

City of Miami

R. SUE WELLER
Labor Relations Officer



DONALD H. WARSHAW
City Manager

June 25, 1999

Mr. Thomas Gabriel, President
International Association of Firefighters
Local #587
2980 N. W. South River Drive
Miami, FL 33125

Dear Tom:

This letter is in response to the concerns expressed by the International Association of Firefighters, Local 587, on the scoring methods to be used by the City for the June promotional exams for Fire Captains and Chief Fire Officers. Based upon our discussions, the City has elected to score the June 1999, Fire Captain and Chief Fire Officer exams as follows:

The promotional examinations for the classifications of Chief Fire Officer and Fire Captain to be administered in June 1999, are to be scored in a format that does not utilize the z-score statistical method of effective weighting, but rather scores will be calculated arithmetically in that test components and seniority of different point scales are placed on a common denominator and nominally weighted accordingly in order to obtain the final register score (See Attachments A and B.) In addition, all candidates seniority will be calculated utilizing Civil Service Rule 6.7(d) and Article 10 of the labor agreement and a constant of 75 will be added to each candidates seniority score obtained prior to nominal weighting for the eligible register establishment.

While the City has elected to score the June 1999, Fire Captain and Chief Fire Officer promotional exams as described above, the City is not committing to score future exams in a like manner. As specified in the labor

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OFFICE OF LABOR RELATIONS
P.O. Box 330708 Miami, FL 33233-0708/(305) 416-2060/Fax: (305) 416-2065

Mr. Thomas Gabriel, President
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Re: Promotional Exams Scoring Methods
for Fire Captains and Chief Fire Officers

agreement, the Human Resources Department will meet the Book Review Committee or its' representatives to discuss the books, materials, scoring procedures, weights of books, etc., to be used in the promotional examinations. As also specified in the labor agreement, such input will be considered but not binding on the Human Resources Department.

Should you have any questions, please give me a call.

Sincerely,



R. Sue Weller
Labor Relations Officer

RSW/bgt

c: Angela Bellamy, Director, Human Resources Department
Chief Carlos Gimenez, Department of Fire-Rescue

ATTACHMENT A

Fire Captain Examination Example of Nominal Weighting

Candidate #1 has the following scores:

98 out of a maximum 100 points on the Written Work Sample Test.

50 out of a maximum 54 points on the Group Presentation.

54 out of a maximum 54 points on the Subordinate Counseling Role Play.

95 out of a maximum 100 seniority points (20 points based on Civil Service Rule 6.7(d) plus 75 as stated in the Memorandum of Understanding.)

Approximate weights are as follows:

Written Work Sample Test = 50% of Exam Score

Group Presentation = 25% of Exam Score

Subordinate Counseling Role Play = 25% of Exam Score

Register Score is Based on the following:

80% Exam Score + 20% seniority = final register score

Nominal Scoring Method:

Step 1. Find a common denominator to the maximum points scales for the exam component (in this case 5400) and place points on this common denominator as follows:

Written Work Sample Test = $98/100 = 5292/5400$

Group Presentation = $50/54 = 5000/5400$

Subordinate Counseling Role Play = $54/54 = 5400/5400$

Step 2. Apply the approximate weights to the test components and combine.

$(5292/5400 * .50 = 2646/5400) + (5000/5400 * .25 = 1250/5400) + (5400/5400 * .25 = 1350/5400) = 5246/5400$

Step 3. Place seniority on the common denominator used (5400).

$95/100 = 5130/5400$

Step 4. Apply Register Score Weighting.

$(5246/5400 * .80) + (5130/5400 * .20) = 4196.8/5400 + 1026/5400 = 5222.8/5400 = 96.719\%$

96.719% is the Final Register Score.

ATTACHMENT B**Chief Fire Officer Examination Example of Nominal Weighting**

Candidate #1 has the following scores:

54 out of a maximum 54 points on the Written In-Basket Test.

54 out of a maximum 54 points on the In-Basket Interview.

50 out of a maximum 54 points on the Group Presentation.

54 out of a maximum 54 points on the Subordinate Counseling Role Play.

45 out of a maximum of 45 points on the Incident Command.

95 out of a maximum 100 seniority points (20 points based on Civil Service Rule 6.7(d) plus 75 as stated in the Memorandum of Understanding.)

Approximate weights are as follows:

Written In-Basket Test = 35% of Exam Score

In-Basket Interview = 16.25% of Exam Score

Group Presentation = 16.25% of Exam Score

Subordinate Counseling Role Play = 16.25% of Exam Score

Incident Command = 16.25% of Exam Score

Register Score is Based on the following:

80% Exam Score + 20% seniority = final register score

Nominal Scoring Method:

Step 1. Find a common denominator to the maximum points scales for the exam component (in this case 2430) and place points on this common denominator as follows:

Written In-Basket Test = $54/54 = 2430/2430$

In-Basket Interview = $54/54 = 2430/2430$

Group Presentation = $50/54 = 2250/2430$

Subordinate Counseling Role Play = $54/54 = 2430/2430$

Incident Command = $45/45 = 2430/2430$

Step 2. Apply the approximate weights to the test components and combine.

$(2430/2430 * .35 = 850.5/2430) + (2430/2430 * .1625 = 394.875/2430) + (2250/2430 * .1625 = 365.625/2430) + (2430/2430 * .1625 = 394.875/2430) + (2430/2430 * .1625 = 394.875/2430) = 2400.75/2430$

Step 3. Place seniority on the common denominator used (2430).

$95/100 = 2308.5/2430$

Step 4. Apply Register Score Weighting.

$(2400.75/2430 * .80) + (2308.5/2430 * .20) = 1920.6/2430 + 461.7/2430 = 2382.3/2430 = 98.037\%$

98.037% is the Final Register Score.