's Air Mgmt	□ Primary Search □ Fire Control □ Water Supply □ Strategy □ On-Deck □ All Clear □ Secondary AC □ Loss Stopped □ Exposures	□ Accountability □ Logistics □ Gas □ Electrical □ Investigation □ Traffic Control □ Red Cross □ Rehab	□ All Clear □ Fire Control □ 10/20/30 Minutes □ HazMat Event □ Missing FF □ No PAR

UNIT	TASK	LOCATION	OBJECTIVE

TRENT NILSSON

7812 Mill Creek Rd, Walla Walla, WA 99362 | 509.520.0583 | tnilsson@cpwa.us

3/5/2024

HR Department
City of College Place
625 S College Ave
College Place, WA 99324

Dear Recipient:

I am writing to express my enthusiastic interest in the Firefighter/EMT Lieutenant position within College Place Fire Department. With a strong commitment to public safety, extensive experience in firefighting operations, and a proven track record of leadership, I am confident in my ability to excel in this role and contribute to the continued success of our department.

Throughout my 10 years as a Firefighter/EMT, I have honed my skills in emergency response, fire suppression, and countless EMS responses. I have encountered diverse challenges in high-pressure situations and have consistently demonstrated composure, decisiveness, and effective problem-solving abilities. My dedication to ongoing training and professional development has equipped me with the knowledge and expertise necessary to navigate complex emergency scenarios effectively.

In addition to my operational capabilities, I have also actively pursued leadership opportunities within the department. As a Firefighter/EMT, I have had the privilege of supervising and mentoring team members, fostering a culture of collaboration, and promoting our standard operating protocols. I am also continuing to extend my knowledge of our EMS protocols and striving to increase the level of care we provide daily.

I am particularly drawn to the Lieutenant position at College Place Fire Department because of the department's reputation for excellence and its commitment to serving the community with integrity and professionalism. I am eager to leverage my skills and experience to safely provide proficient and competent fire, emergency medical, and other related services to the Community's citizens and guests in a fiscally responsible manner.

Enclosed is my resume, which provides additional details about my qualifications and accomplishments. I would welcome the opportunity to discuss how my background aligns with the needs of your department and how I can contribute to its success. Thank you for considering my application.

Sincerely,

Trent Nilsson

Trenton M. Nilsson

7812 Mill Creek Rd
Walla Walla, WA 99362
Personal: 509-520-0583
tnilsson@cpwa.us

Objective

Looking for position as a Lieutenant Firefighter/EMT, I believe I would do excellent at this positions because of my extensive experience with the College Place Fire Department. I am a hardworking team member and strive to train and extend the values that are entrusted in us through the relationship with the public and from the fire department mission statement.

Summary of Qualifications

- As a Firefighter/EMT for College Place Fire Department, I performed duties that installed in me the sense of Leadership, Integrity, and Team building skills.
- Devoted to promote the motivation of other employees .
- Dedicated member to Academy Cadre, training our new recruits every year.
- Been recognized for my quick decision making skills as well as problem solving skills.
- Communicated very politely with the staff and maintained pleasing relations with the firefighters and command staff.
- As a Firefighter, I have several hours of radio communication training and operation. I also have been trained for programing and maintenance of the radios as well.

Employment History

College Place Fire Department 2013-Present

Firefighter/EMT

- Experienced in performing all duties of a Firefighter/EMT with structural and wildland operations.
- Assisted in fire prevention inspections and preplans.
- Lead of my shift when I was a Volunteer Lead Resident, this includes creating training plans and being responsible for everyone on my shift.

Skills

- | | |
|--|--|
| • Office Management | • Team Building and Motivation |
| • Problem Solving | • Research Methods |
| • Decision Making | • Trained in all Microsoft Office products. |
| • Red card FF2 with FF1 book open. | • Well versed in Information technology to assist in technical operations. |
| • Leadership Development | |
| • FF2 IFSAC Certified | |
| • Incident Command Training 100, 200, 300, 700, 800. | |
| • NFPA Instructor 1 | |

Education

High School Diploma
WA EMT – Walla Walla Community College

Washington, USA
Washington, USA

REFERENCES

Troy Williams

Firefighter/EMT
College Place Fire Department
629 S College Ave
College Place, WA 99324
509.386.1116 | twilliams@cpwa.us

Relationship

Co-Worker

Emily Downs

Firefighter/EMT
Seattle Times Affiliate Newspapers
112 S First Ave
Walla Walla, WA 99362
509.222.4824 | jamesblethen@wwub.com

Relationship

Co-Worker

Joshua Price

Firefighter/EMT
College Place Fire Department
629 S College Ave
College Place, WA 99324
Phone | Email

Relationship

Co-Worker

Robert West

Firefighter
College Place Fire Department
629 S College Ave
College Place, WA 99324
512.663.6800

Relationship

Co-Worker

Candidate Name: Trent

Interview Date: 4/8/24

Interviewer Name: Bandy

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

Use the following as a guide when scoring the candidates responses to the questions. Each question is worth a maximum of five (5) points. There is space available for assessor's comments about the candidate's responses and identification with the dimensions being measured. There is *a total of fifty (50) points possible* for the oral interview which will be the percentage score.

- 5 STRONG:** A score of five does not mean that the participant is perfect or without weakness. Rather, that the candidate demonstrated ability indicating they are likely to be able to perform strongly in that category when promoted to the next higher level.
- 4 MORE THAN ADEQUATE:** A score of four means that the candidate demonstrated skills indicating they are more likely to perform more than adequately when promoted and is still capable of improving his/her level of performance to a considerable degree with additional time and training.
- 3.5 ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

- 3 BELOW ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform below a competent level when promoted. Additional training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.
- 2 LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? Yes No
Can you perform the essential functions of the job with or without reasonable accommodation? Yes No

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

Multiple Training opportunities

Rating: 0 1 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then – Tell us what areas you have identified for yourself.*

ADHD - very driven

Rating: 0 1 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

Expected more from trainees

Rating: 0 1 2 3 3.5 4 5

Candidate Name: Trent

Interview Date: 4/8/22

Interviewer Name: Bandy

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

help new students

Rating: 0 1 2 3 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

Ems calls difference's

recognize other people's differences

Rating: 0 1 2 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

being a good go-between

Rating: 0 1 2 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

Chores in a good example

Rating: 0 1 2 3 3.5 4 5

Candidate Name: Trent

Interview Date: 4/8/24

Interviewer Name: Railly

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

changing paths of Duties

Rating: 0 1 2 3 3.5 4 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

Communications
set clear expectations

Rating: 0 1 2 3 3.5 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

be available to all Vol.

Rating: 0 1 2 3 3.5 4 5

Do you have any questions for the panel?

Fire Lieutenant

Please return all interview materials to Human Resources.

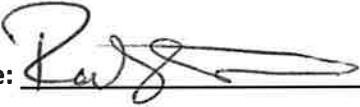
Page 4

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature:  _____ Date: _____ Overall Score: 24

Candidate Name: Trent Nilsson

Interview Date: 4/8/24

Interviewer Name: G. Pasky

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

Use the following as a guide when scoring the candidates responses to the questions. Each question is worth a maximum of five (5) points. There is space available for assessor's comments about the candidate's responses and identification with the dimensions being measured. There is *a total of fifty (50) points possible* for the oral interview which will be the percentage score.

- 5 **STRONG:** A score of five does not mean that the participant is perfect or without weakness. Rather, that the candidate demonstrated ability indicating they are likely to be able to perform strongly in that category when promoted to the next higher level.
- 4 **MORE THAN ADEQUATE:** A score of four means that the candidate demonstrated skills indicating they are more likely to perform more than adequately when promoted and is still capable of improving his/her level of performance to a considerable degree with additional time and training.
- 3.5 **ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

- 3 **BELOW ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform below a competent level when promoted. Additional training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.
- 2 **LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? **Yes** No

Can you perform the essential functions of the job with or without reasonable accommodation? **Yes** No

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

WYS

Rating: 0 1 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then* – Tell us what areas you have identified for yourself.

- *ADHD, Focus Driven, quick learner*

- *Need to slow down*

Rating: 0 1 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

- *Planning to much for training, advised*

Rating: 0 1 2 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

and trust

Rating: 0 1 2 3 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

Several. engineer team

Rating: 0 1 2 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

Rating: 0 1 2 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

Rating: 0 1 2 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

disagree command

Rating: 0 1 2 3 3.5 4 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

listen again

Rating: 0 1 2 3 3.5 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

bring available

Rating: 0 1 2 3 3.5 4 5

Do you have any questions for the panel?

Fire Lieutenant

Please return all interview materials to Human Resources.

Page 4

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature:  _____ Date: _____ Overall Score: 35.5

Candidate Name: Trent Nilsson

Interview Date: 04-08-2024

Interviewer Name: Paul Renwick

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

Use the following as a guide when scoring the candidates responses to the questions. Each question is worth a maximum of five (5) points. There is space available for assessor's comments about the candidate's responses and identification with the dimensions being measured. There is *a total of fifty (50) points possible* for the oral interview which will be the percentage score.

- 5 STRONG:** A score of five does not mean that the participant is perfect or without weakness. Rather, that the candidate demonstrated ability indicating they are likely to be able to perform strongly in that category when promoted to the next higher level.
- 4 MORE THAN ADEQUATE:** A score of four means that the candidate demonstrated skills indicating they are more likely to perform more than adequately when promoted and is still capable of improving his/her level of performance to a considerable degree with additional time and training.
- 3.5 ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

- 3 BELOW ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform below a competent level when promoted. Additional training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.
- 2 LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? ☒ Yes ☐ No

Can you perform the essential functions of the job with or without reasonable accommodation? ☒ Yes ☐ No

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

10 years w/ cp. 1.5 years as career. Help them get where I am.

