

MULTIPLE-CHOICE WRITTEN TEST QUESTION APPEAL / REBUTTAL FORM

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

Houston Fire Department Exam SENIOR CAPTAIN

Exam Component SJT Question 43

Appeal or Rebuttal (circle one)

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:
A B C D E

Explanation: Please provide a detailed explanation of your appeal / rebuttal. **DO NOT WRITE THE TEST QUESTION ON THIS FORM.** Print/ Write legibly.

MDA is a VOLUNTARY activity. In no way can you do any of these answers except for B which is to accept the Captain's response. To even think about choosing (C) as the only correct answer and file on this Captain for insubordination is ridiculous and furthermore reduces all credibility of the person(s) in charge of making the decision to use it as a correct answer!!

SC 251
Test Identification Number (Ticket Number)

6-12-13
DATE

MULTIPLE-CHOICE WRITTEN TEST QUESTION APPEAL / REBUTTAL FORM

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

Houston Fire Department Exam Sr. Captain

Exam Component SJT Question 43

Appeal or Rebuttal (circle one)

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)

Consider the following as correct answers:
A B C D E

B is correct, not C.

Explanation: Please provide a detailed explanation of your appeal / rebuttal. **DO NOT WRITE THE TEST QUESTION ON THIS FORM.** Print/ Write legibly.

The Captain I have not ordered the Captain to go so I can not file insubordination charges against him. This is a voluntary assignment so his ~~response~~ response will be accepted. Will not contradict HFD Guidelines per Morris + Mr Daniel.

1160

Test Identification Number (Ticket Number)

7-12-13

DATE

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SST

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)

Include B + D as correct answers because 1

Consider the following as correct answers:

A B C D E

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

Fill the boat is voluntary ~~st~~ so if he chooses not to participate that is his ~~choice~~ and he can not be disciplined for a ~~voluntary~~ action. choosing not to participate in a voluntary action.

I would notify the Union President because the MDA personnel come out to our collection sites, they may want to know he is not going to be there ~~to~~ so they won't show up.

273

6-4-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

"C" IS INCORRECT |

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

you can not file INSUBORDINATION CHARGES BECAUSE
 IT IS A VOLUNTARY FUNCTION AND NOT AN ORDER !!!

HPD Rules & REGS 7.13 C

242

5/28/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

693

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

This particular activity in the department is widely known as purely voluntary. The captain can not be ordered to participate and the question mentions no specific instance of insubordination. B is the only valid choice.

13

6-3-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.
DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

I BELIEVE IT IS A GRIEVABLE ACTION TO ORDER ANOTHER MEMBER TO PERFORM A VOLUNTARY ACTION. I ALSO BELIEVE IT IS A VIOLATION OF DEPARTMENT POLICY TO FILE INSUBORDINATION FOR FAILING TO PERFORM A VOLUNTARY DUTY SUCH AS 'FILL THE BOOT' CAMPAIGN. I WOULD LIKE FOR SELECTION "C" TO BE INCORRECT AND SELECTION "B" TO BE CONSIDERED CORRECT.

277

6-3-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

We do not file insubordination charges on a person involved in an event that is strictly voluntary!

270

6-3-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

(A) B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

CONSIDER (A) AS THE ONLY CORRECT ANSWER. (C) IS NOT APPROPRIATE BECAUSE YOU CAN'T FILE INSUBORDINATION CHARGES ON AN EMPLOYEE THAT HAS NOT BEEN GIVEN A DIRECT ORDER OR VIOLATED A POLICY.

219
Test Identification Number (Ticket Number)

6-3-13
DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT
Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.
DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

(C) cannot be the correct answer because the employee has not been ordered to do anything. You can only be in subordinate unless you have been ordered to do something first. (A) is the only correct answer because the other members on the engine may want to participate and will not be able to do so if the engine does not go out to the location. The captain can stay on the engine and watch if he wants and will be participating indirectly but will also not have to physically fill the boot as this is a voluntary process any way. This has been a voluntary event according to the past five chiefs for at least 23 years. You can not be in subordinate for a voluntary event without being ordered.

