Experience:

1. Explain your assignments and how they relate to being an officer?
   a. Stations
   b. Durations
   c. Titles

2. Please outline the progressive disciplinary system for our department. Do you have any experience in implementing progressive discipline?

3. Describe your experience in working with city and county departments outside of the fire department. How will this make you a better officer?

4. What unique characteristic do you bring to your new position?

5. Please describe your education, experience and training as it relates to the position of a fire officer.

6. Describe your teaching experiences and explain how it relates to being a strong company officer.

7. Describe a time when you made a decision that was unpopular with the rest of the crew.
   What were the circumstances and how did the situation work out?

8. What special projects, committees, or programs have you been involved with? What was your role on them and what was accomplished during your tenure?
You’re Plan When Promoted:

9. You have just been assigned a new probationary firefighter. What steps would you take to ensure the success for him or her?

10. You are a new officer assigned to plan a multi-company battalion drill. What topic would you choose and what steps would you follow to coordinate the drill?

11. If promoted to fire officer, what will you do to prevent harassment in your fire station?

12. Please outline your six month and one year goals as new company officer.

Job Knowledge:

13. A firefighter assigned to your crew receives a needle stick from a transient patient. Describe your actions.

14. Describe the Firefighter Bill of Rights and how it impacts you as a supervisor.

15. Which daylight staff positions are you most qualified for and why?

16. Why are licenses, certifications, training and continuing education important?

17. Who are the city council members and what districts are they assigned to? Explain why knowing this is important to our department.

18. What challenges does Social Media such as Facebook or texting have on the role of an officer?
Leadership:

19. You’re assigned to a crew that breeds negativity and mistrust of fire administration. They are very vocal with their beliefs to the point that it is impacting the morale of your crew and anyone who works on or around your shift. What would you do and why?

20. Describe your plan to manage an unmotivated firefighter.

21. Please outline the expectations you have for your crew?

22. What type of leader are you and how are you going to implement your leadership style?

Operations:

23. You are first in on a structure fire and are implementing the Incident Command System. You assume command and start assigning resources. When would you assign a RIC (Rapid Intervention Crew) team?

24. You are a Captain assigned to an engine company with a mutual aid strike team that has been deployed to a brush fire in another county. The temperature is 90 degrees, humidity is less than 15 percent and Santa Ana winds are gusting at 30 miles per hour. When your strike team reaches its destination, your engine company is assigned structure protection on an approximately 3,000 square foot single family dwelling. The structure is located on a hill with heavy brush and minimal brush clearance. You have determined that the brush clearance is adequate and gives you dispensable space to protect the house. Following the department’s wild land firefighting policy, how are you going to accomplish this assignment?
25. You are the Engine Company Captain and are first in on a working high rise fire on what appears to be on the 15th floor of a 20 story high rise building. Describe your actions.

26. How do you identify the freight elevator versus a passenger elevator in a high-rise building? Which one would you use in case of emergency?

27. You respond to an industrial area of town for a working structure fire and have an NFPA 704 Diamond Placard of 221. What do you do and why?

28. You have an unknown substance flowing from a manhole cover. What would you do and why?

29. You are called upon to do an interview for the local TV news. What are you allowed to say? How would you prepare?

30. The media shows up to a significant event in your first in. Are they allowed to be here? What would you do and why?

Situational:

31. Your battalion chief has just approached you with a new departmental policy. You know it will not be popular with your crew. In fact, you really do not agree with the new change. How would you deliver the message to your crew?

32. You are assigned as the officer on an engine company. You are dispatched to a report of a stuck elevator. Upon your arrival you determine that a hydraulic elevator is stuck between the second and third floor. Describe the actions you would take.

33. You are the Captain of an engine company who has been dispatched to a hazardous materials spill. You have the Department of Transportation
Emergency Response Guidebook (ERG). Please take a few minutes to explain how to properly use this book.

34. Your new assignment as an officer includes a recently assigned probationary firefighter in her second week at this assignment. She appears to be adapting well to her new profession, except for the presentation of training exercises (station drills). Your assessment determines that this probationary firefighter seems to be unorganized and appears extremely nervous in presenting the material. Describe your responsibilities as an officer and the actions you would take based on the information presented.

35. You’re a newly promoted officer assigned to a single engine company. The driver and firefighter on your crew are not getting along. There is noticeable tension between the two members. You have been informed by the officer on another shift that this has gone on for some time and it appears to be getting worse. Their only communication is on an “as needed basis”. The previous officer chose not to intervene with the situation. What would you do and why?