Rating: 0 1 ☒ 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then* – Tell us what areas you have identified for yourself.

Quick learner. ADHD

Rating: 0 ☒ 1 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

Timing was bad at academy

Rating: 0 ☒ 1 2 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

Trust is earned, be there for people. Pushing people to be better builds relationships

Rating: 0 1 2 (3) 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

Respect that people work a certain way.

Rating: 0 1 (2) 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

Pk. wanted to stay family wanted transport.

Rating: 0 1 (2) 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

Chores? Did not answer

Rating: 0 (1) 2 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

Task driven. Step back to see their vision.

Rating: 0 1 2 ③ 3.5 4 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

Set time line for expectations.

Rating: 0 1 ② 3 3.5 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

Be available. Reach out. Make them feel wanted.

Rating: 0 1 2 ③ 3.5 4 5

Do you have any questions for the panel?

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature: Paul Mil Date: 4-8-24 Overall Score: 20

CPFD Assessment Center 2024 Simulator Exercise Score Sheet		Candidate: <u>Trent Nilsson</u>	
EXERCISE #1 – Simulator Exercise		Assessor: <u>Wes Grunath</u>	
Size-up/Tactical Assignment Worksheet (25 points possible) <i>The candidate manages the incident with safety and efficiency as priorities.</i>		Rating 13	
Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)			
0	1	2	3
No Evidence	Weak	Less Than Adequate	Below Adequate
			3.5
			Adequate
			4
			More Than Adequate
			5
			Strong
Objective Criteria/Report		Rating	
Communication <i>The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.</i>		4	
<u>Good size up, but no "Follow-up" Report after 360.</u> <u>Communication was clear and candidate gave a lot of verbal information.</u>			
Incident Objectives/Tactical Assignments		Rating	
<i>The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.</i>		3	
<u>Candidate did not make entry to effect fire control or primary search, although he did assign his first-arriving crew to go in. Candidate assigned 2nd arriving Engine (E1) to stage, resulting in delayed entry, fire growth and possible victims remaining trapped. Candidate then did not assign 3rd engine until later, once DO361 arrived.</u>			
Incident Safety/Crew safety		Rating	
<i>The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.</i>		5	
<u>Candidate prioritized safety by remaining outside to have command, and utilizing 2-ut.</u>			
Decision Making & Problem Solving (Incident Mitigation)		Rating	
<i>The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.</i>		3.5	
<u>Good plan and decisions, but they were delayed and the incident did not progress at an urgent pace, resulting in fire growth.</u>			
Command Presence		Rating	
<i>The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.</i>		3.5	
<u>Confident in voice. Candidate was organized and gave clear assignments.</u>			
Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!			
EVALUATOR SIGNATURE <u>Wes Grunath</u>		DATE <u>4-11-24</u> TOTAL SCORE <u>32</u> /50	

Tactical WS

Trent
Nilsson

Initial Radio Report

Building/Area Description:

Size: Small Medium Large Mega

Height: 1 2 3 4 5

Occupancy Type: None

Problem Description:

Nothing Showing Smoke Showing Working Fire Defensive Fire Conditions

Location of the Problem: AB (not AD)

Initial Incident Action Plan:

- Tasks: Supply-line Fast-attack HZSP Defensive Op
- Location: A
- Objectives: Primary Search Fire Control

Strategy: Offensive Defensive

Resource Determination:

Upgrade alarm Cancel Assn. Additional Alarm 3rd floor

Assume & Name Command Command room - WTAC SR by 360

Follow-Up Report

Results of the 360:

Completed Not Completed

Stories from the Charlie Side

How many?

Basement:

Yes/No Day-Light 10

Any Changes to IAP?

Yes No

Accountability Location:

Alpha Bravo Charlie Delta

Unit Assignment

Unit: Bull

Tasks: A size

Location: Fast attack

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: E1

Tasks: Stage LI

Location: St/sc 2nd floor

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: 3412

Tasks: MRSSO arrival

Location: hall supply

Objectives: P/S F/C L/C O/D

Command Transfer

Unit Rundown:

Transfer CAN:

Unit: Assume Command:

Strategy:

Resource Determination:

Yes No

Off. Def.

Upgrade Cancel Additional

CAN Report: Unit: _____

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

PPE, Driver, seatbelt,

new guest, gentle vent, attiz, 1st floor dev

Two much talking, delayed assignment
E1 assigned 2:30
New mode entry?

1000

DISPATCH TIME: _____

Benchmarks → Safety Officer – All Clears – On-Deck/RIT

<u>ELAPSED TIME</u>	<u>TACTICAL</u>	<u>FUNCTIONAL</u>	<u>PARS</u>
• 5 min → Confirm Strategy • 10 min → Strategy – Air Mgmt • 15 min → On Deck • 20 min → Rotate Co's Air Mgmt • 25 min → Rotate Co's Air Mgmt	□ Primary Search □ Fire Control □ Water Supply □ Strategy □ On-Deck □ All Clear □ Secondary AC □ Loss Stopped □ Exposures	□ Accountability □ Logistics □ Gas □ Electrical □ Investigation □ Traffic Control □ Red Cross □ Rehab	□ All Clear □ Fire Control □ 10/20/30 Minutes □ HazMat Event □ Missing FF □ No PAR

UNIT	TASK	LOCATION	OBJECTIVE

**CPFD Assessment Center 2024
Simulator Exercise Score Sheet**

Candidate:

Trent Nilsson

EXERCISE #1 – Simulator Exercise

Assessor:

S Oager

Size-up/Tactical Assignment Worksheet (25 points possible)

The candidate manages the incident with safety and efficiency as priorities.

Rating

14

Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)

0	1	2	3	3.5	4	5
No Evidence	Weak	Less Than Adequate	Below Adequate	Adequate	More Than Adequate	Strong

Objective Criteria/Report

Rating

Communication

The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.

3.5

He painted a good picture, maybe to a fault delaying assignments and pre-assigning them different assignments or slow on arrival making for slightly confusing communications

Incident Objectives/Tactical Assignments

The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.

3

Delayed tactics waiting for E1 to arrive prior to fire attack, beginning a search or resetting down the outside

Incident Safety/Crew safety

The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.

4

Trent seemed to keep his crews safe and made sure they were performed prior to leaving station

Decision Making & Problem Solving (Incident Mitigation)

The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.

3

Slow to assign units.. not addressing the growth or possible rescue

Command Presence

The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.

3

Some confusion on pre-assigned units, slow to address fire, although presence secured confidence

Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!

EVALUATOR SIGNATURE

[Signature]

DATE

9/11/24

TOTAL SCORE

14 / 50

Tactical WS

Trent Wilson 74

Initial Radio Report

utility
W-TAC

Building/Area Description:

Size: Small Medium Large Mega

Height: 1 2 3 4 5

Occupancy Type: house

Problem Description:

Nothing Showing Smoke Showing Working Fire Defensive Fire Conditions

Location of the Problem: A/B

Initial Incident Action Plan:

- Tasks: Supply-line Fast-attack HZSP Defensive Op
- Location: A
- Objectives: Primary Search Fire Control

Strategy: Offensive Defensive

Resource Determination:

Upgrade alarm Cancel Assn. Additional Alarm

Assume & Name Command

✓ Alpha

Follow-Up Report

Results of the 360:

Completed Not Completed

Stories from the Charlie Side

How many?

Basement:

Yes/No Day-Light

Any Changes to IAP?

Yes No

Accountability Location:

Alpha Bravo Charlie Delta

Unit Assignment

Unit: 3011

Tasks: FA

Location: 2nd A

Objectives: P/S X F/C L/C O/D

Unit Assignment

Unit: 21 Level 1 stage

Tasks: BB ST/S

Location: 2nd

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: 23412

Tasks: _____

Location: _____

Objectives: P/S F/C L/C O/D

Command Transfer

Unit Rundown:

Transfer CAN:

Unit: _____ Assume Command:

Strategy:

Resource Determination:

Yes No

Off. Def.

Upgrade Cancel Additional

CAN Report: Unit: _____

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

Wordy

$$192/3 = 64$$

DISPATCH TIME: _____

Benchmarks → Safety Officer – All Clears – On-Deck/RIT

<u>ELAPSED TIME</u>	<u>TACTICAL</u>	<u>FUNCTIONAL</u>	<u>PARS</u>
• 5 min → Confirm Strategy • 10 min → Strategy – Air Mgmt • 15 min → On Deck • 20 min → Rotate Co's Air Mgmt • 25 min → Rotate Co's Air Mgmt	□ Primary Search □ Fire Control □ Water Supply □ Strategy □ On-Deck □ All Clear □ Secondary AC □ Loss Stopped □ Exposures	□ Accountability □ Logistics □ Gas □ Electrical □ Investigation □ Traffic Control □ Red Cross □ Rehab	□ All Clear □ Fire Control □ 10/20/30 Minutes □ HazMat Event □ Missing FF □ No PAR

UNIT	TASK	LOCATION	OBJECTIVE

**CPFD Assessment Center 2024
Simulator Exercise Score Sheet**

Candidate:

Trent

EXERCISE #1 – Simulator Exercise

Assessor:

Bob Hein

Size-up/Tactical Assignment Worksheet (25 points possible)

The candidate manages the incident with safety and efficiency as priorities.

Rating

15

Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)

0	1	2	3	3.5	4	5
No Evidence	Weak	Less Than Adequate	Below Adequate	Adequate	More Than Adequate	Strong

Objective Criteria/Report

Rating

Communication

The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.

3.5

Wg able to communicate well w/ground

Incident Objectives/Tactical Assignments

The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.