6-3-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

"C" cannot be the answer - No orders were given by the senior in the question.

The Union runs fill the beat it is their program. If you move street location. You call the Union. If your unit can't make the full time. You call the union.

This is a red book moment "HFD Code of administrative procedure" Find a solution that can work for both parties. Usually a union officer (President) contacted can find the right person or answer.

You don't direct the captain if it is truly a volunteer program. Replacy capt doesn't solve situation

244 "D" is the only answer 6-3-13
Test Identification Number (Ticket Number) DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT
Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

THERE ACTUALLY IS NO CORRECT ANSWER TO THIS QUESTION, BUT "A" IS THE "BEST" ANSWER. I WOULD DIRECT THE CAPTAIN THAT IT WAS IN THE BEST INTEREST OF CREW MIDDLE FOR HIM TO PARTICIPATE, BUT I CANNOT ORDER HIM TO. BULLETIN #37, 2004 SAYS THAT FULL THE BOOT IS VOLUNTARY. HFD BULLETINS ARE OF A PERMANENT NATURE, AND IT HAS NEVER BEEN RESCINDED. THIS MAKES THE KEYED ANSWER OF "C" NOT EVEN POSSIBLE.

217

5/31/2013

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

627

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

"C" is wrong

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

You Cannot file Insubordination on a volinture assignment. The only thing you can do is Direct the captain to take the pumper to go out there even if He close Not want to participate

174

5-31-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

- (C) ~~is~~ is inappropriate. MDA is completely voluntary. You cannot force someone to do something that is voluntary. The Captain did nothing wrong, he did not violate any orders.

96

5/24/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

~~557~~ 557

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)

Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

ALL OF THESE ANSWERS ARE TECHNICALLY INCORRECT

A: IS THE CLOSEST TO WHAT CAN HAPPEN. THE CAPTAIN WILL HAVE TO ATTEND, HE DOES NOT HAVE TO PARTICIPATE MEANING HE CAN SIT IN THE PUMPER. HOWEVER FOR CREW INTEGRITY HE WILL HAVE TO BE THERE. YOU CANNOT FILE INSUBORDINATION CHARGES ON THE CAPTAIN FOR REFUSING TO COLLECT. IT IS NOT A ORDER YOU CAN GIVE WITHOUT BREAKING RULES AND REGS. IT IS A CHOICE TO PARTICIPATE OR NOT. TECHNICALLY THE ENTIRE FILL THE BOOT GOES AGAINST OUR GUIDELINES BY CAUSING US TO SOLICIT MONEY.

SC 124

5/31/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

A is the only correct answer

B is the only correct answer

C is the only correct answer

D is the only correct answer (if applicable)

Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.
DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

NO WHERE IN OUR GUIDELINES OR RULES AND REGULATIONS
 DOES IT STATE THAT IT IS MANDATORY. HE IS
 CORRECT IN SAYING IT IS VOLUNTARY AND DOES NOT
 HAVE TO PARTICIPATE.

195

5-31-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C **D**

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

#43 NONE OF THE ANSWERS ARE APPROPRIATE AND THE CORRECT ANSWER KEYED IS THE LEAST APPROPRIATE YOU CAN NOT DO C TO TEMPORARY CPT FILL THE BOOT IS VOLUNTARY ACCORDING TO HFD SPECIAL BULLETIN ON FILL THE BOOT SO YOU CANT ORDER CPT TO DO IT, YOU CANT FILE IN SUBORDINATION CHARGES, YOU CANT REQUEST HIM TO BE REPLACED AND YOU WOULDN'T ACCEPT HIS ANSWER. I PICKED D BECAUSE FILL THE BOOT IS A UNION CAUSE AND I WOULD WANT TO INFORM THEM ENGINE WASNT PARTICIPATING. THE CORRECT ANSWER WASNT A CHOICE. IT SHOULD HAVE BEEN TELL CPT HE DOESNT HAVE TO DO IT BUT ENGINE IS GOING AND HE CAN SIT IN ENGINE WHILE FIREFIGHTERS COLLECT.