36. You are assigned as a truck officer on a busy truck company. Your crew responds to a well involved house fire where they perform vertical ventilation. As you are finishing overhaul the homeowner approaches you and is upset because you cut a hole in her roof. The battalion chief has already cleared the scene. How would you handle this situation?

**Know Yourself:**

37. How do you view the role of a fire officer?

38. Please share with the panel what sets you apart from all of the other candidates and why you should be promoted to the position of fire officer.
39. Describe three valuable traits a fire officer should possess and how these traits relate to you.

40. What is the most rewarding call you have been a part of? What did you do?

41. When have you contradicted an order or policy, or have spoken negatively about the department. How was it viewed and what was the final result to the department?

42. When you have a difficult decision to make; what is your thought process and why?

43. Define ethics and how they relate to how you conduct yourself?

44. Who are your role models in the department and why?

**Your Opinions:**

45. What do you see as the greatest problem facing our fire department?

46. How do policies and procedures affect your day to day operations as an officer? How do you view the role of a fire officer?

47. What does accountability mean to you?

48. What does operational readiness mean to you?

49. If you had a moment with the Fire Chief what five topics would you like to discuss with him and why?

50. How do you see the fire department’s role when compared to the other City/County departments?
51. Describe what the fire department can do to meet its affirmative action goals?

**Ability to Manage:**

52. You have been recently promoted and are assigned to a single engine station where you personally know, or have worked with the majority of your new crew. Prior to your first day you meet with the current officer in charge of the crew. He details an optimistic perspective of your new crew. He believes that the crew is well trained, but he is concerned that they must be kept under constant supervision so they do not stray outside the policies and procedures of the department. You arrive at your new station prior to the effective date of your transfer to pick out your locker and to drop off some of your safety gear. One of your new crew members is someone who you have known for your entire career. He tells you how glad the crew is that you are now assigned because the last officer was always “by the book” and a micro-manager. Describe your actions based on the above situation.

53. You have a newly assigned second house probationary firefighter assigned under your command. It is important to maintain the continuity of the firefighter’s training. Describe the steps you would take in establishing and continuing with the training program for this member. Please discuss the provisions that are in place to assist you if this member’s performance falls below satisfactory level of performance.

54. You have a probationary firefighter assigned to your crew. At 1600 hours, the district battalion chief arrives at the station, unbeknownst to you; the probationary firefighter is out of uniform. Your BC informs you that he expects ALL members to abide by the uniform policy which states that all members are to be in uniform until 1800 hours. How would you respond to the battalion chief and how would you handle the probationary firefighter?
55. The older firefighters on your crew say you have changed since you became an officer. Their favorite quote is, “I remember you when…” What would you do and why?

56. You are assigned as the officer on a ladder truck in the city’s downtown area. You receive a call from the battalion chief asking you to take the ladder truck to city hall and use the aerial ladder to change a light bulb that is on the exterior of the building at the third floor. Your crew is upset and feels this would be demeaning. What would you do and why?

57. As a new officer, you will be tasked with supervising members who are your peers; some of them may have been on the job longer than you and may be older than you. How will you be able to successfully supervise and evaluate your peers?

58. A female firefighter assigned to your crew approaches you and says that she believes she is being harassed by a member of the crew. She tells you that she does not want to make a big deal of the situation, but just wants you to be aware of it. How would you handle this situation?

59. A firefighter on your crew has been critically injured while fighting a fire. Paramedics and ultimately the hospital staff are treating his injuries. Now that the dust has settled, what are your concerns?

60. One of the other shifts has rearranged the dorm without asking your crew. Your crew is upset about the new layout. What would you do and why?

61. You are a newly assigned Captain at a single engine station with an EMT rescue ambulance. Upon assuming command of your new assignment, you immediately recognize that one of your members is using sick time or family illness time on the days that he or she is scheduled to be assigned to the ambulance. Describe your actions in this matter.
Customer Service:

62. Describe a situation in which you had to deal with an irate citizen. What was the background and how did you handle it?

63. You respond to a major traffic accident that has resulted in a middle-aged man being moderately injured and his wife being killed. He asks you the condition of his wife. How would you respond and what would you tell him?

64. You are invited by the local grade school to be a part of “Read across America”. This involves splitting up your crew into different classrooms so you can read to the children. What would you do and why?

65. You have been asked to receive an award of recognition for the fire department’s service to the community by a local church. You are of a different religion. What would you do and why?

66. A neighbor of one of your local fire stations has come to the station and she is complaining that the firefighters use the siren too often. You are now meeting with the citizen. Please describe your actions.