3

*Very slow to assign. Wg aware of needs
3412 not assigned*

Incident Safety/Crew safety

The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.

2

Had too many standing around, no safety, RIT or accountability

Decision Making & Problem Solving (Incident Mitigation)

The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.

3

Sounded like he knew what was needed, just didn't get it done in timely manner.

Command Presence

The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.

2

Talked a lot about what he saw, did not assign in appropriate times.

Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!

EVALUATOR SIGNATURE

Bob Hein

DATE

11/1/24

TOTAL SCORE

28.5 /50

Trent

Tactical WS

Initial Radio Report

Building/Area Description:

Size: Small Medium Large MegaHeight: 1 2 3 4 5Occupancy Type: Home

Problem Description:

Nothing Showing Smoke Showing Working Fire Defensive Fire ConditionsLocation of the Problem: A/B

Initial Incident Action Plan:

- Tasks: Supply-line Fast-attack HZSP Defensive Op
- Location: A
- Objectives: Primary Search Fire Control

Strategy: Offensive Defensive

Resource Determination:

Upgrade alarm Cancel Assn. Additional Alarm

Assume & Name Command

Heavy and

Follow-Up Report

Results of the 360:

Completed 1 Not Completed

Stories from the Charlie Side

How many? 2

Basement:

Yes/No 1 Day-Light

Any Changes to IAP?

Yes No

Accountability Location:

Alpha Bravo Charlie Delta

Unit Assignment

Unit: B1
Tasks: staircase door back unitLocation: staircase

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: 3412

Tasks: _____

Location: _____

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: DD

Tasks: _____

Location: _____

Objectives: P/S F/C L/C O/D

Command Transfer

Unit: _____ Assume Command:

Yes No

Unit Rundown:

Strategy:

Off. Def.

Transfer CAN:

Resource Determination:

Upgrade Cancel Additional

CAN Report: Unit: _____

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

[Back](#)
[Home](#)
[Contact](#)

DISPATCH TIME: _____

Benchmarks → Safety Officer – All Clears – On-Deck/RIT

<u>ELAPSED TIME</u>	<u>TACTICAL</u>	<u>FUNCTIONAL</u>	<u>PARS</u>
• 5 min → Confirm Strategy • 10 min → Strategy – Air Mgmt • 15 min → On Deck • 20 min → Rotate Co's Air Mgmt • 25 min → Rotate Co's Air Mgmt	□ Primary Search □ Fire Control □ Water Supply □ Strategy □ On-Deck □ All Clear □ Secondary AC □ Loss Stopped □ Exposures	□ Accountability □ Logistics □ Gas □ Electrical □ Investigation □ Traffic Control □ Red Cross □ Rehab	□ All Clear □ Fire Control □ 10/20/30 Minutes □ HazMat Event □ Missing FF □ No PAR

UNIT	TASK	LOCATION	OBJECTIVE

April 5, 2024

To Whom It May Concern:

Thank you for considering me for the position of Fire Lieutenant for the City of College Place. I'm applying for this position, first and foremost, to serve the citizens within our community. I will continue to accomplish this by utilizing teamwork, a strong work ethic, the ability to listen, take orders, and lead others as I've been doing for the past four years in a supervisory position. I look forward to advancing as a fire lieutenant with a goal of leading, learning new skills, not only for my benefit to become more skilled, but also for the purpose of teaching and leading others. I will continue to lead with the intent on assisting personnel with their growth in Fire/EMS with a focus on crew and individual goals. I will continue to lead with honesty and integrity. My years of dedication within the fire service has been accomplished through my willingness to serve others, by the mentors of my past, present, and my overall appreciation for the profession.

I gladly accept this rare opportunity to participate in the promotional process, with the potential to become a fire lieutenant for the City of College Place.

Sincerely,

A handwritten signature in black ink, appearing to read 'Troy Williams', written in a cursive style.

Troy Williams

March 8, 2024

To Whom It May Concern:

Thank you for considering me for the position of Fire Lieutenant for the City of College Place. I'm applying for this position first and foremost to serve the citizens within our community. I will continue to accomplish this by utilizing teamwork, a strong work ethic, the ability to listen, take orders, and lead others as I've been doing for the past four years in a supervisory position. I look forward to advancing as a fire lieutenant with the City of College Place, with a goal of leading, learning new skills, not only for my benefit to become more skilled, but also to teach and lead others to provide the best service to the citizens that we serve. I will continue to advance my skills in fire, EMS, just as I have been doing in the past as a volunteer and career firefighter. I will continue to lead as a strong and willing supervisor giving my best to help others grow in their fire/EMS skills, and their ability as public servants to give their best, just as I've been doing in my current role as a shift supervisor. My years of dedication within the fire service has been accomplished through my willingness to serve others, by the mentors of my past, present, and my overall appreciation for the profession.

I gladly accept this rare opportunity to participate in the hiring process, with the potential to become a fire lieutenant for the City of College Place.

Sincerely,



Troy Williams

Troy J. Williams

2356 Hawk Drive
Walla Walla, Washington 99362

(509) 386-1116
williamstroyj@yahoo.com

EXPERIENCE:

College Place Fire Department, College Place, Washington 07/19 – present
Firefighter/EMT

- Responsible for response to fire, medical emergencies, and public assists
- Weekly training and drills to provide the best service to the community

Nelson Irrigation, Walla Walla, Washington 10/07 – 07/19
Shipping Department

- In charge of organizing shipment orders by date of completion
- Packaging and shipping products at a fast pace in a thorough manner

Coca Cola Enterprises, Tualatin, Oregon 09/05 – 03/06
Account Manager

- Sold Coca-Cola products to businesses in the downtown Portland area
- Daily sales and office work using a computer for customer orders

Clark County Fire District 11, Battle Ground, Washington 01/03 – 03/06
Volunteer Firefighter/EMT

- Approximately 1800 hours of volunteer shift work
- Frequent training and education courses

Coca-Cola Enterprises Woodland, Washington 05/02 – 09/05
Route Driver/Merchandiser

- Delivery of products with emphasis on prioritizing and time management
- Training of newly hired drivers

EDUCATION:

Walla Walla Community College, Walla Walla, Washington 09/08 – 06/09
Walla Walla Community College Fire Academy

CERTIFICATES AND LICENSES:

Clark County Fire Districts 6, 11 and 12 Volunteer Fire Academy 10/02 – 01/03
Washington State EMT-Basic, Northwest Regional Training Center Expiration – 07/26
Washington State Hazardous Materials Operations
Washington State Class A CDL
Wildland FF2
IFSAC FF1

Troy J. Williams

2356 Hawk Drive
Walla Walla, Washington 99362

(509) 386-1116
williamstroyj@yahoo.com

EXPERIENCE:

College Place Fire Department, College Place, Washington
Firefighter/EMT

07/19 – present

- Responsible for response to fire, medical emergencies, and public assists
- Weekly training and drills to provide the best service to the community

Nelson Irrigation, Walla Walla, Washington
Shipping Department

10/07 – 07/19

- In charge of organizing shipment orders by date of completion
- Packaging and shipping products at a fast pace in a thorough manner

Coca Cola Enterprises, Tualatin, Oregon
Account Manager

09/05 – 03/06

- Sold Coca-Cola products to businesses in the downtown Portland area
- Daily sales and office work using a computer for customer orders

Clark County Fire District 11, Battle Ground, Washington

01/03 – 03/06

Volunteer Firefighter/EMT

- Approximately 1800 hours of volunteer shift work
- Frequent training and education courses

Coca-Cola Enterprises Woodland, Washington
Route Driver/Merchandiser

05/02 – 09/05

- Delivery of products with emphasis on prioritizing and time management
- Training of newly hired drivers

EDUCATION:

Walla Walla Community College, Walla Walla, Washington
Walla Walla Community College Fire Academy

09/08 – 06/09

CERTIFICATES AND LICENSES:

Clark County Fire Districts 6, 11 and 12 Volunteer Fire Academy 10/02 – 01/03
Washington State EMT-Basic, Northwest Regional Training Center Expiration – 07/26
Washington State Hazardous Materials Operations
Washington State Class A CDL
Wildland FF2
IFSAC FF1

Troy J. Williams

2356 Hawk Drive
Walla Walla, Washington 99362

(509) 386-1116
williamstroyj@yahoo.com

EXPERIENCE:

College Place Fire Department, College Place, Washington 07/19 – present
Firefighter/EMT

- Responsible for response to fire, medical emergencies, and public assists
- Weekly training and drills to provide the best service to the community

Nelson Irrigation, Walla Walla, Washington 10/07 – 07/19
Shipping Department

- In charge of organizing shipment orders by date of completion
- Packaging and shipping products at a fast pace in a thorough manner

Coca Cola Enterprises, Tualatin, Oregon 09/05 – 03/06
Account Manager

- Sold Coca-Cola products to businesses in the downtown Portland area
- Daily sales and office work using a computer for customer orders

Clark County Fire District 11, Battle Ground, Washington 01/03 – 03/06

Volunteer Firefighter/EMT

- Approximately 1800 hours of volunteer shift work
- Frequent training and education courses

Coca-Cola Enterprises Woodland, Washington 05/02 – 09/05
Route Driver/Merchandiser

- Delivery of products with emphasis on prioritizing and time management
- Training of newly hired drivers

EDUCATION:

Walla Walla Community College, Walla Walla, Washington 09/08 – 06/09
Walla Walla Community College Fire Academy

CERTIFICATES AND LICENSES:

