



THE CITY OF
COLUMBUS

ANDREW J. GINTHER, MAYOR

CIVIL SERVICE COMMISSION

COMMISSION COMMENTS

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Ignite Your Career Path *Become a Columbus Firefighter*

Your journey begins here! You can be a member of the firefighter family. You can be an integral part of the lifesaving teamwork in action. You can also have the hands-on experience of serving your community as an emergency medical technician. The first step towards the lifestyle and the family that is firefighting. The rewards for this profession are immeasurable!!!

For the entire month of January – from January 1 through January 31, 2019, applications for **Columbus Firefighter** are being accepted. If you are at least 17½ years of age, have a valid and current driver’s license, and are a current United States citizen, you meet the minimum qualifications for the examination! Note: you must possess a high school diploma or G.E.D. at time of hire.

Applications are being accepted by the Civil Service Commission online only at www.columbus.gov/civilservice, or you can visit our office at 750 Piedmont Road, Columbus, Ohio, 43224, Monday

through Friday, 9:00 a.m. to 4:00 p.m. for assistance if you do not have internet access. The examination has multiple phases, consisting of a multiple choice exam, an oral exam and a physical capabilities test.

The website contains a great deal of information regarding the testing process, including a study guide to help you prepare for the examination <https://www.columbus.gov/civilservice/uniformed-fire-series/Firefighter/>. Prior experience is NOT required, so if you are ready for a rewarding career that will provide lifelong skills and continue to be a challenge, don’t miss out on this opportunity! For more information on this examination, call our Fire Employment Line at 614-645-0879. To speak to a member of the Division of Fire, Office of Recruitment, Diversity & Inclusion, please call 614-645-6387 or visit BecomeaCFDfirefighter.eventbrite.com to register to attend recruitment events. Text “JoinCFD” to 474747 to receive notifications about upcoming test preparation events.

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[Firefighters] never know what they will encounter on each call but proceed with the same level of commitment and service.

- Byron Pulsifer





REQUIREMENTS

Items Needed to Become a City of Columbus Firefighter

The Columbus Division of Fire Recruitment Office: (614) 645-6387

A career in fire services is more than just brawn. It is a tactical exploration into the world of science, strategy, teamwork, citizenship and a commitment toward the empowerment of community.

Do you have what it takes to be a City of Columbus Firefighter?

REQUIREMENTS	MUST MEET BY APPLICATION DATE	MUST MEET BY HIRE DATE
At least 18 years old	Applications accepted at 17.5 years old	X
Citizen of the United States	X	
Valid Driver's License (any state)	X	
Valid Ohio Driver's License		X
High School Diploma or GED		X
Pass Physical Examination		X
Pass Civil Service Examination		X
Complete Basic Skills Training		X
Complete Background Check		X

CIVIL SERVICE NOTICE BOARD

...an assortment of reminders, information, and news...

NEXT TESTING CLINIC:
Saturday, February 23rd
Sign up on our website

READ YOUR LETTER!
Your admission letter to the test contains much more information beyond test date, time and location. It also tells you what topics will be on the test, how long we expect the test to take, and much more. Be sure to read it all!



The Civil Service Commission extends a wish for a **Happy New Year** to all

THE UNIFORMED TEST CENTER IS MOVING!

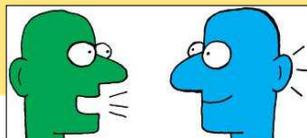
We do not have an official move date yet, but our Piedmont location will be relocating to 1111 East Broad Street (Hammond Building) in 2019. Be sure to pay careful attention to your test notice so you go to the right place on test day!

WATCH FOR NEW RULES COMING NEXT YEAR FOR ENTRY LEVEL POLICE & FIRE TESTING

REMEMBER:

DON'T TALK ABOUT TEST QUESTIONS

Not only does each candidate sign a document that they will not discuss test material with others, but talking about questions helps those who take the same test at a later date. Your score and rank on the eligible list are determined by how well you did compared to others. **Helping someone else may lower your chances for a job.**



DOUBLE CHECK YOUR TEST LOCATION!