65 30 May 13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)

Consider the following as correct answers: ^{Not "C"}

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.
DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

"b" is a correct response because Fill the Boot is a voluntary function and can not be forced upon anyone. However, if fire fighters on the apparatus wanted to participate, then ~~the~~ the officer would be obligated to take them to the location. This is not explained in the paragraph, so the limited information would only allow us to "accept the Captains response."

"c" is not a correct response because it is not a legal order. The order violates the fact that this is done on a voluntary basis.

"d" is a correct response if there is another station or crew that does not want to participate in Fill the Boot. If the captain at the other station wishes to participate, the Captains can swap apparatus, thereby replacing the captain who doesn't participate with one that will.

201

5-31-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL



Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SST

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

A is the only correct answer

B is the only correct answer

C is the only correct answer

D is the only correct answer (if applicable)

Consider the following as correct answers:

A B ~~C~~ D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

The only correct answer is B. ~~C~~ / in the question it never stated you gave him an order to be in subordinate to. There was NEVER an order given in the question so there was NEVER any insubordination. Also you cannot make someone or discipline someone for a voluntary action.

Answer C is incorrect

Answer B is the ONLY correct answer.

49

5/31/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

(A) or (B) can be the only 2 right answers, MDA fill the boat is a ~~voluntary~~ voluntary duty and you cannot file formal charges for that. this whole question should be throw out or (A) + (B) be give credit, (C) is completely wrong.

170

5-29-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam Component 2

Subject: Appeal Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source: C is wrong

- A is the only correct answer
- B is the only correct answer
- ~~C~~ is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

1st No where in the Question does it say that you ordered the Cpt. to go fill the boat. Therefore there is no insubordination to write up.

2nd Rules: Regs 7.13 - C "Solicitation"

C - States - While on duty, Members shall not solicit any member to join or support a political party, Charity, Club, or association.

61

5-30-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

~~393~~

393

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam 5JT

Subject: Appeal/ Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

A is the only correct answer

B is the only correct answer

C is the only correct answer

D is the only correct answer (if applicable)

Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

We, the officers of the Houston Fire Department cannot force anyone to participate in any action that is voluntary. This has been pointed out in bulliten form a few years ago. Due to not having a list of bullitens here to reference, I do not have a number or date.

#96

5-30-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

SJT



407

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

1) You should direct the Captain to participate not "order" him to, because there are 3 other members who want to participate.

2) You can not file for insubordination, The Captain did not fail to obey any orders. Fill the Boat is a voluntary event.

213

5/30/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL



Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number SJT
43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

Not "C"

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

You can't force someone or order someone to do a voluntary task so there is no reason to file insubordination. You should accept his response and let Union President know because its a Union sponsored event.

194

5-30-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Component #2

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number

#43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers: "B or D"

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

It goes against Dept. policies to order someone to ask for money, you cannot order that so no one can be insubordinate. "C" is not the correct answer, "B" or "D" is one or the other or Both is correct.

#131

5-30-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

~~XXXXXX~~ 426

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

Full
Give credit to A

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

The best option would be A, and have the pumper respond to the location to allow the crew to participate in Fill the Boat. This is a voluntary event. I would always encourage my crew members to attend this event to help those in need. I would discuss the issues the Captain is having at an available time.

182

5-30-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam Comp. 2

Subject: (Appeal) Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

RULES AND REGULATIONS SEC. 7.13 solicitation.

C. WHILE ON DUTY, MEMBERS SHALL NOT SOLICIT ANY MEMBER TO JOIN OR SUPPORT A political party, CHARITY, CLUB OR ORGA ASSOCIATION.