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Wildland FF2
IFSAC FF1

Region 8 Fire Training Council

OFFICER DEVELOPMENT ACADEMY

FALL



2018

THIS CERTIFICATE OF COMPLETION ACKNOWLEDGES THE EFFORTS OF

Troy Williams

FOR A COMMITMENT TO FIRE SERVICE LEADERSHIP DEVELOPMENT THROUGH
SUCCESSFUL COMPLETION OF THE REGION 8 OFFICER DEVELOPMENT ACADEMY,
INCLUDING THE TRAINING REQUIREMENTS OUTLINED IN NFPA 1021, FIRE OFFICER I

CAPT. John Knowles
Walla Walla Fire Department

L.T. Bill Box
Walla Walla County Fire District #4



FEMA

National Fire Academy

Troy James Williams

is awarded this certificate in recognition of completion
of the NFA State/Local Partner-Sponsored Training

Incident Safety Officer (Revised)

Burbank, Washington

December 15 - 16, 2018

Superintendent
National Fire Academy

State of
Washington



CERTIFICATE OF COMPETENCY

Awarded to

Troy J. Williams

for demonstrated commitment to protecting the lives and property
of citizens from fire by meeting all requirements for certification as

Fire Instructor I

*Issued on 5/30/2018 according to NFPA 1041 in compliance with requirements established
by the International Fire Service Accreditation Congress*



IFSAC Seal # 2712544
IFSAC ID twill08141973



John R. Salinas
Chief



State of
Washington

CERTIFICATE OF COMPETENCY

Awarded to

Troy J. Williams

for demonstrated commitment to protecting the lives and property
of citizens from fire by meeting all requirements for certification as

Firefighter I

*Issued on 6/5/2009 according to NFPA 1001 in compliance with requirements
established by the International Fire Service Accreditation Congress*



John R. Calves
Chief

This Certificate is
awarded to
Troy Williams

for successful completion
of **I-200**

January 11, 2003

DATE



INSTRUCTOR

Michael Ciraulo

CCFD #11 Battalion Chief

Certificate of Training

Candidate Name: Troy

Interview Date: _____

Interviewer Name: Barly

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

Use the following as a guide when scoring the candidates responses to the questions. Each question is worth a maximum of five (5) points. There is space available for assessor's comments about the candidate's responses and identification with the dimensions being measured. There is *a total of fifty (50) points possible* for the oral interview which will be the percentage score.

- 5 **STRONG:** A score of five does not mean that the participant is perfect or without weakness. Rather, that the candidate demonstrated ability indicating they are likely to be able to perform strongly in that category when promoted to the next higher level.
- 4 **MORE THAN ADEQUATE:** A score of four means that the candidate demonstrated skills indicating they are more likely to perform more than adequately when promoted and is still capable of improving his/her level of performance to a considerable degree with additional time and training.
- 3.5 **ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

- 3 **BELOW ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform below a competent level when promoted. Additional training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.
- 2 **LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: Troy

Interview Date: 4/8/21

Interviewer Name: Barry

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? Yes No
Can you perform the essential functions of the job with or without reasonable accommodation? Yes No

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

5 yrs Experience as Leader

Rating: 0 1 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then – Tell us what areas you have identified for yourself.*

getting better at communication

Rating: 0 1 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

Burn trailer drivers appointments

Rating: 0 1 2 3 3.5 4 5

Candidate Name: Troy

Interview Date: 4/8/24

Interviewer Name: J. Raley

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

dosant take vol trust lightly
don't assign duties unless willing to do it
as well

Rating: 0 1 2 3 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

head phone sets

Rating: 0 1 2 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

ems call pt relations

Rating: 0 1 2 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

team oriented

Rating: 0 1 2 3 3.5 4 5

Candidate Name: Troy

Interview Date: 4/8/24

Interviewer Name: Rady

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?
Normal COVID issues

Rating: 0 1 2 3 3.5 4 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?
been there done that already

Rating: 0 1 2 3 3.5 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?
*Vol at heart
don't run without vol.*

Rating: 0 1 2 3 3.5 4 5

Do you have any questions for the panel?

Candidate Name: Troy
Interviewer Name: Randy

Interview Date: _____

Additional Rater Comments:

Evaluator Signature: Randy Date: 7/2 Overall Score: _____

Candidate Name: Tray Williams

Interview Date: 4/8/24

Interviewer Name: G. P. Rush

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

Use the following as a guide when scoring the candidates responses to the questions. Each question is worth a maximum of five (5) points. There is space available for assessor's comments about the candidate's responses and identification with the dimensions being measured. There is *a total of fifty (50) points possible* for the oral interview which will be the percentage score.

- 5 STRONG:** A score of five does not mean that the participant is perfect or without weakness. Rather, that the candidate demonstrated ability indicating they are likely to be able to perform strongly in that category when promoted to the next higher level.
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- 3.5 ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

- 3 BELOW ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform below a competent level when promoted. Additional training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.
- 2 LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? ~~Yes~~ No

Can you perform the essential functions of the job with or without reasonable accommodation? ~~Yes~~ No

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

5 yrs supervisor

Rating: 0 1 2 3 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then – Tell us what areas you have identified for yourself.*

- Cohesion

- Communication

Rating: 0 1 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

managing units & correcting

Rating: 0 1 2 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

Set the example, be who you want

Rating: 0 1 2 3 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

Rating: 0 1 2 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

Stay professional, talk w/compassion

Rating: 0 1 2 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

Rating: 0 1 2 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

CONSIDER

Rating: 0 1 2 3 3.5 4 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

Rating: 0 1 2 3 3.5 4 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

Identify as volunteers, know their roles and work to help

Rating: 0 1 2 3 3.5 4 5

Do you have any questions for the panel?

Fire Lieutenant

Please return all interview materials to Human Resources.

Page 4

10.5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature: _____



Date: _____

Overall Score: 35.5

Candidate Name: Troy Williams

Interview Date: 04-08-2024

Interviewer Name: Paul Henwick

City of College Place Civil Service

Fire Lieutenant

Interview Procedures:

For each question, please make any notes about the candidate's response that will assist you in determining the applicant's overall interview performance. There is space below each question for your notes.

Ask each applicant the same question. Follow-up questions may vary based upon the differing responses of the applicants, but should be related to the position responsibilities, requirements, or the applicant's previous work experience. All applicants should be provided equal opportunities to respond to the questions.

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- 3.5 ADEQUATE:** A score of three means that the candidate demonstrated skills indicating they are likely to perform at a competent level when promoted. However, additional training, experience and supervision are anticipated for the candidate to perform at a more than competent level.

There may be a need for closer supervision than in the two preceding categories.

A score below "3.5" indicates that the candidate is:

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- 2 LESS THAN ADEQUATE:** A score of two means that the candidate demonstrated skills indicating they are likely to perform at less than a competent level when promoted. Extensive training, experience, and supervision can be expected to be necessary to bring him/her up to a competent or higher rating.

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

1 WEAK: A score of one means that the candidate is likely NOT capable of performing adequately when promoted. The candidate is likely to perform consistently substandard, even with direct and frequent supervision.

0 NOT DEMONSTRATED: A score of zero means that the candidate did not demonstrate the basic skills within a dimension indicating they are likely to be incapable of performing adequately in that dimension if promoted.

Have you reviewed the job description for this position? ☒ Yes ☐ No

Can you perform the essential functions of the job with or without reasonable accommodation? ☒ Yes ☐ No

1. Please briefly tell us about your background and experience that will help you be a successful Lieutenant.

Supervisor for nearly 5 years.

Rating: 0 1 2 ☒ 3.5 4 5

2. Tell us about any strengths and areas of improvement that have been pointed out to you by your supervisor? *If nothing from supervisor then* – Tell us what areas you have identified for yourself.

Growth in confidence and decision making

Rating: 0 1 ☒ 2 3 3.5 4 5

3. Tell me about the last time you made a mistake and how you corrected it. What happened? What did you learn from that?

Didn't keep track of crew during training.

Rating: 0 1 2 ☒ 3 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

4. What have you done in past positions to build trust and credibility with volunteers, residents, paid staff, other departments, and the community?

Don't take trust lightly.

Rating: 0 1 (2) 3 3.5 4 5

5. Tell us about a time when you worked closely with someone who clearly had a different perspective, background, or style than you. Tell us what you did to be able to work effectively with this person despite the differences.

Rating: 0 (1) 2 3 3.5 4 5

6. Tell us about your most difficult customer experience and how you resolved it.

Beligere MVA.

Rating: 0 1 (2) 3 3.5 4 5

7. How do you or would you balance the different reasons why members volunteer with what motivates them, while still getting pertinent tasks done?

Team first.

Rating: 0 1 2 (3) 3.5 4 5

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

8. Tell us about a time that you disagreed with a decision or policy that was handed down from your superior. How did you handle that situation? How did you present the information to other members of the department?

Covid. We will do what we are told.

Rating: 0 1 2 3 3.5 (4) 5

9. As a new Lieutenant, how would you handle the change from buddy to boss?

Already handled. In a supervisor role now.

Rating: 0 1 2 3 3.5 (4) 5

10. Our department relies heavily on our volunteers. How do you see your role as a Lieutenant supporting them?

Volunteer at heart. We don't run without volunteers

Rating: 0 1 (2) 3 3.5 4 5

Do you have any questions for the panel?

Fire Lieutenant

Please return all interview materials to Human Resources.