A few people have missed their tests because they went to the wrong location. It is **always** written on your notice.

Main Office and Test Center

77 North Front Street
Columbus, Ohio 43215-1895
614-645-8300
CivilService@columbus.gov
TestCenter@columbus.gov
Fax: 614-645-8379

Piedmont Test Center

750 Piedmont Road
Columbus, Ohio 43224-3266
614-645-0848
PoliceFireTesting@columbus.gov

columbus.gov/civilservice
cscfeedback@columbus.gov

*Commission Comments brought to you
courtesy of:*

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Diversity: All About the Ingredients



According to a Society for Human Resource Management article written by Novid Parsi, January 16, 2017, it won't be long before U.S. minorities are not in the minority anymore. Due to projected growth among Asian, Hispanic and multiracial groups, traditionally underrepresented populations will hit majority status by 2044, according to the U.S. Census Bureau.

Smart companies reflect that reality in the collective makeup of their employees. Their leaders understand that yesterday's workforce can't lead them into tomorrow. "We see diversity and inclusion as a business imperative," says Wanda Hope, chief diversity officer at Johnson & Johnson in New York City. The author also addresses broadening diversity. Communicating with members of diverse teams takes extra effort, but that effort leads to better collaboration and more favorable outcomes overall, says David Rock, director of the NeuroLeadership Institute in New York City. "They challenge their own and others' thinking."

Perhaps that explains why the concept of organizational diversity itself has become increasingly diversified—to include personality type, thinking style and other factors that influence how people see the world. Finding the right mix of individuals to work on teams, and creating the conditions in which they can excel, are key business goals for today's leaders, given that collaboration has become a paradigm of the 21st century workplace. Yet building strong teams and attracting more-diverse workers are just two pieces of the puzzle.

"The far bigger issue is how people interact with each other once they're on the job," says Howard J. Ross, founder and chief learning officer at the diversity consultancy Cook Ross in Silver Spring, Maryland. He cites an oft-quoted maxim: "Diversity is being invited to the party; inclusion is being asked to dance."

"Diversity is about the ingredients, the mix of people and perspectives," Gerstandt says. "Inclusion is about the container—the place that allows employees to feel they belong, to feel both accepted and different. You need a group of people who think differently—in a container that's safe to share those differences."

Through the initiatives of Mayor Ginther, the City's Office of Diversity and Inclusion, and our departmental hiring teams and managers, the City of Columbus is ever striving to make the City an employer of choice by the many with whom we share this great City.

WHERE IS IT?

See if you recognize the location in our title banner on the first page and email your guess to CEEmhuff@columbus.gov

We will print the answer and the names of the first five correct entries in our next issue

LAST QUARTER'S ANSWER:

Water Building at 940 Dublin Road

Last Quarter's First Five:

Melanie Mallett, *Public Utilities*
Lori LeClair, *Technology*
Kay Harris, *Public Utilities*
Leslie Carter, *Public Utilities*
Christina Burden, *Public Utilities*

Attention Firefighter Applicants

Attention Firefighter applicants: if you passed the multiple choice portion of the Firefighter Exam in 2017, you may use this passing result for the 2019 Firefighter exam. The Civil Service Commission revised the Rule on retesting to make the process easier for candidates. By using your passing result on the multiple-choice exam you will only need to take the Fire Oral Assessment Mechanism (FOAM) and Firefighter Mile.

If you are interested in applying for Firefighter, and you have taken the test before, watch for information about the next testing process. Keep in mind, you still **must** apply for Firefighter online through our website at cityofcolumbus.gov/civilservice between January 1 - 31, 2019. Also, be sure to use the same profile you have used in the past. More information will be coming on this big change in the process. Keep an eye out for emails and attend the Civil Service Information Sessions that will be offered starting in January for Firefighter.

