

A red and white Houston Fire Department ladder truck is parked in a fire station. The truck has "HOUSTON LADDER Co 23" written on its side in gold lettering. A Houston Fire Department shield logo is visible on the side of the truck. The truck is equipped with various firefighting tools and equipment, including ladders and hoses. The background shows the interior of a fire station with a high ceiling and industrial lighting.

HFD Promotional Exam Testing Process

Presented by
Classified Testing Services

Promotional Test Development Timeline



List expires/Vacancies created

Job analysis (2-3 months)

Test construction (2 months)

Question review (2-3 weeks)

Test administration (3 hours)

Promotional Test Administration Timeline

```
graph TD; A[Post-test review (1 hour)] --> B[Draft list (1 day)]; B --> C[Appeals and Rebuttals (5/20 days)]; C --> D[List Certification];
```

Post-test review (1 hour)

Draft list (1 day)

Appeals and Rebuttals (5/20 days)

List Certification

Testing Industry Standards

- **Uniform Guidelines on Employee Selection Procedures (1978)**
- **SIOP Principles for the Validation and Use of Personnel Selection Procedures (2003)**

Characteristics of good selection tests:

Fair ★ **Reliable** ★ **Job Related** ★ **Valid**

Characteristics of Good Selection Tests:

FAIR

- Every applicant has an **EQUAL** opportunity to take the test.
- The **EXACT** same reading materials should be available to all applicants.
- All applicants are given the **EXACT SAME** amount of time to study.
- The **SAME** or equivalent tests and test settings should be provided to all applicants.

Characteristics of Good Selection Tests:

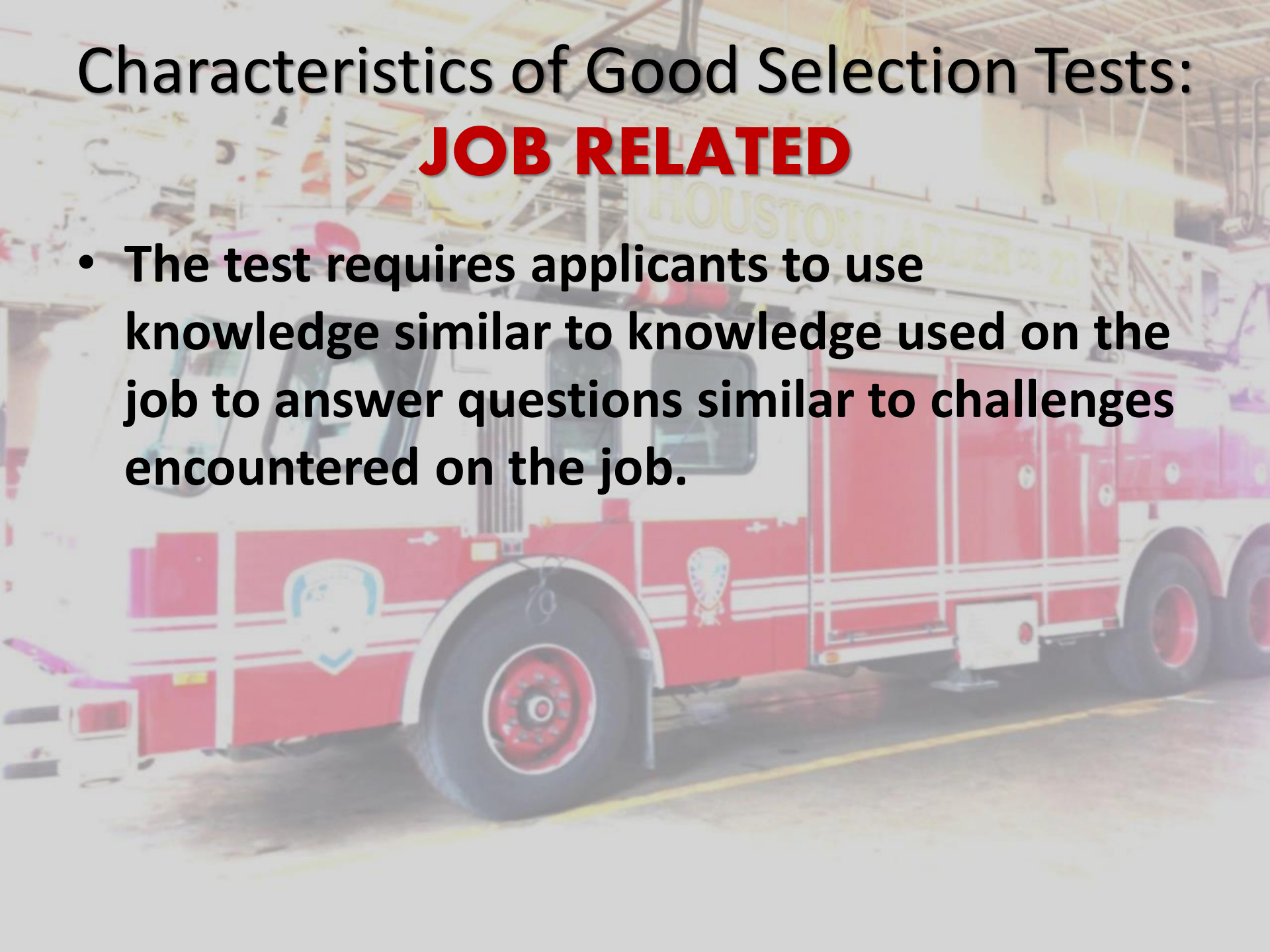
RELIABLE

- People with the same amount of knowledge of the source materials should score similarly on the exam.
- We have to make the test equally challenging for everyone with the same level of knowledge.

Characteristics of Good Selection Tests:

JOB RELATED

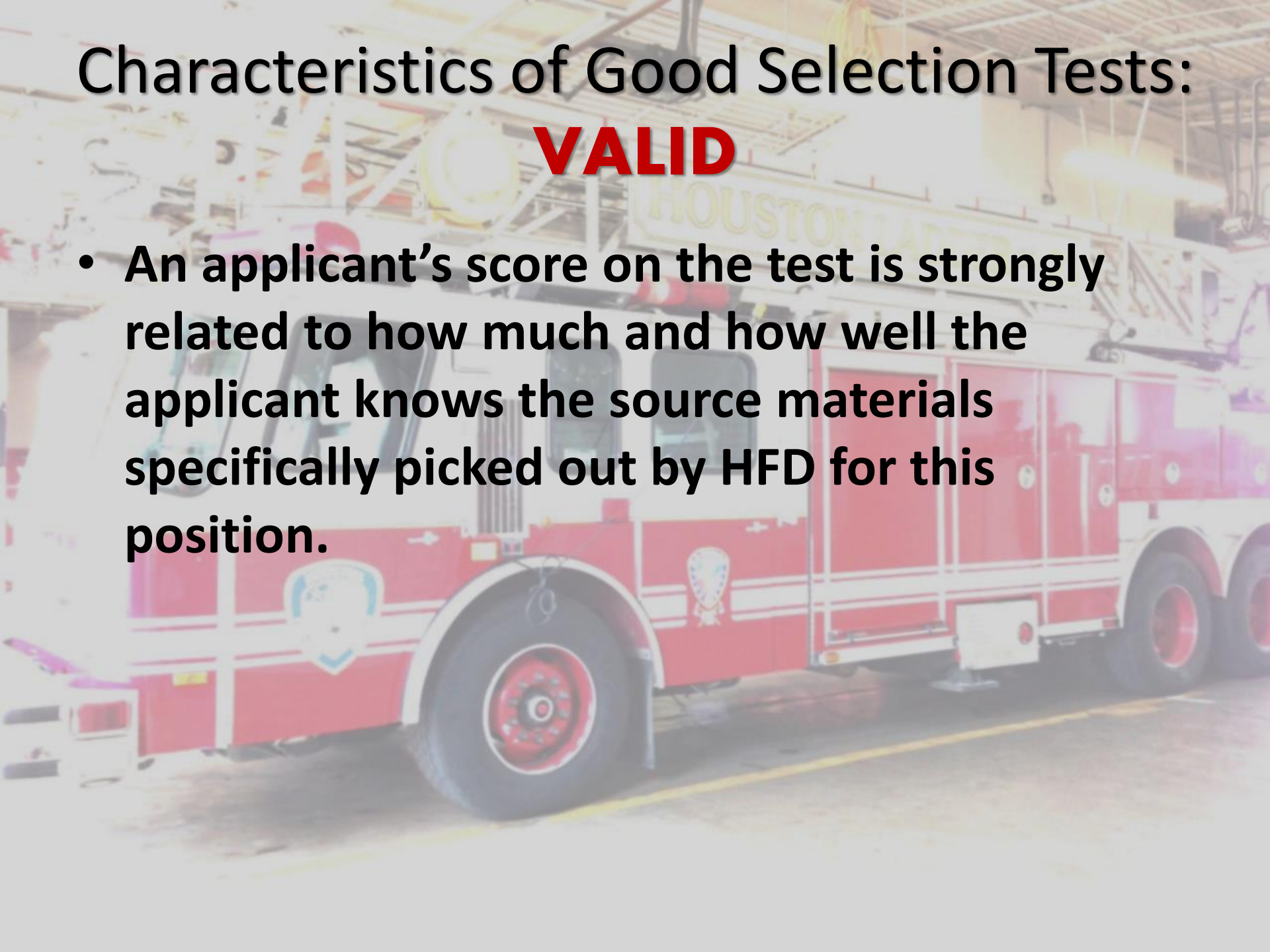
- **The test requires applicants to use knowledge similar to knowledge used on the job to answer questions similar to challenges encountered on the job.**