Page 4

Candidate Name: _____

Interview Date: _____

Interviewer Name: _____

Additional Rater Comments:

Evaluator Signature: Paul Mil Date: 4-8-24 Overall Score: 26

CPFD Assessment Center 2024 Simulator Exercise Score Sheet		Candidate: <u>Troy Williams</u>				
EXERCISE #1 – Simulator Exercise		Assessor: <u>Wes Granath</u>				
Size-up/Tactical Assignment Worksheet (25 points possible) <i>The candidate manages the incident with safety and efficiency as priorities.</i>			Rating <u>22</u>			
Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)						
0	1	2	3	3.5	4	5
No Evidence	Weak	Less Than Adequate	Below Adequate	Adequate	More Than Adequate	Strong
Objective Criteria/Report						
Communication <i>The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.</i>						Rating <u>5</u>
<u>Smooth, calm communication. Candidate was very organized and consistent with assignments. He preassigned 3 units which can be problematic, but when they arrived he did stick with the 3 assignments he said. Assignments were clear and decisive.</u>						
Incident Objectives/Tactical Assignments <i>The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.</i>						Rating <u>5</u>
<u>Assignments were correct given the incident's tactical priorities. Primary search was a high priority.</u>						
Incident Safety/Crew safety <i>The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.</i>						Rating <u>4</u>
<u>Command named and located (mobile)</u> <u>RIT was a later priority due to possible rescue, but he addressed at end.</u>						
Decision Making & Problem Solving (Incident Mitigation) <i>The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.</i>						Rating <u>4</u>
<u>Candidate addressed challenges and planned ahead, demonstrating good problem solving.</u>						
Command Presence <i>The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.</i>						Rating <u>3.5</u>
<u>Great organization, could have sounded slightly more confident.</u>						
Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!						
EVALUATOR SIGNATURE <u>Wes Granath</u>				DATE <u>4-11-24</u>		TOTAL SCORE <u>43.5</u> /50

Tactical WS

Troy Williams

Initial Radio Report

Building/Area Description:

Size: Small Medium Large Mega

Height: 1 2 3 4 5

Occupancy Type: home

Enroute w/ 5
large column
utilities
clear

Problem Description:

Nothing Showing Smoke Showing Working Fire Defensive Fire Conditions

Location of the Problem: A side basement

Initial Incident Action Plan:

- Tasks: Supply-line Fast-attack HZSP Defensive Op
- Location: A side
- Objectives: Primary Search Fire Control

Strategy: Offensive Defensive

Resource Determination:

Upgrade alarm Cancel Assn. Additional Alarm

Assume & Name Command ym Command

Q
"3rd water supply, 2nd backup"
"1st engine search floor 2"

Follow-Up Report

Results of the 360:

Completed Not Completed

Stories from the Charlie Side

How many?

2 story

Basement:

Yes/No Day-Light

Any Changes to IAP?

Yes No

Accountability Location:

Alpha Bravo Charlie Delta

Unit Assignment

Unit: 3ull

Tasks: attack

Location: A side

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: E1

Tasks: Primary search

Location: _____

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: 3412

Tasks: boost backup, 2nd line

Location: Dr backup

Objectives: P/S F/C L/C O/D

Command Transfer

Unit: 3ull Assume Command:

Yes No

Unit Rundown: A side
3011 FA
E1 P-2 2nd
5412 B/B

Strategy:

Off. Def. 5412 B/B

Transfer CAN: knockdown
Resource Determination: ext, A-side
vent
Upgrade Cancel Additional

CAN Report:

Unit: _____ IC driven Priority traffic Status Change Task Complete

Tactical Priorities Achieved: All Clear Fire Control Loss Stopped

Needs: Stated.....or.....Prompted by the IC

ADD
SAFETY
RIT
or other

PPE, driver, seatbelts

→ CMO dispatch, 360

E1 @ 1:40, command mobile

12 @ 2:30

1000

DISPATCH TIME: _____

IVE

CPFD Assessment Center 2024 Simulator Exercise Score Sheet		Candidate: <u>Troy Williams</u>	
EXERCISE #1 – Simulator Exercise		Assessor: <u>S. Ongers</u>	
Size-up/Tactical Assignment Worksheet (25 points possible) <i>The candidate manages the incident with safety and efficiency as priorities.</i>			Rating 22
Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)			
0	1	2	3
No Evidence	Weak	Less Than Adequate	Below Adequate
			3.5
			Adequate
			4
			More Than Adequate
			5
			Strong
Objective Criteria/Report			Rating
Communication <i>The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.</i>			4
<i>good communication</i>			
Incident Objectives/Tactical Assignments			3.5
<i>The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.</i>			
<i>offensive attack was appropriate consider a reset from exterior.</i>			
Incident Safety/Crew safety			5
<i>The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.</i>			
<i>check crew on PPE and maintained accountability</i>			
Decision Making & Problem Solving (Incident Mitigation)			3
<i>The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.</i>			
<i>good job, very adequate on size-up & managing the scene</i>			
Command Presence			3
<i>The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.</i>			
<i>Working command is challenging however Troy maintained his command presence.</i>			

Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!

EVALUATOR SIGNATURE

[Signature]

DATE

4/12/24

TOTAL SCORE

_____/50

Tactical WS

Trey Williams

Initial Radio Report

Building/Area Description:

Size: ☒ Small ☐ Medium ☐ Large ☐ Mega

Height: 1 ☒ 2 ☐ 3 ☐ 4 ☐ 5

Occupancy Type: Home

Problem Description:

Nothing Showing ☐ Smoke Showing ☐ Working Fire ☒ Defensive Fire Conditions ☐

Location of the Problem: A-550

Initial Incident Action Plan:

- Tasks: Supply-line ☒ Fast-attack ☐ HZSP ☐ Defensive Op ☐
- Location: A-550
- Objectives: Primary Search ☐ Fire Control ☐

Strategy: ☒ Offensive ☐ Defensive

Resource Determination:

Upgrade alarm ☐ Cancel Assn. ☐ Additional Alarm ☐

Assume & Name Command

4th

Follow-Up Report

Results of the 360:

Completed ☒ Not Completed ☐

Stories from the Charlie Side

How many? 2

Basement:

Yes/No ☒ Day-Light ☐

Any Changes to IAP?

Yes ☐ No ☒

Accountability Location:

Alpha ☐ Bravo ☐ Charlie ☐ Delta ☐

Unit Assignment

Unit: F 9th-1

Tasks: E5011

Location: A

Objectives: P/S ☒ F/C ☐ L/C ☐ O/D ☐

Unit Assignment

Unit: E1

Tasks: Primary search

Location: A

Objectives: P/S ☒ F/C ☐ L/C ☐ O/D ☐

Unit Assignment

Unit: 3412

Tasks: W/S & BU

Location:

Objectives: P/S ☐ F/C ☐ L/C ☐ O/D ☐

Command Transfer

Unit: Assume Command: ☒ Yes ☐ No

Unit Rundown:

Strategy: ☒ Off. ☐ Def.

Transfer CAN: ? Yes

Resource Determination:

Upgrade ☐ Cancel ☐ Additional ☐

CAN Report: Unit:

IC driven ☐

Priority traffic ☐

Status Change ☐

Task Complete ☐

Tactical Priorities Achieved: ☐

All Clear ☐

Fire Control ☐

Loss Stopped ☐

Needs: Stated.....or.....Prompted by the IC

 Springer

DISPATCH TIME: _____

VF

CPFD Assessment Center 2024 Simulator Exercise Score Sheet		Candidate: <u>Troy</u>	
EXERCISE #1 – Simulator Exercise		Assessor: <u>Todd A. Reising</u>	
Size-up/Tactical Assignment Worksheet (25 points possible) <i>The candidate manages the incident with safety and efficiency as priorities.</i>			Rating 21
Using the criteria below, score the candidate from 0 to 5. Enter your score in the box to the right. Please refer to the Assessment Center Scoring sheet for additional definitions and guidance. (25 points possible)			
0	1	2	3
No Evidence	Weak	Less Than Adequate	Below Adequate
			3.5
			Adequate
			4
			More Than Adequate
			5
			Strong
Objective Criteria/Report			Rating
Communication <i>The candidate uses the 'sender, receiver, feedback' model for clear communications. Assignments are clear and decisive. Pays close attention to all radio traffic and responds accordingly.</i>			3.5
<u>was thought 21 in his process, not his time making decision</u>			
Incident Objectives/Tactical Assignments			3.5
<i>The candidate uses appropriate tactical assignments to support incident objectives. These decisions address life safety and incident stabilization. Personnel were used efficiently.</i>			
<u>Get appropriate crew to assist</u>			
Incident Safety/Crew safety			3
<i>The candidate manages the incident with safety as a priority. Command is named and located, safety is established, RIT addressed, and accountability board is utilized effectively.</i>			
<u>No safety, RIT or accountability</u>			
Decision Making & Problem Solving (Incident Mitigation)			4
<i>The candidate displayed the skill set to lead the fire ground/crew from an Officers position. The candidate understood how to identify challenges, had a plan to deal with challenges, and effectively resolved the challenges that were presented.</i>			
<u>work through process</u>			
Command Presence			3.5
<i>The candidate presented as being in charge, was confident in voice, and gave clear and decisive instructions. The candidate appeared organized, methodical, and the Had-Have-Need report was to the point and relevant.</i>			
<u>Just a bit hesitant, but thorough</u>			
Assessor must provide Objective Comments in support of above ratings. A number without documentation is "Subjective" & we cannot use subjective scoring. Also, number and documentation must match!			

EVALUATOR SIGNATURE Todd A. Reising DATE 11 Feb 24 TOTAL SCORE 38.5 /50

Troy

Tactical WS

safety
Lt/O-Deck

Initial Radio Report

Building/Area Description:

Size: Small Medium Large MegaHeight: 1 2 3 4 5Occupancy Type: Home

Problem Description:

Nothing Showing Smoke Showing Working Fire Defensive Fire ConditionsLocation of the Problem: A

Initial Incident Action Plan:

- Tasks: Supply-line Fast-attack HZSP Defensive Op
- Location: Aide
- Objectives: Primary Search Fire Control

Strategy: Offensive Defensive

Resource Determination:

Upgrade alarm Cancel Assn. Additional Alarm

Assume & Name Command

4th of command

Follow-Up Report

Results of the 360:

Completed Not Completed

Stories from the Charlie Side

How many?

