Q. Is there any expected level of fire knowledge, training, or experience?
A. No

Q. Will the City administer the exam in one location on the date of the exam, or in multiple locations?
A. Multiple locations or one location depending on options/benefits/resources.

Q. What administration equipment will the exam location(s) provide? (e.g.: computers, tables, audio equipment, video equipment, etc.)?
A. Not determined. We will explore options during the RFP process and award of contract.

Q. Would the City consider an alternative administration model, where the vendor manages the following:
   a. Job posting
   b. Collaborative recruitment
   c. Test scheduling
   d. Test administration at the vendor selected sites, using vendor proctors
   e. Candidate support
   f. Scoring
   g. Reporting
A. Possibly

Q. When does the City require or anticipate all testing be completed by?
A. Testing should be completed in time to establish an eligible list to replace the existing list which expires on 9/26/19.

Q. Has the City established a test date?
A. No

Q. Will Subject Matter Experts (SMEs) be made available to aid the vendor in the development of the test?
A. Test development will be sole responsibility of vendor selected. SME will not be available to aid in the development of the test in order to preserve security.

Q. Will Subject Matter Experts (SMEs) be made available to complete job analysis surveys to content validate testing instruments?
A. Yes

Q. What vendor did the City use during the prior process?
A. Fire and Police Selection, Inc. (FPSI)

Q. Does OHR wish to administer the exam once, or on an ongoing basis?
A. Both options will be considered.
Q. How is the passing score on the exam determined?
A. Please see Regulation 9.062 and its subsections:

Q. How many current incumbents and supervisors are there?
A.

<table>
<thead>
<tr>
<th>Position</th>
<th>Number</th>
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<tbody>
<tr>
<td>ASSISTANT FIRE CHIEF.6B07</td>
<td>3</td>
</tr>
<tr>
<td>FIRE BATTALION CHIEF.6B05</td>
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<tr>
<td>FIRE BOAT PILOT.6B13</td>
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<td>FIRE DEPUTY CHIEF.6B06</td>
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<tr>
<td>FIREFIGHTER.6B01</td>
<td>1510</td>
</tr>
</tbody>
</table>

Grand Total 2003

A. Has a previous job analysis been conducted for the rank? Yes
Q. Which vendor completed the job analysis?
   A. FPSI

Q. When was the last job analysis conducted? 2016
   A. Would the selected vendor have access to the job analysis data? No

Q. Do all meetings need to be in person, or may some meetings be held virtually?
A. Open to meeting virtually for some meetings.

Q. For data collection, must that be in person or may the vendor use an online data collection tool?
A. Preferably in person, we are open to considering online data collection.

Q. Do the incumbents have computer access and e-mail addresses?
A. Incumbents do not have computer access and e-mail addresses.

Q. Can we send questionnaires to all incumbents/first-level supervisors?
A. PFD will work with OHR to randomly select a representative sample group of incumbents and first-level supervisors.

Q. Are any incumbents in specialty positions/units/assignments?
A. Yes.

Q. Would OHR provide an intermediary to communicate with incumbents to schedule meetings, relay info. regarding questionnaires or would the vendor provide all communication/scheduling?
A. Yes

Q. Would OHR identify/select incumbent/first-level participants to participate in JA focus groups?
A. Yes

Q. Can you please clarify what is meant on Page 5, Section IV, (C)?
A. If providing information obtained by the expert opinion of an SME, the names/contact information needs to be included with the RFI document submitted.