Characteristics of Good Selection Tests:

VALID

- **An applicant's score on the test is strongly related to how much and how well the applicant knows the source materials specifically picked out by HFD for this position.**



Reasonable Accommodation

Testing Accommodations

- Changes to the regular testing process that allow individuals with disabilities to demonstrate their true aptitude or achievement level.

Documentation

Sufficient documentation includes documentation from:

- Past testing accommodations documents
- Written documentation from a qualified professional that made an individualized assessment

Request Deadline

- Request and supporting documents should be turned into Classified Testing at least **3 weeks** before the examination date.
- If a recently developed circumstance keeps the applicant from following this deadline, the applicant must notify Classified Testing as soon as possible.

Requesting Accommodations

- **What should I do first?**

- **Notify a member of Classified Testing**

City of Houston Classified Testing

611 Walker, 5th Floor

Houston, Texas 77023

HFDCST@houstontx.gov

832-393-6057

- **What happens next?**

- **Classified Testing will provide you the forms upon notification.**
- **Complete the forms and turn them in to Classified Testing as soon as possible.**

Supplemental Points

- Calculating Points – Based on Hire Date
- **YOUR** responsibility to verify them!
- Documentation Turn in Deadline
 - **3 weeks** prior to the date of the exam
 - Documents should be emailed to the email address below
 - We recommend you turn documentation as soon as you get it. No need to wait until you are testing.
- Points Draft List
 - 1st: approximately 4 weeks after the job posting closes
 - 2nd: approximately 1 month after the first list
 - Final: Approximately a week prior to the exam. (after the documentation deadline)



Contact:

HFDCST@houstontx.gov

Classified Testing Services

Supplemental Points:

- Seniority – Max points 10
 - 1 Points per year with HFD
 - Only time with HFD counts



Study Aide

Example: How does Chapter 2 in Source 1 give you information you need to know or attend to in order to learn a knowledge area?

	Study Source 1	Study Source 2	Study Source 3	Study Source 4	Study Source 5	
<u>Senior Inspector</u>	<u>Leadership in Organizations</u>	<u>Supervision: Key Link to Productivity</u>	<u>Diversity Consciousness</u>	<u>Guidelines Vol. 1</u>	<u>Executive</u>	
Management and Supervision.	Chapters 2-16	Chapters 1-20	Chapters 1, 8	I-01,22, 30	EO 1-50,	
Training/Instructing/Coaching/Mentoring Principles and Methods.	Chapter 3	Chapters 1, 4, 11, 13-16	Chapter 8	I-01, 06, 14, 16, 19, 22, 30, 36	EO 1-50,	
Decision making principles and methods.	Chapters 4-10	Chapters 2, 5, 9	Chapter 7	I-30	EO 1-50,	
HFD - Standard Operating Guidelines.				I-14	EO 1-50,	
Knowledge of the Life Safety Bureau System						22
Public Relations principles and methods.		Chapter 12				LSB 08
HFD - Rules and Regulations.				I-01, 06, 14, 16, 19, 22, 30, 36	EO 1-50, EO 1-18	
HFD - Orders and Bulletins.				I-06		
Current IFC and UFC codes.						LSB 01, 02, 03, 08, 11, 22
Knowledge of arithmetic.						LSB 01, 02, 08, 11, 22
F.L.S.A. Laws.				I-19		
Municipal Fire Protection.						LSB 01, 02, 08, 11

Study Aide

- **Omits**
 - Not included on the study aide
 - In your best interest to read the source in its entirety
- **Helpful guide**
 - Use the study aide to target your reading and study habits
 - Test questions will come from the chapters identified by the SME's

Sample Test Questions

1. Regardless of any other exits provided, assembly buildings must also have a main entrance and exit that is capable of accommodating how much of the total occupant load?

