

RESOLUTION NUMBER 2023-15

RESOLUTION ADOPTING AMENDMENTS TO SECTIONS 5.03(2) AND 5.04(2) OF THE RULES AND REGULATIONS OF THE POLICE AND FIRE COMMISSION RELATED TO FIRE FIGHTER APPLICANT WRITTEN TESTING

WHEREAS, sections 5.03 (2) and 5.04(2) of the Rules and Regulations for the City of Beloit Police and Fire Commission provide for written testing procedures related to the hiring of fire fighter/paramedics; and

WHEREAS, upon application of Chief Daniel Pease, it has been considered by the Commission and it is appropriate to amend such sections to assist in the process of hiring of employees within the fire service.

NOW, THEREFORE, BE IT RESOLVED that the Police and Fire Commission of the City of Beloit hereby resolves that section 5.03(2) of the Rules and Regulations be amended to read as follows:

- (2) **Fire Fighter Applicant.** Examination of applicants may includes a written test and shall include a physical ability test. Selected candidates shall participate in an assessment center, an oral interview, a background investigation, a psychological examination and a medical examination.

BE IT FURTHER RESOLVED that the Police and Fire Commission of the City of Beloit hereby resolves that section 5.04(2) of the Rules and Regulations be amended to read as follows:

- “(2) **Fire Fighter Applicant.** A written test shall be administered by persons designated by the Commission as follows:
 - (a) The written test for Fire Fighter should measure basic skills – reading, writing and arithmetic that are important for successfully learning and performing an entry-level, fire fighter position.
 - (b) Each written test shall be marked independently upon a scale of 100% and a candidate must obtain a grade of 70%.
 - (c) Written testing shall only be required when the number of candidates for a vacant fire fighter position exceeds 100 people.”

BE IT FURTHER RESOLVED that the provisions of this resolution shall be deemed severable and it is expressly declared that the Police and Fire Commission would have passed the other provisions of this resolution irrespective of whether or not one or more provisions may be declared invalid and if any provision of this resolution, or the application thereof to any person or circumstances is held invalid, the remainder of the resolution, and the application of such provision to other persons or circumstances, shall not be affected thereby.

BE IT FURTHER RESOLVED the changes made by this resolution shall be incorporated into the Rules and Regulations of the Police and Fire Commission and shall be in force and take effect immediately.

Adopted this 22nd day of May, 2023.

POLICE AND FIRE COMMISSION

Rongal Watson

[Rongal Watson \(May 23, 2023 19:26 CDT\)](#)

Rongal Watson, President

Attest:



Kimberly McGuire

Human Resources Generalist

FIRE DEPARTMENT

Supplemental Information- PFC Rule Change

Recruitment for fire service positions is low and, in some instances, non-existent. In the past, the fire department used to get several hundred individuals applying for just a handful of open positions. The written test was a tool used to help narrow down the list of candidates to a manageable number for HR and the fire department to process.

The last couple of recruitment processes we have seen a severe decrease in available candidates seeking out this profession. The proposed rule change will eliminate the written test and allow HR and the fire department to process all candidates when the applicant pool is less than 100 individuals.

Candidates still have to have to have a national registry EMT license and Firefighter 1 certificate to apply. This shows me candidates have the aptitude necessary to work in this profession and I don't feel we are losing anything by eliminating the written entrance exam from the recruitment process when the candidate pool is less than 100 individuals.

Submitted by Chief Dan Pease
04/17/2023







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Final Audit Report

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