MDA FILL THE BOOT IS A CHARITY ORGANIZATION AND ACTIVITY.

MDA FILL THE BOOT IS VOLUNTARY AND IT WOULD BE UNLAWFUL ORDER TO FORCE PARTICIPATION

INSUBORDINATION CANNOT BE FILED FOR UNLAWFUL ORDERS.

235

5/29/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 4/3 Comp SME

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal/ rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

E is incorrect. You do not file insubordination on a captain for not performing a ~~sub~~ Voluntary Assignment.

185

5/29/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL



Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

SH Judge

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

B should be added along w C as correct.

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

B should be added because you can not make him/her participate but he/she will go to location. They can sit on the truck for that time frame

B should be added so I accept the Capt. Response. Not enough information given for this question.

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL



Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

55T

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

C should be incorrect

A ~~B~~ ~~C~~ ~~D~~ and E are correct

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

The answer of C - file insubordination charges with the Chief is incorrect because by the HFD Rules and Regulations, the definition of insubordination is: "The failure or deliberate refusal of any member to obey any lawful order given by any Superior officer shall be deemed insubordination."

No order was given before he stated he would not participate therefore he cannot be insubordinate by definition.

As Station Captain, the Senior Captain can order his engine to the location for fill the Boot collection. If the captain does not participate, that is his choice, although a poor one. Choice E, request the Captain be replaced is a good choice to provide an officer the Senior Captain can work with. - This is an invalid question

276

5-29-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL



Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT
Subject: Appeal Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

Answer B should be correct due to the lack of information.
 It does not state you ordered the Captain to participate
 Per Special bulletin 94 dated March 21, 2003, "MDA Fill
 the Box will continue to be voluntary endeavor for firefighters."
 Also Special Bulletin 37 dated February 17 2004 states "his
 been and will continue to be voluntary." The question does not
 provide a good answer. I would order him to take
 apparatus and not participate but he would have to go.
 I cant force voluntary union events on members.

30

5/29/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Component 2

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)

Consider the following as correct answers:

A B C D E

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

Answer 'c' is incorrect because you cannot file insubordination charges against an employee because he does not want to be a volunteer. Per the worker's compensation statute, firefighters engaged in on-duty volunteerism, such as MDA fill-the-boat, will not be covered because it is not in their job description.

Also, the captain is correct, MDA volunteer fill-the-boat is not within the job description and is not performing a departmental duty because that is not Act 1.

Also, the question needs more information to determine if the captain will take the apparatus of other volunteer crew members to the location and will not, himself, be required to participate in the MDA program as a volunteer.

241

5/29/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43 SJE

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

~~DO NOT WRITE THE TEST QUESTION ON THIS FORM.~~

"C" is incorrect. You cannot file insubordination charges for not filling the boot. "B" is the correct answer because it is a voluntary activity.

5/29/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

133

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Subject: Appeal Rebuttal (Circle Only One) of Test Question Number 43

*Situational
Judgement*

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

Remove C as a correct response.

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

Answer C is not appropriate because you can not file insubordination for a voluntary assignment, and we do not file charges directly with the Chief, the appropriate office, if needed, is the office of Staff Services.

Answer A is a correct response because the Captain should not prevent the other three firefighters from participating in the event. It would be more appropriate to bring the apparatus to the event and the Captain may remain in the cab if he elects not to participate, therefore answer A enables the other FF's participation.

278

5/28/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

130

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43 - SJ

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

Fill-the-Boat is voluntary. Accepting the Captain's response is correct. He cannot be ordered to participate and is not insubordinate.

Filing insubordination can be deemed as "threatening" and "hostile" in this situation.