Basement:

Yes/No Day-Light

Any Changes to IAP?

Yes No

Accountability Location:

Alpha Bravo Charlie Delta

Unit Assignment

Unit: E1 2tTasks: Primary searchLocation: 2nd floor

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: 3412 2Tasks: Back up / 2nd floorLocation: 2nd floor

Objectives: P/S F/C L/C O/D

Unit Assignment

Unit: DD

Tasks: _____

Location: _____

Objectives: P/S F/C L/C O/D

Command Transfer

Unit: E1 Assume Command:Yes

No

Unit Rundown:

Strategy:

Off.

Def.

Transfer CAN:

Resource Determination:

Upgrade Cancel Additional

CAN Report:

Unit: _____

IC driven

Priority traffic

Status Change

Task Complete

Tactical Priorities Achieved:

All Clear

Fire Control

Loss Stopped

Needs: Stated.....or.....Prompted by the IC

DISPATCH TIME: _____

2024 Fire Lieutenant Test Scores

Rank	Name	Written	Video	Total Written	25% Weighted Written	Total Oral	25% Oral	Total Scenario	50% Scenario	Total
1	Evensen, Patrick	82.33%	78.08%	80.21%	20.05%	76.33%	19.08%	95.33%	47.67%	86.80%
2	Downs, Emily	82.33%	76.26%	79.30%	19.82%	72.00%	18.00%	94.00%	47.00%	84.82%
3	Williams, Troy	83.33%	76.71%	80.02%	20.01%	60.33%	15.08%	81.67%	40.83%	75.92%
4	Drury, Charlie	83.33%	73.97%	78.65%	19.66%	68.67%	17.17%	71.33%	35.67%	72.50%
5	Bartlett, Logan	75.00%	79.00%	77.00%	19.25%	46.67%	11.67%	72.00%	36.00%	66.92%
6	Nilsson, Trenton	90.33%	70.32%	80.33%	20.08%	54.00%	13.50%	60.67%	30.33%	63.91%



CITY OF COLLEGE PLACE

HUMAN RESOURCES DEPARTMENT

625 South College Avenue
College Place, WA 99324
509-529-1200

April 17, 2024

Anthony Boyle, Commissioner
Bill Kelly, Commission Vice-Chair
JoAnn Wiggins, Commissioner

Re: Fire Marshal Testing

Dear Commissioners:

As a result of the open and competitive testing process, which concluded on April 11, 2024, to establish a Fire Marshal Eligibility List, the following list is outlined for your approval and certification:

Rank	Name
1	Boose, John

Respectfully,

A handwritten signature in blue ink that reads 'Shawn Doering'.

Shawn Doering
Civil Service Secretary

Certified by:

Anthony Boyle, Commissioner

Bill Kelly, Commissioner

JoAnn Wiggins, Commissioner

City of College Place

Civil Service Commission

Anthony Boyle, Commissioner
Bill Kelly, Commission Vice-Chair
JoAnn Wiggins, Commissioner

Shawn Doering
Civil Service Secretary
sdoering@cpwa.us
509-394-8508

April 17, 2024

Chief David Winter
College Place Fire Department
629 S College Ave
College Place, WA 99324

Dear Chief Winter,

On April 18, 2024, the Civil Service Commission approved an updated certified eligibility list. Below is the certified eligible applicant for the position of Fire Marshal:

Name
Boose, John

Respectfully,

Anthony Boyle, Commissioner

Bill Kelly, Commissioner

JoAnn Wiggins, Commissioner

JOHN ALBERT BOOSE

2932 Detour Road Walla Walla, WA 99362 Phone: (509) 520-8360 e-mail boosejohn@yahoo.com

March 4, 2024

City of College Place
Department of Human Resources
625 S College Avenue
College Place, WA 99324

Dear Human Resources Director:

I am pleased to submit the enclosed resume and supplemental information for consideration of the position of Fire Marshal for the City of College Place. College Place is a strong developing community with a great future and I am eager to participate and provide leadership to the College Place Fire Department and help ensure the safety of our citizens as the community continues to grow.

I have maintained a strong commitment to this community as I have served in the College Place Fire Department and have progressed up the chain of command. The Fire Marshal's position has given me opportunity to develop and implement the fire prevention program for the Fire Department. I have participated in planning, budgeting and management of overall Fire Department operations.

I have an ability to work with others and have effectively maintained positive working relationships with other departments and agencies to provide community education, fire investigations, regionalization studies and mutual aid to incident responses. The relationships that I have developed with local businesses and organizations have led to training classes, fire and injury preventions programs, and a functioning development review and inspection program.

I will bring to this position my leadership, interpersonal skills and commitment to excellence.

I look forward to the opportunity to meet with the oral board to share with you my commitment to maintaining skilled fire protection and emergency medical service for the citizens of College Place.

Sincerely,



John Boose

JOHN BOOSE

2932 Detour Road Walla Walla, WA 99362 Phone: (509) 520-8360 e-mail boosejohn@yahoo.com

EMPLOYMENT HISTORY

- | | |
|----------------------|---|
| 1999- Present | Fire Marshal / EMT / Asst. Training Officer
College Place Fire Department, College Place, WA <ul style="list-style-type: none">• Organized and conducted Fire Code Inspections.• Documented and maintained records of inspections.• Conducted plan and development reviews.• Maintained hydrant flow records.• Responded to EMS and Fire emergencies.• Functioned as Incident Commander at significant incidents.• Supervised 13 resident volunteers on shift and at incidents.• Programmed and maintained radio equipment.• Managed CPFD wildland fire division.• Conducted Fire Investigations.• Planned and presented community education programs.• Budgeted for fire & injury prevention program.• Served as an Operations Section Chief with Tri-County and Washington State Incident Management Teams. |
| 2004- 2005 | Interim Chief
College Place Fire Department, College Place, WA |
| 2007-Present | Adjunct Instructor of Fire Science
Walla Walla Community College, Walla Walla, WA <ul style="list-style-type: none">• Responsible for preparing and presenting classes in the Fire Science curriculum. |
| 1997- Present | Adjunct Instructor of Fire Science
Treasure Valley Community College, Ontario, OR <ul style="list-style-type: none">• Responsible for preparing and presenting classes in the Wildland Fire curriculum. |
| 1995- 2009 | Engine Boss / Strike Team Leader / Task Force Leader
Scholl Fire & Fuels Management, Walla Walla, WA <ul style="list-style-type: none">• Partner in wildland fire fighting business.• Engine Boss responsible for operation and command of a wildland fire engine.• Served as Strike Team Leader responsible for the management and tactical deployment of fire engines on incidents.• As Initial Attack Incident Commander I safely resolved incidents with available resources.• While Task Force Leader managed and deployed multiple types of resources on incidents. |

- Training Officer responsible for maintaining training requirements of the National Wildfire Coordinating Group.
- Nationally recognized instructor of wildland fire courses.
- Assembled and maintained fire fighting apparatus and equipment.

1998- 1999

Substitute and Contract Teacher

Walla Walla and College Place School Districts

- Supervised and educated students in grades K-12 during the absence of their regular teacher.

1990- 1997

Teacher / Counselor / Mentor

Milton-Stateline School, Milton-Freewater, OR

- Single and multi-grade experience in the education and supervision of 20 – 36 students.
- Self-contained and Junior High experience in the education and supervision of 20 – 36 students.
- Organized school events, games, and programs.
- Recognized as the Math specialist for school facility.
- Organized and instructed “outdoor” school program.
- Mentored teachers in training.

**1986- 1991
(Summer)**

Counselor / Director

Camp MiVoden, Hayden Lake, ID

- Supervised 9 – 12 boys 24 hours a day.
- Director of Wilderness Life Program responsible for management and training of staff in outdoor education.
- Class specialist responsible for assisting staff in preparing curriculum and instruction of camp classes.
- Director of Outpost Camp responsible for training and supervision of 12 – 20 staff members. Also responsible for assembly, maintenance, and operations of facilities and equipment.
- Supervised large groups and drama presentations.
- Budgeted expenditures of Wilderness Life and Outpost programs.
- Assisted in main camp maintenance and heavy equipment operations.

FIRE FIGHTING EXPERIENCE

1999- Present

Fire Marshal / EMT / Asst. Training Officer

College Place Fire Department, College Place, WA

- Organized and conducted Fire Code Inspections.
- Documented and maintained records of inspections.
- Conducted plan and development reviews.
- Maintained hydrant flow records.

- Responded to EMS and Fire emergencies.
- Incident Commander at significant incidents.
- Supervised 13 resident volunteers on shift and at incidents.
- Programmed and maintained radio equipment.
- Managed CPFD wildland fire division.
- Conducted Fire Investigations.
- Planned and presented community education programs.
- Budgeted for prevention program.
- Served as a Division/Group Supervisor and Operations Section Chief with Tri-County and Washington State Incident Management Teams.

2004- 2005

Interim Chief

College Place Fire Department, College Place, WA

1993- 1999

Captain / E.M.T. / Assistant Training Officer

College Place Fire Department, College Place, WA

- “B” Shift Command Officer responsible for incident command of fire and E.M.S. operations.
- Assistant Training Officer responsible for training of department personnel and optional shift training.
- Participated in community education.
- Participated in organization of College Place Fun Days celebration.
- College Place Firefighters’ Association Secretary / Treasurer responsible for maintaining the Association’s bank accounts and paying Association bills.
- Responded on auto and mutual aid calls to the City of Walla Walla and County District #4.
- Participated in response to Washington and Oregon State Mobilization incidents.
- Participated in fundraising projects.
- Participated in campaign for a bond to build a new fire station.
- Member College Place Fire Department Honor Guard.