- A. One-half of the total occupant load.
- B. Two-thirds of the total occupant load.
- C. All of the total occupant load.

Source: Fire Prevention: Inspection and Code Enforcement, Chapter 7, Page 119.

2. In the event of severe inclement weather or emergency situations, who issues the proclamation that would suspend non-emergency services?

- A. Fire Chief.
- B. Personnel Assignment Office.
- C. Mayor.

Source: HFD Guidelines Vol. I, Reference I-22, Section 6.07B.

3. Your supervisor makes a decision with which you disagree. Which of the following options deviates furthest from the HFD Accountability Manual?

- A. Comply with the decision and keep the disagreement to yourself.
- B. Comply with the decision, but express your disagreement to your colleagues.
- C. Comply with the decision, but express your disagreement to the supervisor in private.

Source: HFD Accountability Manual, Section Rules of Conduct, Page 39. □

4. Which statement about small power distance is correct?

- A. Employees are hesitant to question their supervisor or even offer up ideas.
- B. A person's title and rank is socially significant, and greatly impacts interpersonal relationships.
- C. There is more two-way communication between those in authority and subordinates.

Source: Diversity Consciousness, Chapter 7, Page 234.

Test Accuracy and Security

- **>2 HFD Subject Matter Experts Review >150 Questions Prior to Final Test Creation**
 - Answers are supported by the source materials
 - Questions are “Highly Job Related” in Houston
- **All Test Materials are PROTECTED**
 - Confidential to HFD by LAW
 - Proprietary to the City by LAW
 - Secured through HFD Honor Code & City Ethical Standards

Test Day



NO CELL PHONES

BRING PHOTO ID

BUBBLE ANSWERS

Scantron

Test 1

KEY ID
(A) (B) (C) (D)

SCORING & PRINTING OPTIONS:
 RESCORE MULTIPLE ANSWER SCORING
 CORRECT ANSWER MARK X TOTAL ONLY
MARK ONLY ONE

FEED IN THIS DIRECTION ↑

1 T F (A) (B) (C) (D) (E)
2 (A) (B) (C) (D) (E) C.
3 (B) (C) (D) (E)
4 (B) (C) (D) (E)
5 (B) (C) (D) (E)

26 T F (A) (B) (C) (D) (E)
27 (A) (B) (C) (D) (E)
28 (A) (B) (C) (D) (E)
29 (B) (C) (D) (E)

51 T F (A) (B) (C) (D) (E)
52 (A) (B) (C) (D) (E)
53 (A) (B) (C) (D) (E)
54 (B) (C) (D) (E)
55 (A) (B) (C) (D) (E)

E. T F
76 (B) (C) (D) (E)
77 (B) (C) (D) (E)
78 (A) (B) (C) (D) (E)
79 (A) (B) (C) (D) (E)

ANSWER KEY TABLE

5	5
6	6
7	7
8	8
9	9

VALUE

61 (A) (B) (C) (D) (E)

A. 86 (A) (B) (C) (D) (E)

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22 (B) (C) (D) (E)
23 (B) (C) (D) (E)
24 (A) (B) (C) (D) (E)
25 (B) (C) (D) (E)

47 (A) (B) (C) (D) (E)
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75 (A) (B) (C) (D) (E)

97 (B) (C) (D) (E)
98 (A) (B) (C) (D) (E)
99 (A) (B) (C) (D) (E)
100 (A) (B) (C) (D) (E)

