

The following statement was read into the record for the December 11, 2019 Sanibel Fire Rescue District Commissioner meeting by Local 1826 District 17 DVP Firefighter John Reitenbach

The promotional process within fire district is one of the most important and most stressful times a firefighter will go through in their careers. Here at Sanibel fire, that opportunity doesn't come around very often and for those candidates that take this testing process seriously, they will have endured countless hours, personal money and hours away from their families just for having an opportunity to potentially be the next lieutenant or captain at the district. For this reason, it is critical that the administration of the test is given to keep the upmost integrity of this process. Here at Sanibel the promotional process is comprised of three parts a written test, an oral interview, and a practical tactical scenario. Assessors are chosen to comprise a promotional interview board, These assessors are picked by our administrators here at Sanibel fire, the assessors should have no prior knowledge or experience with the candidates that will be sitting in front of them. This ensures that all of the hard-working candidates that are attempting to be promoted will have a fair process and everything will be done with a high-level of integrity. It is the responsibility of our administration to ensure that everything for this promotional testing is done to keep a fair process for all of the candidates involved across-the-board.

We, the body currently have two grievances filed against this administration and their choice of assessors. We feel that the selection of the assessors was not in the best interest of the district in a manner to keep this testing process fair. Assessors are normally picked and asked to come assist the district in selecting the future officers of Sanibel. These assessors should have no prior experience, knowledge, and or personal experience with the candidates that will sit in front of them. This once again ensures that a fair testing process is given to all of the candidates involved and that a proper score is given based on the candidates ability to perform during this process.

One of the assessors a few years back, attempted to become a FF within our district here at Sanibel after being demoted from the Lt to fire fighter. This candidate did not get a job here at Sanibel Fire. The problem with the situation is that one of the Promotional testing candidates filing a grievance interviewed this individual and denied him the opportunity of having employment here at Sanibel fire. This unfortunately leaves room and opportunity for a biased opinion and potentially a grudge to work against this candidate and his hard work in attempting to promote within the district.

Two of the three assessors work for Lehigh acres fire Department, two of the candidates attempting to promote have worked at Lehigh acres fire department alongside these assessors, Some have also had direct supervisory roles with the candidates. While it may look like knowing a person's character, and understanding how an individual works under pressure may be a positive. It simply is not, The candidates that have no prior relationship or experience with the assessors simply will not be graded fairly but making this process null and void.

The decision to bring in these controversial specific assessors May have been overlooked by our administrators.

We are only asking for a promotional testing process that has the best interest of the district in mind. We are asking that a retest be performed in order to ensure that all

candidates get a fair promotional testing process.