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

176

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT
Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

B is the only correct answer because filling the boat is a voluntary activity. The correct choice would have been to order the captain to take the apparatus to the location and inform him that he has the right not to participate in the actual collection of money if he so chooses. This was not given as a choice. If he then refuses to take the apparatus to the location, insubordination charges would be appropriate, but he must be given the choice to take the apparatus to the location and not participate in collecting money. Ordering the captain to participate as the question is written would be giving him an unlawful order, and potentially subject me to disciplinary action or give him grounds to file a complaint on me. To file insubordination charges with the chief without explaining all of the options would be unfair to that individual.

33

5/29/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL



Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

COM → (2)

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- () A is the only correct answer
- B is the only correct answer
- () C is the only correct answer
- () D is the only correct answer (if applicable)
- () Consider the following as correct answers:

Answer (B) is the correct or there is no correct answer

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

Fill the Boot is a TOTALLY VOLUNTEER. YOU CAN NOT FILE INSUBORDINATION CHARGES ON VOLUNTEER PROGRAMS.

59

5-29-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43 SJT

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)

Consider the following as correct answers:

A B C D E

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

I maintain that this is a horrible question. Ugg.

Since it is a "volunteer" event I think you are required to accept HE won't fill the Boot but he will take his apparatus; so insubordination charges are appropriate.

So if "C" is a correct answer it would be appropriate to have the DC replace him as well.

120
Test Identification Number (Ticket Number)

4 June 2013
DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Subject: Appeal Rebuttal (Circle Only One) of Test Question Number 43 55

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

B

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

I FEEL ANSWER B IS THE ONLY CORRECT ANSWER. FILL THE BOY IS VOLUNTARY AND CAN NOT DISCIPLINE FOR DISCIPLINE. YOU SHOULDN'T BE ABLE TO DISCIPLINE FOR VOLUNTARY ASSIGNMENTS.

I FEEL ONLY ANSWER SHOULD BE B

181

6/4/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)

~~Consider the following as correct answers:~~

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

A SHOULD BE THE ONLY ANSWER. BECAUSE IT STATES YOU DIRECT THE CAPT. TO PARTICIPATE. IT DOES NOT STATE THAT YOU ORDER HIM TO PARTICIPATE.

-ALSO, ANSWER "C" IS WRONG IN 2 WAYS BECAUSE IT VIOLATES THE HFD GUIDELINES/POLICIES/PROCEDURES.

1. Fill-The-Boot Is Voluntary And You Can Not File Insubordination Charges For Something That Is Voluntary When You Have Not ~~ORDERED~~ FIRST GIVEN HIM AN ORDER TO WHICH HE REFUSED.
2. In HFD, You Do Not File Charges Of InsUBORDINATION WITH "THE CHIEF". You File InsUBORDINATION CHARGES WITH STAFF SERVICES. So, ANSWER "C" SHOULD NOT BE COUNTED AS CORRECT, NOR SHOULD IT BE GIVEN ANY CREDIT WHATSOEVER.

SC173

6/3/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

156

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43 SJT

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

B is the only answer since Fill the Boot is a voluntary participation.

Also, the question/scenario does not state the the Senior Captain gave an order to the Captain to participate, so filing "Insubordination charges," (Answer C) is incorrect and would be an unfounded complaint.

- Question is too ambiguous.

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

~~461~~ 461

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

SJT

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

There really is no correct choice for this question and it should be thrown out. It is a voluntary activity. The Capt. could stay in the cab and not collect, but that wasn't an option - It is a Union ^{event} function and they should at least be notified as ~~that~~ (d) is the only decent choice.

25

5/30/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

COMP # 2

867

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

THE BOOT

FILL IS VOLENTARY WE CANNOT MAKE A FIRE FIGHTER PARTICIATE.

FILING INSUBORDINATION & MAKING MEMBER PARTICIATE CAN CAUSE MEMBER FILING GRIEVEANCE ON THE SR. PERSONNEL

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43 SST

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

A is the only correct answer

B is the only correct answer

C is the only correct answer

D is the only correct answer (if applicable)

Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.
DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

*Special Bulletin # 37 *2-17-04* this is VOLUNTARY*

the only answer should have been - B -

6-10-13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

B is the only correct answer. Fill the but is voluntary assignment
you can not file insubordination charges on him because you did
not give him a direct order.

