

# Hiring Process Critical Public Safety Positions

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# Establishing a New Classification

- Collaborative process
  - Bargaining Units, Unions & MOUs
  - Civil Service Rules
  - Departments
- Factors for Consideration
  - Minimum Qualifications
  - Desirable Qualifications
  - Special Conditions



# Public Safety Classifications

- SFPD
  - Q002: Police Officer
- SFFD
  - H002: Firefighter
  - H003: Level 1; EMT
  - H003: Level 2; Paramedic
  - H008: EMT Paramedic
- DPH
  - 2320: Registered Nurses (DPH to Present)



# Application and Referral Process

## Q002 Pre-2013 Process:

- POST Entry Level Law Enforcement Test Battery (PELLTB)
- Discrete List
- PAT and oral exams given separately

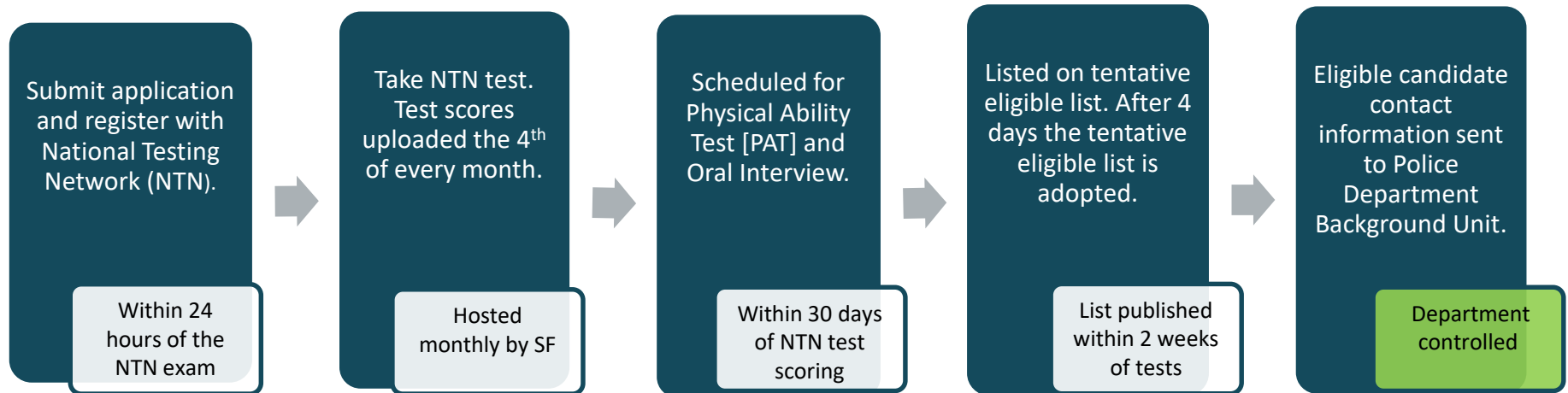
## H002 Pre-2014:

- Discrete List



# Application and Referral Process

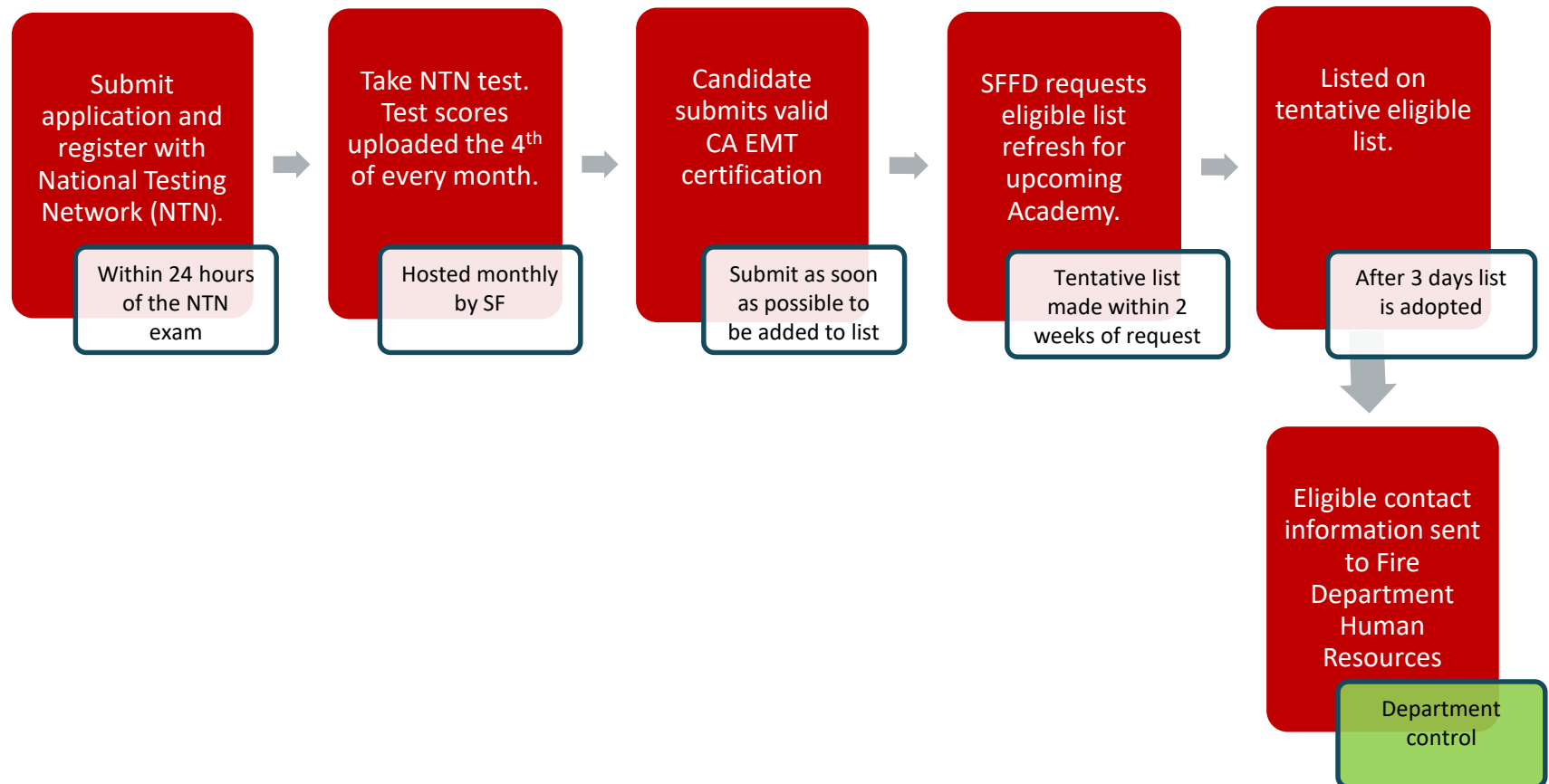
## Q002, Police Officer Hiring Process





# Application and Referral Process

- H002, Firefighter Hiring Process





# Prioritizing Public Safety Positions

- New civilian job classifications at SFPD
- Hiring Process Improvements
  - National Testing Network
  - Continuous List
  - Simultaneous Oral and PAT testing
- Traveling recruiters
- NTN Fee Waivers
- Nurse Hiring fairs



# Attracting Public Safety Employees

- Competitive Salaries
- Targeted Recruitment
- Competitive Benefits Packages





# Attracting Public Safety Employees

**THANK YOU**