

International Association of Firefighters Local 2067

Promotional Procedures Committee

KC Day, Steve Roberts, Leon Ragland - Chairpersons

<http://www.iaff2067.org/UB/promocommittee.htm> <http://www.iaff2067.org/Files/MISCcommittees/PNAPointsPresentation.pdf>

Date: September 17, 2007

To: IAFF Local 2067 Membership; IAFF 2067 President, Butch Crawford

From: Local 2067 "Promotional Procedures Committee"

Subject: Recommendations for possible changes in our Promotional System

The Promotional Procedures Committee, made up primarily of the following members:

Louis Domgard, Leon Ragland, Steve Roberts, Tim McDermott, Kurt Holley, KC Day, Ronny Davenport, and Stephen Clymer, Jason Smith, and Keith Scott...

...met throughout seven (7) meetings, having adjourned with the following:

- Recommend the PNA Point System into ALL competitive testing procedures for which Union positions will be selected from. The PNA Point system is outlined and included as follows:
 - PNA (PASS but NOT ADVANCE) points would be given in relation to written score(s), outlined in the chart below, to those members who achieve those eligible written scores associated with its earned points while also completing any other subsequent practical examinations associated with that particular test. Those earned points will be added to the "next" exam, as would 'seniority points', earned for that position as well accumulate for all future exams given for that position. PNA point(s) will accrue only for the position in which the PNA point(s) were earned through its testing procedure. Meeting the above criteria, PNA point(s) would be earned as follows:

85% > 88%	89% > 92%	93% > 96%	97% > 100%
0.5	1.0	1.5	2.0

- Recommend that ALL Union positions be afforded a comparable & competitive promotional procedure with an available, sequential list of candidates in which the department can select the next candidate for promotion. These positions should extend to include all of the following Union positions: Fire Marshal, Fire Training Officer, Assistant Fire Chief, EMS Training Officer, Fire Captain, Fire Inspector, and Fire Driver Engineer.
- Recommend that included language be placed within the Union Contract outlining and clarifying the posting of promotional testing materials, dates, and method(s) in reference to any adjustment to which those testing materials would/could be altered due to currently known variables.