67. When assigned to Fire Station 1 at approximately 0850 hours, you and your company are preparing to leave quarters to conduct routine duties when a 12 year old girl runs into your fire station stating that a man was following her in his car as she walked to school. She further states she does not know the man and is very frightened. In the middle of your conversation with her, your company is dispatched to a reported structure fire. Tell us your considerations and what actions you will take.

68. A city council member approaches you and what the fire department could do to reduce operating costs. How would you answer his question?

Policies and Procedures:

69. You are assigned to a single engine company station when your probationary firefighter tells you that your driver became seriously injured when a section
of hose fell from the hose tower and struck him in the neck, requiring immediate medical attention. Tell us your immediate actions and any follow up actions you will have to take to completely document this incident. Also describe any resources you have available to assist you in handling this matter.

70. Your probationary firefighter informs you that he lost his firefighter badge while off duty. He informs you that he attempted to procure a new one by going directly to the administrative offices; however, he was not successful in acquiring a new badge. Tell us how you would handle this matter. According to department procedures, what is the appropriate action for handling lost or stolen badges?

71. You are assigned as the officer on the engine. Your company responds to a report of what appears to be used motor oil in two plastic milk containers sitting next to the trash cans in an alley. Please describe your actions and the departmental policies and procedures regarding this issue.

72. You are assigned as the officer on the engine. While working a serious medical aid call in a commercial building your engineer points out a significant fire prevention violation. The patient is critical and requires that you and your crewmember accompany the patient in the ambulance to the hospital. What would you do and why?

73. In the early evening you discover that one of the firefighters has pulled his personal vehicle into one of the apparatus bays and is changing his oil. The department has a policy against firefighters working their personal vehicles while on duty. What actions will you take regarding this matter?

74. You are mopping up after a well involved structure fire in your first due area when a member of the media shows up and request an interview. The battalion chief has already cleared the scene. Would you allow them access to the incident and would you grant his request for the interview?
75. One of the other shifts has brought a ping-pong table into the station and set it up without consulting the other two shifts. Your crew is upset about it and feels like it is in the way and takes up too much room. In addition, they are upset that they were not consulted about it. How would you handle this situation?

76. At approximately shift relief time, the City has just experienced a major earthquake that has affected numerous communities throughout the region. The department is recalling all off duty firefighters to remain on duty and staff reserve apparatus or augment staffing on existing apparatus. One of your firefighters disregards the recall notice and leaves work to check on his family. What actions, if any will you take in the situation?

77. You are on duty at your assigned work location when you receive a phone call from a local neighbor who states that they witnessed your ambulance hit another vehicle and leave the scene. When questioned, both members admit the accident to you and state that they left the scene and returned back to quarters because there was no damage to either vehicle. Tell us your considerations regarding the actions of these two members. How will you resolve this matter?

**Discipline:**

78. One of your members, who are an overall excellent employee, arrives late on a regularly scheduled shift. Fully describe the actions that you are going to take in this matter. Would your actions be different if during your discussion with the late firefighter, it was discovered that this is not the first time he has been late?

79. While working your regular assigned shift, you observe one of your assigned members searching websites on a City computer. Upon closer observation, you clearly view an illicit website on the computer screen. The member
continues searching similar sites until he suddenly notices you watching him. He then tells you that he was just looking up information for his study program. Tell us your immediate considerations and actions you will take to handle this matter. What resources are available to you?

80. You are a new officer. Your shift change is at eight o’clock in the morning. At 0815 you’re your firefighter comes to you and says he is too hung over to work. He states that he was up late drinking and he is just too sick to work the shift. What would you do and why?

81. You are an officer assigned to a station that also includes an ambulance. You receive a call from your battalion chief who says a citizen observed the ambulance traveling code 3 to the grocery store. Please describe your actions.

82. You and your crew have just finished working a critical patient who was riding a motorcycle and was struck by a vehicle. The firefighter assigned to your crew jumped in the driver’s seat of the ambulance and is driving the rig to the hospital. As you are getting into the front seat of the engine a bystander approaches you and points to a set of used EMS gloves in the gutter. She says the firefighter threw them there as he entered the ambulance to drive it to the hospital. Please describe how you would handle this situation.

**Fire Prevention:**

83. You cite a business for a fire prevention violation. When you return two weeks later to ensure compliance, you find he has not rectified the problem. What would you do and why?

84. You show up at a business to conduct a fire prevention inspection and the business owner tells you the time is not convenient for him. What would you do and why?
85. You are on a fire prevention inspection and find a violation. How would you determine issuing an immediate fix violation versus giving a business owner two weeks to correct the violation? What would your barometer be?

86. You write a Notice of Correction to a business owner for a fire prevention violation. He informs you, as he signs the notice, that he is a friend of the Mayor and intends on bringing it to his attention. What would you do and why?