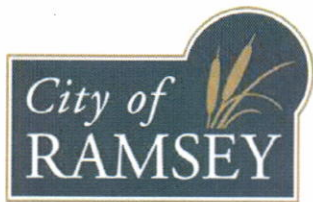


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**Fire Chief / Department Head
Internal -- Recruitment Timeline**

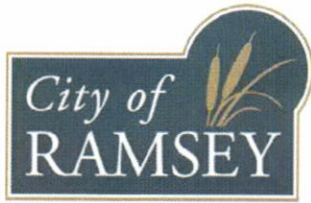
Process	From Date	Through Date
Posting	12-10-15	12-16-15
Scoring	12-17-15	
First Interviews	12-21-15	
Offer to Move Ahead	12-22-15	
Leadership Assessment	01-05-16	
Assessment Feedback	01-08-16	
Second Interview	01-12-16	
Background Check/References	01-13-16	
City Council Interview	01-26-16	
Appoint an Interim Fire Chief	01-26-16	
Contingent Job Offer	01-28-16	
Medical & Drug Screen	02-02-16	
Council Auth. to Hire	02-09-16	
Begin Working	02-24-16	03-09-16



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**Fire Chief / Department Head
External -- Recruitment Timeline**

Process	From Date	Through Date
Posting	12-10-15	01-14-16
Scoring	01-15-16	
First Interviews	01-20-16	01-21-16
Offer to Move Ahead	01-21-16	
Leadership Assessment	01-28-16	
Assessment Feedback	02-04-16	
Second Interview	02-10-16	02-11-16
Background Check/References	02-15-16	02-18-16
City Council Interview	02-23-16	
Appoint an Interim Fire Chief	02-23-16	
Contingent Job Offer	02-25-16	
Medical & Drug Screen	03-02-16	
Council Auth. to Hire	03-08-16	
Begin Working	04-01-16	04-11-16



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**Fire Chief / Department Head
Internal, External if Necessary -- Recruitment Timeline**

Process	From Date	Through Date
Posting	12-10-15	12-16-15
Scoring	12-17-15	
First Interviews	12-21-15	
Posting / External	12-22-15	01-27-16
Scoring	01-28-16	
First Interviews	02-03-16	02-04-16
Offer to Move Ahead	02-04-16	
Leadership Assessment	02-11-16	
Assessment Feedback	02-17-16	
Second Interview	02-24-16	02-25-16
Background Check/References	02-26-16	03-03-16
City Council Interview	03-08-16	
Appoint an Interim Fire Chief	03-08-16	
Contingent Job Offer	03-10-16	
Medical & Drug Screen	03-15-16	
Council Auth. to Hire	03-22-16	
Begin Working	04-06-16	04-25-16