

# SOUTH LANE COUNTY FIRE & RESCUE BOARD POLICY

## SECTION ADMINISTRATION POLICY A -10

### FIRE CHIEF HIRING PROCESS

#### **10.0 INTRODUCTION:**

In order to fill a vacancy in the Chief Executive Officer position, South Lane County Fire & Rescue will use a job specific objective exam process, and background checks.

- 10.1** Consulting services with a Fire Service background and experience may be used at the Board of Directors discretion.
- 10.2** The exam process may consist of an exercise or exercises to objectively measure the specific dimensions desired by the Board of Directors.
- 10.3** Specific qualifications for candidate consideration shall be developed and advertised.
- 10.4** The exam process shall be advertised for a minimum of 14 days.
- 10.5** No candidate shall be given preference points or any advantage over other candidates except as may be required by Federal or State laws and/or regulations.
- 10.6** The Board of Directors shall interview as many, or as few, of the top finishing Candidates, as they deem necessary.
- 10.7** The requirements of 10.0 may be waived if the Board fills the Fire Chief's (C.E.O.) vacancy through an interim.
- 10.8** The Board of Directors may at their sole discretion elect to conduct a confidential recruitment to fill the Fire Chief position. Confidential recruitment services are offered by various organizations such as Western Fire Chiefs, ESCI, SDAO and others.

**Adopted: 04/17/2003**

**Revised: 2-20-2020**

**Reaffirmed:**