28

6-10-17

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

B SHOULD BE CORRECT

C SHOULD BE INCORRECT

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

NOWHERE IN OUR GUIDELINES OR RULES AND REGULATIONS DOES

IT STATE WE HAVE TO PARTICIPATE IN "FILL THE BOOT"

WHAT IS HE BEING INSUBORDINATE ABOUT & HOW WOULD THOSE

CHARGES BE UPHOLD?

IT IS UNLAWFUL TO FILE INSUBORDINATION CHARGES ON ANY

MEMBER IF THERE IS NO SUPPORTING GUIDELINE OR RULES & REGULATIONS

81

6/10/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43 557

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A **B** C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

B should be only correct response. you should Accept Captains response, you can not ~~fire~~ fire in subordination with ~~fire~~ chief because it is totally voluntary.

100

6/10/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

Multiple-choice Written Test Question Appeal/ Rebuttal Form

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

For: Houston Fire Department (Exam Name) Written Exam SJT

Subject: Appeal / Rebuttal (Circle Only One) of Test Question Number 43

On the above specified rank promotional exam administered (date).

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:

A B C D

Explanation: Please provide a detailed explanation of your appeal / rebuttal.

DO NOT WRITE THE TEST QUESTION ON THIS FORM. Print/ Write legibly.

Special Bulletin #37- 2/17/04 states Fill the boot has always been and will continue to be "voluntary". None of the MDA bulletins since have made it mandatory.

Chief Borisk in 2007, 2008, 2009 "Expects" participation. Along with Flannigan in 2010, Garrison changed wording in 2013 to "Appreciates" participation but doesn't make it mandatory.

Captain is not insubordinate because no order was given.

116

6/10/13

Test Identification Number (Ticket Number)

DATE

SUBMIT ANY DOCUMENTATION TO SUPPORT THIS APPEAL OR REBUTTAL

MULTIPLE-CHOICE WRITTEN TEST QUESTION APPEAL / REBUTTAL FORM

Questions for this promotional examination were taken solely from the source material listed in the Source Material List. Information contained in any other material will not be considered in determining the correct answer to any question.

Houston Fire Department Exam Senior Captain

Exam Component 2 Question 43

Appeal or Rebuttal (circle one)

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)

- Consider the following as correct answers:
A B C D E

Explanation: Please provide a detailed explanation of your appeal / rebuttal. **DO NOT WRITE THE TEST QUESTION ON THIS FORM.** Print/ Write legibly.

It has been made very clear that this is a voluntary activity. Therefore, if the Captain can not be persuaded, we must accept his decision. Any disciplinary action is not appropriate.

Since local 341 sponsors and coordinates this event, it is a professional courtesy to notify the Union President (or his designee) of any changes such as collection locations or companies that will not be participating.

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Test Identification Number (Ticket Number)

11 June 2013
DATE

MULTIPLE-CHOICE WRITTEN TEST QUESTION APPEAL / REBUTTAL FORM

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Houston Fire Department Exam 2

Exam Component SJT Question 43

Appeal or Rebuttal (circle one)

PLEASE CHECK ONE:

According to the cited source:

- A is the only correct answer
- B is the only correct answer
- C is the only correct answer
- D is the only correct answer (if applicable)
- Consider the following as correct answers:
A B C D E

Explanation: Please provide a detailed explanation of your appeal / rebuttal. **DO NOT WRITE THE TEST QUESTION ON THIS FORM.** Print/ Write legibly.

C is incorrect. This is done on a voluntary basis. You cannot force anyone to fill the boat!!!
B is the correct answer. It is his choice to participate in the fundraiser.

226
Test Identification Number (Ticket Number)

6/13/13
DATE