1991- 1993

Fire Fighter / Assistant Training Officer

College Place Fire Department, College Place, WA

- Participated in fire suppression and rescue operations.
- Assistant Training Officer responsible for training of department personnel.
- Participated in maintenance of department equipment.
- Participated in remodeling of facilities for the beginning of a “Sleeper Program”.

1995- 2009

Engine Boss / Strike Team Leader / Task Force Leader

Scholl Fire & Fuels Management, Walla Walla, WA

- Partner in wildland fire fighting business.
- Engine Boss responsible for operation and command of a wildland fire engine.
- Served as Strike Team Leader responsible for the management and tactical deployment of fire engines on incidents.
- As Initial Attack Incident Commander I safely resolved incidents with available resources.
- While Task Force Leader managed and deployed multiple types of resources on incidents.
- Training Officer responsible for maintaining training requirements of the National Wildfire Coordinating Group.
- Nationally recognized instructor of wildland fire courses.
- Assembled and maintained fire fighting apparatus and equipment.

FORMAL EDUCATION

1993-2000	Walla Walla Community College, Walla Walla, WA • See Fire Service Training.
1989-1997	Walla Walla College, College Place, WA • Continuing Education for Washington State Professional Teaching Certification. • Additional courses in History and Science.
1986-1989	Walla Walla College, College Place, WA • Bachelor of Science in Education. • Minors in Biology and History.
1985-1986	Fort Steilacoom Community College, Lakewood, WA • General Studies.
1984-1985	Yakima Valley College, Yakima, WA • General Studies.
1982-1984	Toppenish High School • High School Diploma.

FIRE SERVICE TRAINING AND EDUCATION

2011	United States Forest Service • S-420 Command and General Staff • L-380 Fireline Leadership
-------------	--

- 2009** **United States Forest Service**
- Tactical Decision Games Train The Trainer
- 2008** **United States Forest Service**
- S-260 Interagency Incident Business Management
 - S-271 Helicopter Crewmember
 - L-280 Followership To Leadership
- 2006** **Emergency Management Institute**
- Continuity of Operations IS-547.
 - Hazardous Materials Prevention IS-340.
- Washington Department of Natural Resources**
- Fire Wise Communities.
- 2006** **Region 8 Fire Council**
- Advanced Fire Investigation.
 - Vehicle Fire Investigation.
- Wicklender-Zulawski & Associates**
- Criminal Interview and Interrogation Techniques.
- 2005** **Emergency Management Institute**
- National Incident Management System NIMS IS-700.
 - National Response Plan IS-800.
- National Wildfire Coordinating Group**
- Initial Attack Incident Commander S-200.
 - Advanced Incident Command System S-400.
 - Multi-Agency Coordination S-401.
- 2004** **Mt. Tolman Fire Center, Keller, WA**
- Power Saws S-212
- WSAFM, Selah, WA**
- International Fire Code
- National Emergency Response & Rescue Training Center**
- WMD Awareness.
 - EMS for WMD.
- 2003** **Washington DNR, Selah, WA**
- Division Group Supervisor S-339
- 2002** **International Association of Arson Investigators, Spokane, WA**
- Advanced Investigation.

- 2000**
- Walla Walla Community College, Walla Walla, WA**
- Suppression Systems.
 - Investigation.
- 1999**
- Treasure Valley Community College, Ontario, OR**
- Air Operations, S-270
- Washington Life Safety Council, Leavenworth, WA**
- Basic Plans Review.
 - Intermediate Plans Review.
- Construction Exam Center, Seatac, WA**
- Uniform Fire Code.
 - Uniform Building Code.
- Blue Mountain Safe Kids, Walla Walla, WA**
- Child Passenger Safety Training.
- 1998**
- College Place Fire Department, College Place, WA**
- Incident Safety Officer.
 - Firefighter Safety.
- Hammer Training Center, Hanford, WA**
- Burn to Learn.
 - Search and Rescue.
- Walla Walla Community College, Walla Walla, WA**
- Hydraulics.
- University of Montana, Missoula, MT**
- Firing Methods and Procedures.
 - Task Force Leader.
 - Strike Team Leader.
 - Air Operations.
- Treasure Valley Community College, Ontario, OR**
- Wildland Fire Suppression Tactics.
 - Fire Behavior Calculations.
 - Intermediate Incident Command.
- 1997**
- Treasure Valley Community College, Ontario, OR**
- Train The Trainer.
 - Level I Fire Service Instructor.
 - Wildland Fire Instructor Accreditation.
- 1997**
- Walla Walla Community College, Walla Walla, WA**
- Wildland Interface.

- Building Construction for Fire Service.
- 1996** **Walla Walla Community College, Walla Walla, WA**
- Flagging and Traffic Control.
 - I.V. Maintenance and Defibrillator Technician.
- 1995** **National Fire Academy, Emmitsburg, MD**
- Fire Command Operations.
- Treasure Valley Community College, Ontario, OR**
- Intermediate Wildland Fire Behavior.
- Walla Walla Community College, Walla Walla, WA**
- Fire Ground Tactics II
- USFS District Office, Walla Walla, WA**
- Wildland Firefighter I & 2.
- 1993.** **Columbia Basin College, Pasco, WA**
- Haz-Mat First Responder.
- National Fire Academy, Emmetsburg, MD**
- Fire ground Tactics I.
- Walla Walla Community College, Walla Walla, WA**
- Emergency Vehicle Operations (EVAP).
- Region 8 Training, Walla Walla, WA**
- Incident Command System.
- 1992** **College Place Fire Department, College Place, WA**
- Firefighter I.
 - Firefighter II.
- 1991-present** **College Place Fire Department, College Place, WA**
Over 5000 hours in weekly training in such areas as:
- Alarm systems.
 - Automatic sprinkler systems.
 - Building Construction.
 - Communications.
 - Fire behavior.
 - Fire cause and determination.
 - Fire control.
 - Fire prevention.
 - Fire streams.
 - Firefighter personal protective equipment.
 - Firefighter safety.
 - Forcible entry.

- Hoses.
- Incident command.
- Ladders.
- Portable extinguishers.
- Rescue and extrication.
- Ropes and knots.
- Salvage and overhaul.
- Ventilation.
- Water supply.

EMERGENCY MEDICAL TRAINING

1995-Present

Walla Walla Community College, Walla Walla, WA

- Behavioral Emergencies.
- Blood borne Pathogens.
- Chest and Abdominal Trauma.
- Communicable Diseases.
- CPR / Airway Management of a Trauma Patient.
- CPR / FBAO / AED
- CPR / FBAO of Infant-Child-Adult.
- Defibrillator Technician.
- Extremity Fractures.
- Extrication / Head & Spine Trauma.
- Field Management of Trauma Patients.
- I.V. Maintenance.
- MCI / Triage.
- Medical Emergencies.
- Obstetrics.
- OTEP Evaluator.
- Patient Assessment & Documentation
- Patient Assessment / EMT-B
- Pediatric and Obstetrics Trauma
- Pediatric Medical & Trauma.
- Pharmacology.
- Shock / MAST / Burns.

1994-1995

Walla Walla Community College, Walla Walla, WA

- Initial Emergency Medical Technician Course.

CERTIFICATIONS

State and Federal Certifications Include:

- Federal Communication Commission, Amateur Radio Technician.
- General Conference of Seventh-day Adventists Teaching Certificate.
- International Conference of Building Officials, Uniform Fire Code Inspector II.
- International Fire Code Institute, International Fire Code Inspector II.
- Fire Service Instructor II.
- NAUI SCUBA diver I.
- Washington Life Safety Council, Plans Examiner.
- Washington State DNR Division Group Supervisor.
- Washington State Driver's License.
- Washington State Emergency Vehicle Operator.
- Washington State EMT.
- Washington State Professional Education Certificate.
- IFSAC Firefighter 1
- IFSAC Fire Investigator
- IFSAC Instructor 1
- IFSAC Hazmat Operations
- Hazmat IC
- Operations Section Chief Type 3

COMMUNITY SERVICE

Community Service Projects and Programs That I Have Participated in Include:

- Counselor / Boys Director of Village Church Pathfinder Club.
- Director of Village Church Pathfinder Club.
- Drill Instructor of Village Church Pathfinder Club.
- Instructor for Walla Walla Joint Recruit Training Academy.
- Instructor of Wilderness Survival Seminars.
- Participated in organization of College Place Fun Days event.
- Treasurer for College Place Fun Days event.
- Volunteer Firefighter and EMT for College Place Fire Department.
- Member Washington State Incident Management Team 5
- Member SE Washington IMT Type 3 Team

PROFESSIONAL AND CIVIC ORGANIZATIONS

Professional and Civic Organizations of Which I Am a Member Include:

- College Place Firefighters' Association.
- International Association of Arson Investigators.
- International Association of Fire Fighters
- National Conference of Teachers of Mathematics.
- Washington State Association of Fire Marshals.
- Washington State Fire Chief's Association.
- National Fire Protection Association.
- International Code Council.