NUMBER CORRECT	0000
PERCENT CORRECT	0000

COMBINED POINTS EARNED	
COMBINED PERCENT CORRECT	

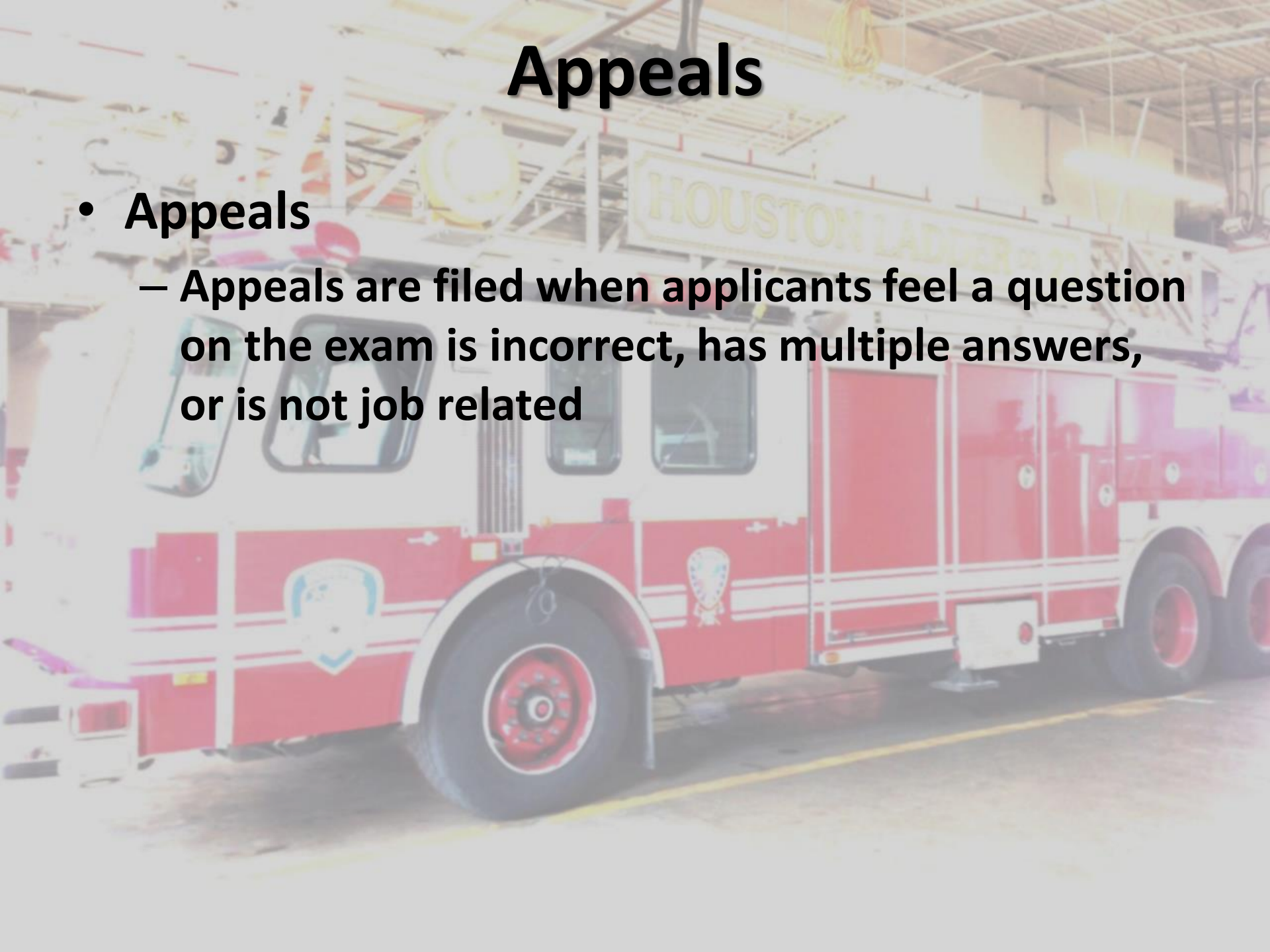
100 ITEM

Rules of Review Sessions

- You can bring your books
- **NO ELECTRONIC DEVICE**
- Classified Testing will provide you with all materials needed EXCEPT for books
 - No pens/pencils allowed at post-exam review.
 - Anything that is written on during the review processes will be kept by Classified Testing. You cannot write, mark or highlight any of your own materials.
- For review sessions at 611 Walker you MUST make an appointment at hfdcst@houstontx.gov

Appeals

- **Appeals**
 - Appeals are filed when applicants feel a question on the exam is incorrect, has multiple answers, or is not job related



Recap



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