

San Francisco Fire Department



Lieutenant's Academy 2009

Outline



- History of promotional process in SFFD
- Lieutenant Exam of 2008
 - Significance
 - Statistics
- Lieutenant's Academy
 - Concept
 - Development
 - Curriculum



History of Promotions

- Traditionally every 2 years, a promotional test was given
- 1997 last lieutenant's exam
- 2007 Captain's exam (68 positions appointed)
- 2008 Lieutenant's test (11 years)
- Lieutenant is first line supervisor.
 - First on scene
 - Has to make quick decisions that will determine the outcome of incidents



Promotional Exam of 2008

- 180 openings
- Over 700 applicants
- 2 part exam:
 - Fire scene simulation (pass or fail)
 - Eliminated 300 applicants
 - Training exercise
 - Subordinate counseling exercise
- 62% promoted had 15 years or less experience in the SFFD



Lieutenant's Academy

- Preparation
 - Survey to all Battalion Chiefs and Division Chiefs as to curriculum for Academy
 - Assembled Subject matter Experts
 - Assigned Curriculum with deadline
 - Reviewed and approved curriculum
 - Scheduled instructors and Students
 - Challenges, on duty students only



Lieutenant's Academy

- 6 weeks of class
 - 5 sessions, 1 make up week
 - Subjects repeated 5 days in a row
- Attendance
 - 96% (highest ever in SFFD)

Lieutenant's Academy



- Topics

- Tactics
- Leadership
- Report writing
- Discipline
- EEO

- **SIMULATIONS**

- Every week
- Fire scenarios that made the new lieutenants simulate the decision process that Fire Officers have to make at emergency incidents