State of Washington

Washington
State Patrol



Fire Protection
Bureau

Certificate of Completion

This is to acknowledge that

JOHN BOOSE

has demonstrated a willingness to save lives and
reduce property loss by satisfactorily completing

EMERGENCY VEHICLE ACCIDENT PREVENTION

16.0 HOURS

DATE 10/21/96

3000-440-004 R 10/95

Assistant State Fire Marshal, FIRE TRAINING ACADEMY

Washington State Department of Health

By the authority of RCW 18.73

John A Boose

is granted

Emergency Medical Technician Certification



Status
ACTIVE

Effective Date
05/23/2022

Initial Issuance

Credential Number
EMT.ES.00127167

Expiration Date
07/31/2025

Secretary

Personal Copy of Your Certification

Washington State Department of Health

By the authority of RCW 18.73

John A Boose

is granted

Emergency Medical Technician Certification

Status
ACTIVE



Credential Number
EMT.ES.00127167

Expiration Date
07/31/2025

Secretary

International Fire Code Institute

JOHN A BOOSE CERTIFIED FIRE INSPECTOR II

The International Fire Code Institute attests that the individual named on this certificate has satisfactorily demonstrated knowledge of the International Fire Code and referenced provisions of the International Building Code by successfully completing the prescribed written examination, based on the edition in effect at that time.

Witnessed by our hand

Certificate No. 1133768-67

Issued February 23, 2002

For the International Fire Code Institute



TM

Kevin J. H. [Signature]

Chairman



State of



Washington

Certificate of Competency
Awarded to
John Boose

for demonstrated commitment to protecting the lives and property
of citizens from fire by meeting all requirements for certification as
Hazardous Materials Operations

Issued on December 28, 2007 according to NFPA 472, 1997 Edition,
and in compliance with requirements established by the
International Fire Service Accreditation Congress



John R. Boose
Chief

State of



Washington

Certificate of Completion

Awarded to

John Boose

for demonstrated commitment to protecting the lives and property
of citizens from fire by having satisfactorily completed the

Hazardous Materials On-Scene Incident Command
In compliance with 29 CFR 1910.120 (g)(v) & WAC 296-824

24 Hours

Issued this 19th day of February, 2010
Presented by the Office of the State Fire Marshal




Chief

State of



Washington

Certificate of Competency

Awarded to

John Boose

for demonstrated commitment to protecting the lives and property
of citizens from fire by meeting all requirements for certification as

Fire Instructor I

*Issued on December 28, 2007 according to NFPA 1041, 1996 Edition,
and in compliance with requirements established by the
International Fire Service Accreditation Congress*



John R. Salvo
Chief

State of



Washington

Certificate of Competency

Awarded to

John A. Boose

for demonstrated commitment to protecting the lives and property of citizens from fire by meeting all requirements for certification as

Fire Investigator

Issued on 6/11/2007 according to NFPA 1033, 1998 edition and in compliance with requirements established by the International Fire Service Accreditation Congress
This certificate is good for currency for a period of 5 years from the date of issue



John R. Salvo
Chief

Charlie Drury

841 Suncrest Terrace, College Place, WA 99324
(509)540.9931 wahoo_42@hotmail.com

March 6, 2024

Shawn Doering, Human Resource Manager
City of College Place
629 S College Ave.
College Place, WA 99324

Dear Shawn Doering,

I am a career firefighter with the College Place Fire Department with over 20 years combined career and volunteer firefighting experience. I have operated for most of those years in a leadership role. I am excited that there is an opportunity to become an officer within the department that I have grown up in and love.

My years of experience have involved supervising career and volunteer firefighters at either the company level, or as the overall supervisor of our resident volunteer firefighter program. On occasion, I have been asked to perform inspections of occupancies, fireworks stands, sprinkler systems, and testing underground infrastructure to support those systems. I have some basic knowledge of how suppression and alarm systems function and have used that knowledge in training crews and troubleshooting problems. I have taken some college courses on alarm and suppression systems and fire codes. In the public education arena, I have assisted with the Safety Always Matters program both as a fill-in instructor, and in operation of the department's public safety trailer. I have led tours of school groups at the fire station which includes an educational component and have answered code enforcement questions from the public that are within my scope of knowledge.

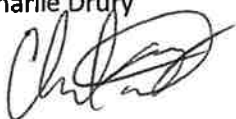
On the education and training side of my career, I am an EMS Evaluator, an IFSAC Evaluator, and I am currently completing my training to be an IFSAC Senior Evaluator. I have participated as an instructor, and as an assistant with the regional fire academy, as well as EMT class. I am an EVIP Instructor, and I have taught multiple EVIP classes.

In addition to my years of experience, some of my key strengths include:

- Being committed to ongoing education and training, as well as keeping up with the changing landscape of tools and skills needed to be a great firefighter.
- Ensuring clear instruction and providing real-world training opportunities to others as they arise through my strong oral and written communication skills.
- Always representing the department, and my badge through my professionalism on and off the clock, as well as my calm demeanor during emergencies
- Caring for fellow firefighters by ensuring they have the tools to succeed on the job, including post-incident support if necessary.

I am excited for this new opportunity and look forward to the testing process.

Sincerely,
Charlie Drury



Charlie Drury

841 Suncrest Terrace, College Place, WA 99324
wahoo_42@hotmail.com | (509) 540.9931

SUMMARY

Firefighter/EMT with 20+ years combined volunteer and career experience in structural and wildland firefighting. I'm looking to utilize my experience in emergency response, instruction, and supervisory roles to advance my career as the Fire Marshal with the College Place Fire Department.

PROFESSIONAL EXPERIENCE

Firefighter/EMT

*College Place Fire Department, College Place, WA
September 2007–Present*

- Provide high quality fire, and emergency medical response to the citizens of College Place, surrounding communities, and visitors as a career member of a team of career and volunteer responders.
- At various times over the past 15+ years, provide leadership and supervisory oversight to shift personnel, residents, and volunteers in several different capacities.
- Provide initial, on-going, and remedial training opportunities as needed for department members in various stages of their development
- Work seamlessly and competently with agencies within our county and around Washington State to accomplish incident objectives, as well as actively participate in opportunities for learning and growth with peers and subordinates.

Volunteer Firefighter/EMT

*College Place Fire Department, College Place, WA
January 2004–September 2007*

- Provide high quality fire and emergency medical response to the citizens of College Place, surrounding communities, and visitors as a volunteer member of a team of career and volunteer responders
- Provide supervisory oversight, training, and leadership as a lead resident to resident volunteer personnel assigned to my shift.
- Learn as much as I can about safe and effective performance of emergency response duties in preparation for a career as a firefighter.

EDUCATION

Bachelor of Arts in Mass Communication 2007

Walla Walla University, College Place, WA

Associates of Applied Arts and Sciences in Fire Science 2006

Walla Walla Community College, Walla Walla, WA

ADDITIONAL SKILLS

- IFSAC Evaluator, IFSAC Senior Evaluator (Complete March 2024), EMS Evaluator, EVIP 3.0 Instructor, Red-card certified Engine Boss, WW County EMS and Trauma Council member,
- AAU girls basketball coach

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

CHARLIE O DRURY

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00100

**Introduction to the Incident Command System,
(ICS 100)**

Issued this 28th Day of November, 2007

Cortez Lawrence, PhD
Superintendent
Emergency Management Institute

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

CHARLIE O DRURY

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00200

**ICS for Single Resources and
Initial Action Incidents**

Issued this 28th Day of November, 2007



Cortez Lawrence, PhD
Superintendent
Emergency Management Institute

CERTIFICATE OF TRAINING

awarded to

Charlie Drury

for successful completion of

I-300 Intermediate ISC for Expanding Incidents

January 30, 2008

DATE

John Boyd
INSTRUCTOR

David Hunter



NATIONAL WILDFIRE

COORDINATING GROUP

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

CHARLIE O DRURY

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00700

**National Incident Management System
(NIMS) an Introduction**

Issued this 30th Day of November, 2007

Cortez Lawrence, PhD
Superintendent
Emergency Management Institute

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

CHARLES O DRURY JR.

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00800.d

National Response Framework, An Introduction

Issued this 22nd Day of January, 2021



0.3 IACET CEU

Jeffrey D. Stern, Ph.D.
Superintendent
Emergency Management Institute
Federal Emergency Management Agency



State of

Washington

Certificate of Competency

Awarded to
Charlie O. Drury

for demonstrated commitment to protecting the lives and property
of citizens from fire by meeting all requirements for certification as

Fire Instructor 1

*Issued on 4/17/2006 according to NFPA 1041
in compliance with requirements established by the
International Fire Service Accreditation Congress*



John R. Calver
Chief

Washington State Department of Health

By the authority of RCW 18.73

Charles Omer Drury

is granted
Emergency Medical Technician Certification



Secretary

Status
ACTIVE

Effective Date
05/23/2023

Initial Issuance
07/01/2005

Credential Number
EMT.ES.01172768

Expiration Date
07/31/2026

Personal Copy of Your Certification

Washington State Department of Health

By the authority of RCW 18.73

Charles Omer Drury

is granted
Emergency Medical Technician Certification



Status
ACTIVE

Secretary

Credential Number
EMT.ES.01172768

Expiration Date
07/31/2026

State of
Washington



CERTIFICATE OF COMPETENCY

Awarded to

Charles O. Drury

for demonstrated commitment to protecting the lives and property
of citizens from fire by meeting all requirements for certification as

Hazardous Materials Operations

*Issued on 1/22/2022 according to NFPA Standard 1072, Chapters 5, 6.2, and 6.6, 2017 Edition
in compliance with requirements established by the
International Fire Service Accreditation Congress*



John R. Calves
Chief

Walla Walla County EMS

DOH EMS Course Number: 122 36 004

Course Credential Number: TRNG.ES.1355204-Course

Course Location: Walla Walla, WA

This is to Verify

Charles O. Drury

Successfully Completed the following Washington State DOH approved course:

Emergency Medical Service Evaluator

Date of Completion: September 21, 2022

This document does not grant Washington State Certification

Heather M. Lee

ES00119530

Lead EMS Instructor Printed Name

DOH Registry #

Lead EMS Instructor Signature

Date

09/21/2022